



May 15, 2020

Mr. John Furner
Chief Executive Officer
Walmart Supercenters
702 SW 8th Street
Bentonville AR 72716-6209

Dear Mr. Furner:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

Over these past weeks, many of your respective companies have likened to calling your grocery store and food workers "heroes." Some of you have used advertising and social media to highlight the critical difference they have made in our lives and communities. These union and non-union food workers have been rightfully called essential by our nation's elected leaders—and *it is clear that the American people see them as such as well*. Given the daily risks faced, these workers deserve critical protections, benefits, and a higher wage for as long as this public health crisis endures.

Now, it has come to our attention that each of your respective companies are actively planning to end what some of you have called "hazard pay," "appreciation pay," or even "hero pay," sometime over the next few weeks. To be very clear, the idea that any company, whether it is a non-union employer such as Amazon, Walmart, Trader Joe's, Whole Foods, Aldi, or any union employer, would stop paying higher wages to the men and women who are working on the front lines of this ongoing pandemic is absolutely unconscionable. That this action is even being considered while your respective companies experience record sales is shocking in its indifference.

As you must know, this pandemic is not over. Workers are still dying, including many of your own frontline employees. Furthermore, not a single state nor major city, for that matter, has returned to anything resembling a pre-COVID-19 "normal." To the contrary, every one of your food and grocery store workers are still being asked to risk exposure to this virus and work in dangerous conditions that require them to wear protective equipment on the job. Even more concerning, you are suggesting that frontline workers should work for less because the threat has diminished even as you and your entire executive teams continue to work virtually from home.

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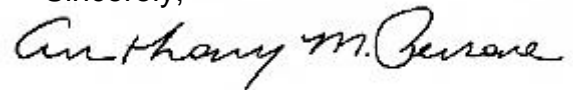
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It is our sincere hope that you will do what is right for your brave workers—the very workers who ensure the success of your companies—and their families. More directly, we hope each of you will recognize that these food and grocery store workers did not simply stop being heroes. They are not facing fewer hazards. And they surely do not deserve less appreciation.

For the sake of these workers, our families, and our nation's food supply, we ask you to remember your collective responsibility to ensure that these workers are receiving the premium pay that they have rightfully earned by facing the very risks that so many Americans—including all of you—have been lucky enough to avoid.

Sincerely,

A handwritten signature in black ink that reads "Anthony M. Perrone". The signature is written in a cursive, flowing style.

International President



May 15, 2020

Mr. W. Craig Jelinek
Chief Executive Officer
Costco Wholesale Corporation
999 Lake Drive
Issaquah WA 98027

Dear Mr. Jelinek:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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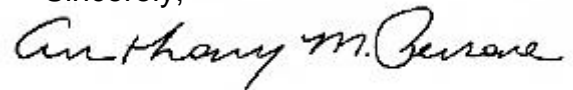
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International President



May 15, 2020

Mr. Randall T. Jones, Sr.
Chief Executive Officer
Publix Super Markets Inc.
3300 Publix Corporate Pkwy
Lakeland FL 33802-0407

Dear Mr. Jones:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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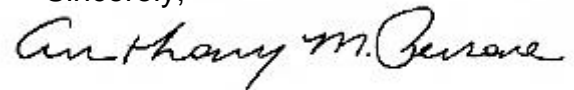
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International President



May 15, 2020

Ms. Kathryn McLay
Chief Executive Officer
Sam's Club
2101 SE Simple Savings Drive
Bentonville AR 72712-4304

Dear Ms. McLay:

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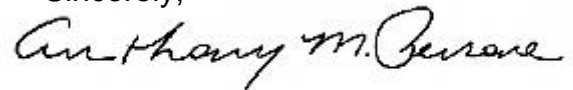
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International President



May 15, 2020

Mr. Charles Butt
Chairman
H-E-B
646 S Flores Street
San Antonio TX 78204-1219

Dear Mr. Butt:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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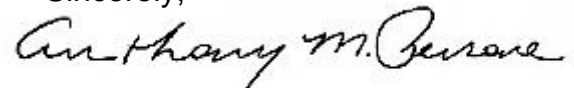
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International President



May 15, 2020

Mr. John Mackey
Chief Executive Officer
Whole Foods Market Inc.
550 Bowie Street
Austin TX 78703-4644

