



September 28, 2020

Mr. Rodney McMullen
1014 Vine Street
Cincinnati, OH 45202

Dear Rodney,

Health experts recently projected that it's likely that over 400,000 Americans will lose their lives to COVID-19 by the end of 2020. As more and more people get sick our members continue to show their dedication and make sacrifices for their customers, communities and The Kroger Company. Our members deserve hazard pay as long as the health and safety hazards of COVID-19 remain.

It is clear, coronavirus is a greater threat to the health and safety of our members today than it was earlier in the year. Every part of everyday life remains changed while coronavirus still remains a threat. Customers aren't "rediscovering their passion for food at home". They're staying home to avoid catching coronavirus or bringing it home to their families. As members of the community do their part by cooking at home to stop the spread, The Kroger Company has raked in over \$2 billion in profits since the pandemic began.

Saying you're proud of our members is not enough. Your 14% growth in sales over this time last year is because of the incredibly important work our members are doing in their stores every single day. It is shameful that the Kroger Company would deny hazard pay to its essential workers while authorizing \$1 billion in share buybacks to enrich shareholders during this pandemic. Those shareholders haven't stocked a shelf, cared for a customer or cleaned and sanitized a store.

Hazard pay is not a handout. It's an investment in the hard-working men and women driving Kroger's unprecedented success. Letters, robocalls and billboards thanking your associates - our members - is not appreciation. It's a slap in the face contributing to the low morale in your stores, especially as they see your competitors reinstating hazard pay. You need to do the right thing and pay them the hazard pay they have earned and deserve.

Sincerely,

President
UFCW 227

President
UFCW 75

President
UFCW 700

President
UFCW 876

President
UFCW 1059

President
UFCW 951

Cc: John McPherson, Steven Yancey, Peggy Prescott, Milton Jones