Dear Mr. Mackey:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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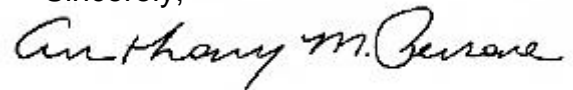
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International President



May 15, 2020

Mr. Jason Hart
Chief Executive Officer
Aldi Inc.
1200 N Kirk Road
Batavia IL 60510-1443

Dear Mr. Hart:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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Mr. Jason Hart

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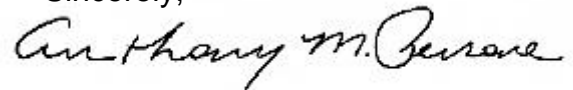
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International President



May 15, 2020

Mr. Anthony Hucker
Chief Executive Officer
Southeastern Grocers
8928 Prominence Pkwy, Bldg 200
Jacksonville FL 32256-8264

Dear Mr. Hucker:

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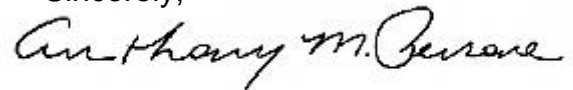
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International President



May 15, 2020

Ms. Colleen Wegman
Chief Executive Officer
Wegmans Food Markets Inc.
100 Wegmans Market Street
Rochester NY 14603-0844

Dear Ms. Wegman:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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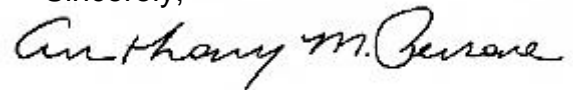
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A handwritten signature in black ink that reads "Anthony M. Perrone". The signature is written in a cursive, flowing style.

International President

May 15, 2020

Ms. Laura Sen
Chairman
BJ's Wholesale Club Inc.
25 Research Drive
Westborough MA 01760-9601

Dear Ms. Sen:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

Over these past weeks, many of your respective companies have likened to calling your grocery store and food workers "heroes." Some of you have used advertising and social media to highlight the critical difference they have made in our lives and communities. These union and non-union food workers have been rightfully called essential by our nation's elected leaders—and *it is clear that the American people see them as such as well*. Given the daily risks faced, these workers deserve critical protections, benefits, and a higher wage for as long as this public health crisis endures.

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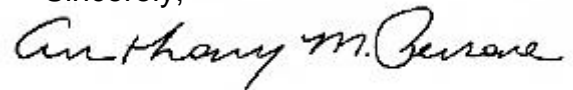
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International President



May 15, 2020

Mr. Randy Edeker
Chairman
Hy-Vee Inc.
5820 Westown Parkway
West Des Moines IA 50266-8223

Dear Mr. Edeker:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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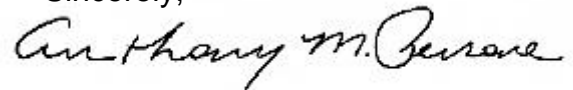
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International President



May 15, 2020

Mr. Grant Haag
Chief Executive Officer
WinCo Foods LLC
650 N Armstrong Place
Boise ID 83705-0756

Dear Mr. Haag:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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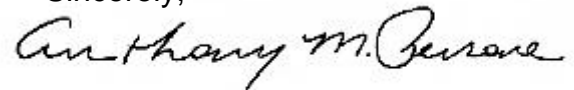
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International President



May 15, 2020

Mr. Kenneth McGrath
Chief Executive Officer
Save-A-Lot
100 Corporate Office Drive
Earth City MO 63045-1511

Dear Mr. McGrath:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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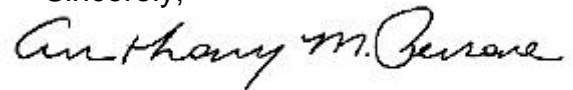
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International President



May 15, 2020

Mr. R. Randall Onstead
Chief Executive Officer
Winn-Dixie Stores Inc.
8929 Prominence Pkwy #200
Jacksonville FL 32203-0297

Dear Mr. Onstead:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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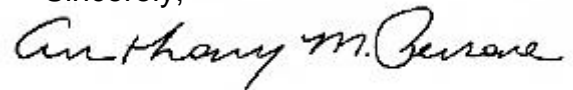
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Sincerely,

A handwritten signature in cursive script that reads "Anthony M. Perrone".

International President



May 15, 2020

Mr. Jack L. Sinclair
Chief Executive Officer
Sprouts Farmers Markets
5455 E High Street, Suite 111
Phoenix AZ 85054-5464

Dear Mr. Sinclair:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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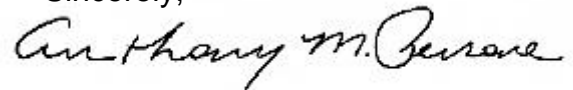
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International President



May 15, 2020

Mr. Arthur T. DeMoulas
Chief Executive Officer
DeMoulas Supermarkets Inc.
875 East Street
Tewksbury MA 01876-1469

Dear Mr. DeMoulas:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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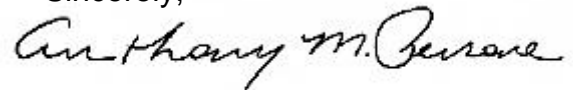
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International President



May 15, 2020

Mr. David G. Hirz
Chief Executive Officer
Smart & Final Stores LLC
600 Citadel Drive
Commerce CA 90051-0377

Dear Mr. Hirz:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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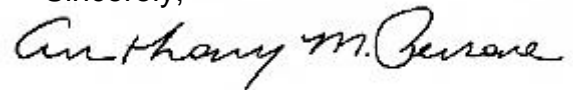
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International President



May 15, 2020

Mr. James W. Lanning
Chief Executive Officer
Ingles Markets Inc.
2913 US 70 Hwy
Black Mountain NC 28816-6676

Dear Mr. Lanning:

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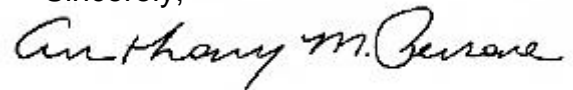
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It is our sincere hope that you will do what is right for your brave workers—the very workers who ensure the success of your companies—and their families. More directly, we hope each of you will recognize that these food and grocery store workers did not simply stop being heroes. They are not facing fewer hazards. And they surely do not deserve less appreciation.

For the sake of these workers, our families, and our nation's food supply, we ask you to remember your collective responsibility to ensure that these workers are receiving the premium pay that they have rightfully earned by facing the very risks that so many Americans—including all of you—have been lucky enough to avoid.

Sincerely,

A handwritten signature in black ink that reads "Anthony M. Perrone". The signature is written in a cursive, flowing style.

International President



May 15, 2020

Mr. Brian Haaraoja
Chief Executive Officer
Golub Corporation
461 Nott Street
Schenectady NY 12308-1812

Dear Mr. Haaraoja:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

Over these past weeks, many of your respective companies have likened to calling your grocery store and food workers "heroes." Some of you have used advertising and social media to highlight the critical difference they have made in our lives and communities. These union and non-union food workers have been rightfully called essential by our nation's elected leaders—and *it is clear that the American people see them as such as well*. Given the daily risks faced, these workers deserve critical protections, benefits, and a higher wage for as long as this public health crisis endures.

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Mr. Brian Haaraoja

May 15, 2020

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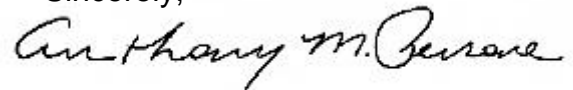
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Sincerely,

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International President



May 15, 2020

Mr. John Ross
Chief Executive Officer
IGA Inc.
8745 W Higgins Road
Chicago IL 60631-2704

Dear Mr. Ross:

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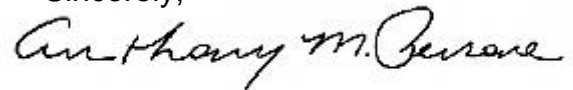
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International President



May 15, 2020

Mr. Johannes Fieber
Chief Executive Officer
Lidl US LLC
3500 S Clark Street, Fl 5
Arlington VA 22202-4045

Dear Mr. Fieber:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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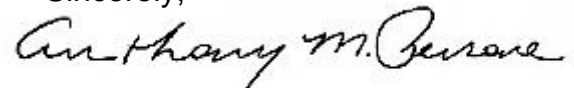
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Sincerely,

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International President



May 15, 2020

Mr. Steven C. Smith
Chief Executive Officer
K-VA-T Food Stores Inc.
1 Food City Circle E
Abingdon VA 24212-1158

Dear Mr. Smith:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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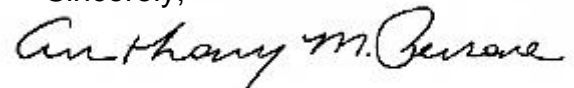
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International President



May 15, 2020

Mr. Bradley W. Brookshire
Chairman
Brookshire Grocery Co.
1600 W Southwest Loop 323
Tyler TX 75710-1411

Dear Mr. Brookshire:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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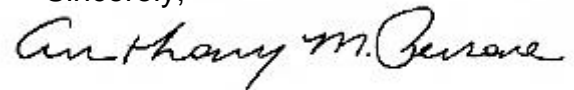
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International President



May 15, 2020

Mr. Eric Lindberg
Chief Executive Officer
Grocery Outlet Inc.
5650 Hollis Street, Suite 100
Emeryville CA 94608-2505

Dear Mr. Lindberg:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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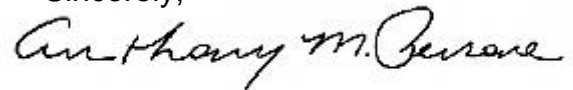
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International President



May 15, 2020

Mr. Charles L. D'Amour
Chief Executive Officer
Big Y Foods Inc.
2145 Roosevelt Avenue
Springfield MA 01102-7840

Dear Mr. D'Amour:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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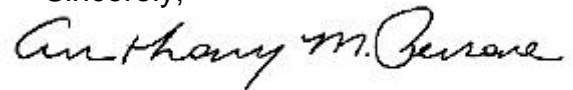
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International President



May 15, 2020

Mr. Rich Wolowski
Chief Executive Officer
Gordon Food Service Store
1300 Gezon Pkwy SW
Wyoming MI 49501

Dear Mr. Wolowski:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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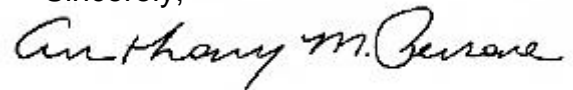
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International President



May 15, 2020

Mr. Richard Anicetti
Chief Executive Officer
The Fresh Market Inc.
628 Green Valley Road, Suite 500
Greensboro NC 27408-7791

Dear Mr. Anicetti:

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May 15, 2020

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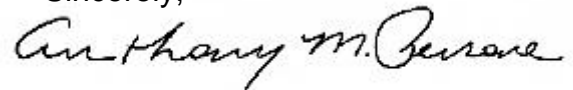
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It is our sincere hope that you will do what is right for your brave workers—the very workers who ensure the success of your companies—and their families. More directly, we hope each of you will recognize that these food and grocery store workers did not simply stop being heroes. They are not facing fewer hazards. And they surely do not deserve less appreciation.

For the sake of these workers, our families, and our nation's food supply, we ask you to remember your collective responsibility to ensure that these workers are receiving the premium pay that they have rightfully earned by facing the very risks that so many Americans—including all of you—have been lucky enough to avoid.

Sincerely,

A handwritten signature in cursive script that reads "Anthony M. Perrone".

International President



May 15, 2020

Mr. Edward Basha, III
Chief Executive Officer
Bashas' Inc.
22402 S Basha Rd
Chandler AZ 85244-0488

Dear Mr. Basha:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

Over these past weeks, many of your respective companies have likened to calling your grocery store and food workers "heroes." Some of you have used advertising and social media to highlight the critical difference they have made in our lives and communities. These union and non-union food workers have been rightfully called essential by our nation's elected leaders—and *it is clear that the American people see them as such as well*. Given the daily risks faced, these workers deserve critical protections, benefits, and a higher wage for as long as this public health crisis endures.

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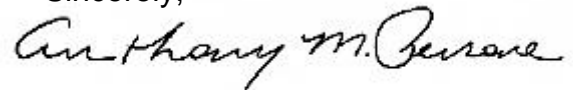
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Sincerely,

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International President



May 15, 2020

Mr. John Gomez
Chief Executive Officer
Cardenas Markets LLC
2501 E Guasti Road
Ontario CA 91761-7657

Dear Mr. Gomez:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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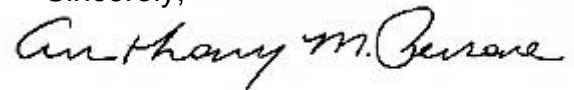
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International President



May 15, 2020

Mr. Reynolds Cramer
Chief Executive Officer
Fareway Stores Inc.
715 8th Street
Boone IA 50036-0070

Dear Mr. Cramer:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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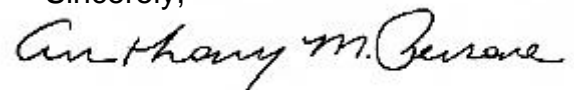
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International President



May 15, 2020

Ms. Donna Rusch
Chief Executive Officer
Woodman's Food Markets Inc.
2631 Liberty Lane
Janesville WI 53545-0741

Dear Ms. Rusch:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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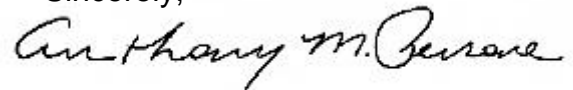
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International President



May 15, 2020

Mr. Donald Rouse, Sr.
Chief Executive Officer
Rouses Enterprises LLC
1301 Saint Mary Street
Thibodaux LA 70302-5358

Dear Mr. Rouse:

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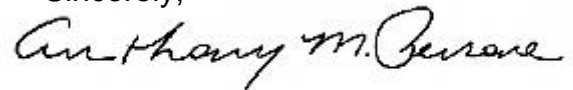
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International President

May 15, 2020

Mr. Marc Glassman
Chairman
Marc Glassman Inc.
5841 W 130th Street
Cleveland OH 44130-9308

Dear Mr. Glassman:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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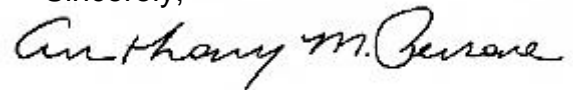
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International President



May 15, 2020

Mr. Roger Lowe, Jr.
Chief Executive Officer
Lowe's Pay and Save Inc.
1804 Hall Avenue
Littlefield TX 79339-1430

Dear Mr. Lowe:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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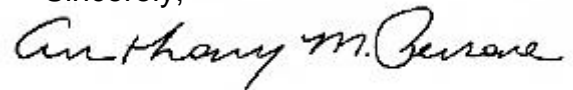
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International President



May 15, 2020

Mr. Ryan Redner
Chief Executive Officer
Redner's Markets Inc.
3 Quarry Road
Reading PA 19605-9787

Dear Mr. Redner:

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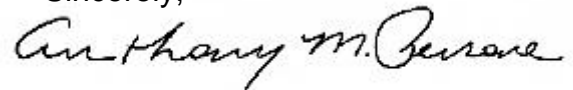
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International President



May 15, 2020

Mr. Milton Hixson
Chairman
Brookshire Brothers Ltd.
1201 Ellen Trout Drive
Lufkin TX 75902-1688

Dear Mr. Hixson:

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Mr. Milton Hixson

May 15, 2020

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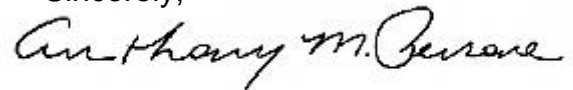
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For the sake of these workers, our families, and our nation's food supply, we ask you to remember your collective responsibility to ensure that these workers are receiving the premium pay that they have rightfully earned by facing the very risks that so many Americans—including all of you—have been lucky enough to avoid.

Sincerely,

A handwritten signature in black ink that reads "Anthony M. Perrone". The signature is written in a cursive, flowing style.

International President



May 15, 2020

Mr. John Alston
Chief Executive Officer
Brookshire Brothers Ltd.
1201 Ellen Trout Drive
Lufkin TX 75902-1688

Dear Mr. Alston:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

Over these past weeks, many of your respective companies have likened to calling your grocery store and food workers "heroes." Some of you have used advertising and social media to highlight the critical difference they have made in our lives and communities. These union and non-union food workers have been rightfully called essential by our nation's elected leaders—and *it is clear that the American people see them as such as well*. Given the daily risks faced, these workers deserve critical protections, benefits, and a higher wage for as long as this public health crisis endures.

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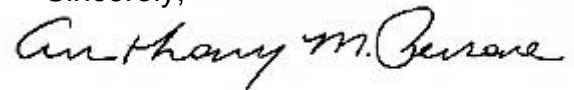
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Sincerely,

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International President



May 15, 2020

Mr. David Ball
Chief Executive Officer
Four B Corp.
5300 Speaker Road
Kansas City KS 66106-1050

Dear Mr. Ball:

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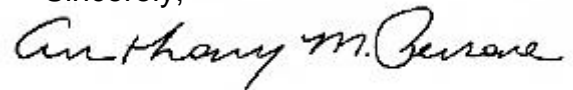
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Sincerely,

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International President



May 15, 2020

Mr. Neal Berube
Chief Executive Officer
Associated Food Stores
1850 W 2100 S
Salt Lake City UT 84126-0247

Dear Mr. Berube:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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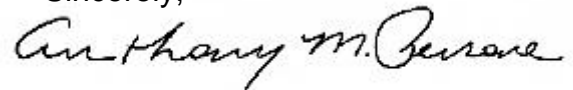
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Sincerely,

A handwritten signature in black ink that reads "Anthony M. Berube". The signature is written in a cursive, flowing style.

International President



May 15, 2020

Mr. Richard H. Niemann, Jr.
Chief Executive Officer
Niemann Foods Inc.
1501 N 12th Street
Quincy IL 62306-0847

Dear Mr. Niemann:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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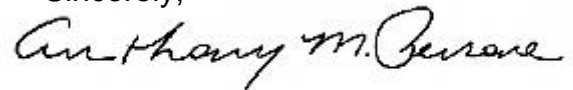
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International President

May 15, 2020

Mr. Jerome Cosentino
Chief Executive Officer
Cosentino's Food Stores
3901 W 83rd Street
Prairie Village KS 66208-5308

Dear Mr. Cosentino:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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Mr. Jerome Cosentino

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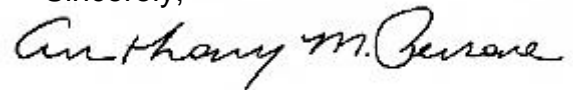
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International President



May 15, 2020

Mr. Gerald Taylor
Chief Executive Officer
All American Quality Food Inc.
125 Eagles Landing Pkwy
Stockbridge GA 30281-5092

Dear Mr. Taylor:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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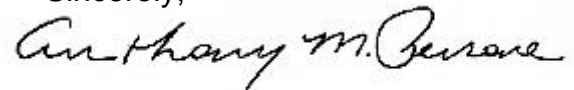
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International President



May 15, 2020

Mr. Kevin Ladd
Chief Executive Officer
Food Giant Supermarkets Inc.
120 Industrial Drive
Sikeston MO 63801-5216

Dear Mr. Ladd:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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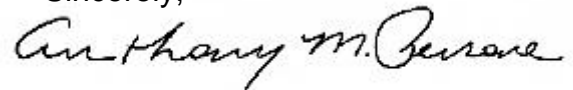
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International President



May 15, 2020

Mr. Dean Peterson
Chief Executive Officer
Harmon City Inc.
3540 S 4000 W, Ste 500
West Valley City UT 84120-3296

Dear Mr. Peterson:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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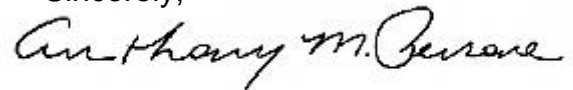
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International President



May 15, 2020

Mr. Agustin Herran
Chief Executive Officer
Sedano's Supermarkets Inc.
3140 W 76th Street
Hialeah FL 33018-3803

Dear Mr. Herran:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

Over these past weeks, many of your respective companies have likened to calling your grocery store and food workers "heroes." Some of you have used advertising and social media to highlight the critical difference they have made in our lives and communities. These union and non-union food workers have been rightfully called essential by our nation's elected leaders—and *it is clear that the American people see them as such as well*. Given the daily risks faced, these workers deserve critical protections, benefits, and a higher wage for as long as this public health crisis endures.

Now, it has come to our attention that each of your respective companies are actively planning to end what some of you have called "hazard pay," "appreciation pay," or even "hero pay," sometime over the next few weeks. To be very clear, the idea that any company, whether it is a non-union employer such as Amazon, Walmart, Trader Joe's, Whole Foods, Aldi, or any union employer, would stop paying higher wages to the men and women who are working on the front lines of this ongoing pandemic is absolutely unconscionable. That this action is even being considered while your respective companies experience record sales is shocking in its indifference.

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Mr. Agustin Herran

May 15, 2020

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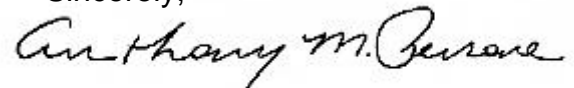
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It is our sincere hope that you will do what is right for your brave workers—the very workers who ensure the success of your companies—and their families. More directly, we hope each of you will recognize that these food and grocery store workers did not simply stop being heroes. They are not facing fewer hazards. And they surely do not deserve less appreciation.

For the sake of these workers, our families, and our nation's food supply, we ask you to remember your collective responsibility to ensure that these workers are receiving the premium pay that they have rightfully earned by facing the very risks that so many Americans—including all of you—have been lucky enough to avoid.

Sincerely,

A handwritten signature in black ink that reads "Anthony M. Perrone". The signature is written in a cursive, flowing style.

International President



May 15, 2020

Mr. Stew Leonard, Jr.
Chief Executive Officer
Stew Leonard's
100 Westport Avenue
Norwalk CT 06851-3915

Dear Mr. Leonard:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

Over these past weeks, many of your respective companies have likened to calling your grocery store and food workers "heroes." Some of you have used advertising and social media to highlight the critical difference they have made in our lives and communities. These union and non-union food workers have been rightfully called essential by our nation's elected leaders—and *it is clear that the American people see them as such as well*. Given the daily risks faced, these workers deserve critical protections, benefits, and a higher wage for as long as this public health crisis endures.

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Mr. Stew Leonard Jr

May 15, 2020

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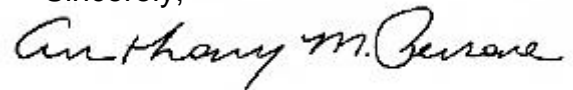
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For the sake of these workers, our families, and our nation's food supply, we ask you to remember your collective responsibility to ensure that these workers are receiving the premium pay that they have rightfully earned by facing the very risks that so many Americans—including all of you—have been lucky enough to avoid.

Sincerely,

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International President



May 15, 2020

Mr. Michael Needler, Jr.
Chief Executive Officer
Fresh Encounter Inc.
317 W Main Cross Street
Findlay OH 45839-1007

Dear Mr. Needler:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

Over these past weeks, many of your respective companies have likened to calling your grocery store and food workers "heroes." Some of you have used advertising and social media to highlight the critical difference they have made in our lives and communities. These union and non-union food workers have been rightfully called essential by our nation's elected leaders—and *it is clear that the American people see them as such as well*. Given the daily risks faced, these workers deserve critical protections, benefits, and a higher wage for as long as this public health crisis endures.

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Mr. Michael Needler, Jr.

May 15, 2020

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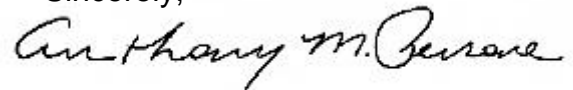
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International President



May 15, 2020

Mr. Mark Griffin
Chief Executive Officer
B & R Stores Inc.
4554 W Street
Lincoln NE 68505-0824

Dear Mr. Griffin:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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Mr. Mark Griffin

May 15, 2020

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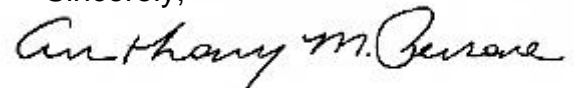
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International President

May 15, 2020

Mr. Paul Kosasa
Chairman
ABC Stores Hawaii
766 Pohukaina Street
Honolulu HI 96813-5307

Dear Mr. Kosasa:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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May 15, 2020

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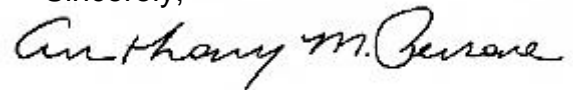
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International President



May 15, 2020

Mr. Omar G. Jorge
Chairman
Aurora Grocery Group
818 E Arrowood Road
Charlotte NC 28217-5811

Dear Mr. Jorge:

Since the beginning of the ongoing COVID-19 pandemic, millions of America's food and grocery workers have been on the front lines of this national public health crisis. These incredible men and women who work at the nation's largest grocery stores and supermarket companies, including yours, have put their lives on the line every single day to ensure that millions of families have the food and groceries they need.

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Mr. Omar G. Jorge

May 15, 2020

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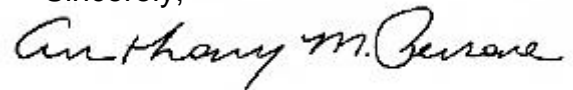
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