



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.

Mr. John Furner

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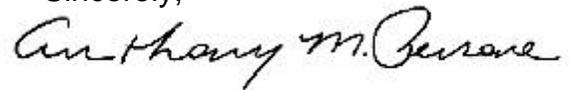
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To be very clear, if you truly believe that the threat of COVID-19 has passed for your workers, then you and/or your executive teams should be willing to admit this publicly. Until that day comes, you have a responsibility to provide your workers with essential protections and benefits, including so-called hero/appreciation/hazard pay, until this terrible threat has passed.

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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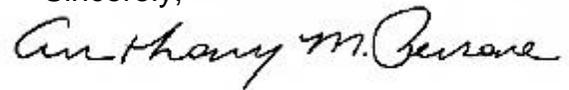
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International President



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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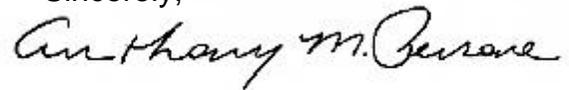
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International President



May 15, 2020

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

Dear Ms. McLay:

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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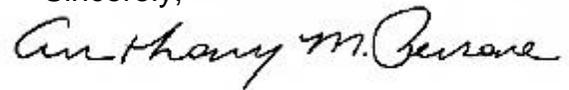
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International President



May 15, 2020

Mr. Charles 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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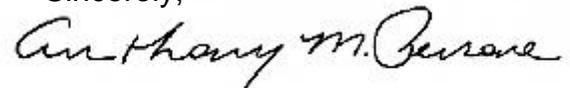
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International President



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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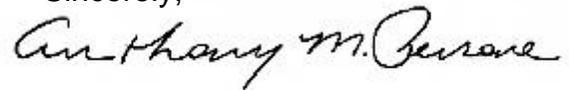
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International President



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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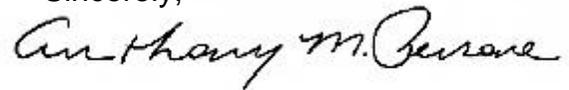
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International President



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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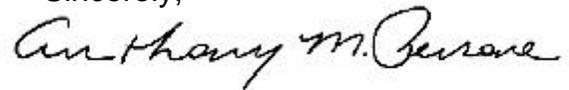
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International President



May 15, 2020

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

Dear Ms. Wegman:

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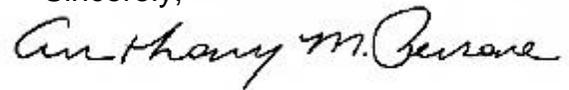
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May 15, 2020

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.

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.

Ms. Laura Sen

May 15, 2020

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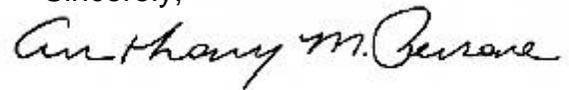
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It is our sincere hope that you will do what is right for your brave workers—the very workers who ensure the success of your companies—and their families. More directly, we hope each of you will recognize that these food and grocery store workers did 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. 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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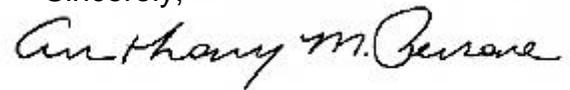
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International President



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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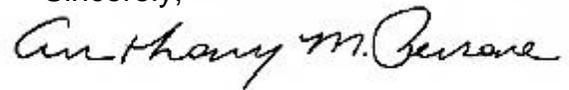
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International President



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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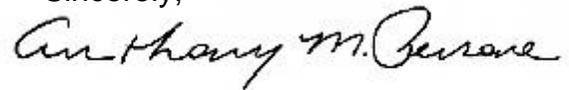
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International President



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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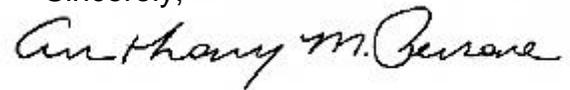
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Sincerely,

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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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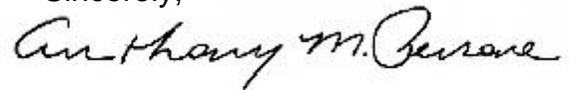
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International President



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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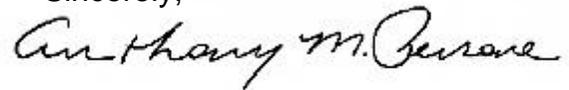
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International President



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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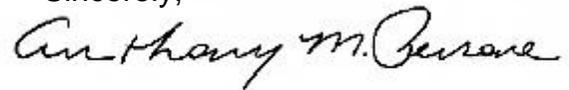
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International President



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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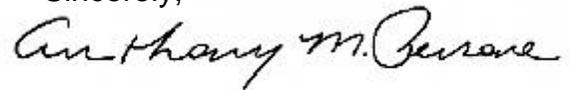
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International President



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.

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. Brian Haaraoja

May 15, 2020

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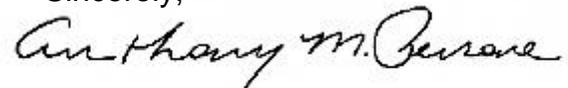
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For the sake of these workers, our families, and our nation's food supply, we ask you to remember your collective responsibility to ensure that these workers are receiving the premium pay that they have rightfully earned by facing the very risks that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

Sincerely,

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International President



May 15, 2020

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

Dear Mr. Ross:

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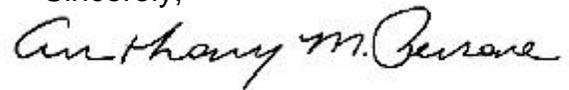
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International President



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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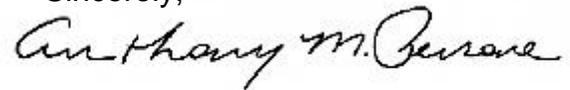
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International President



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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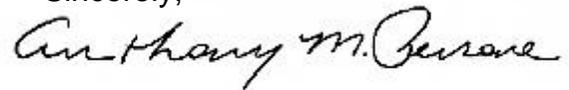
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International President



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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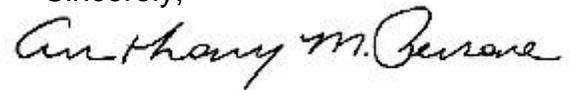
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International President



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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Mr. Eric Lindberg

May 15, 2020

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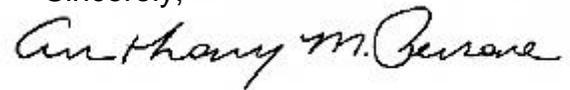
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International President



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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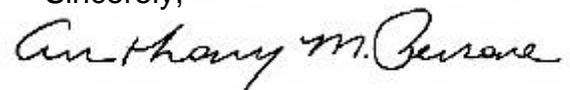
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International President



May 15, 2020

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

Dear Mr. Wolowski:

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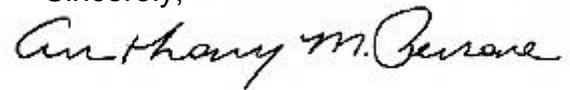
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International President



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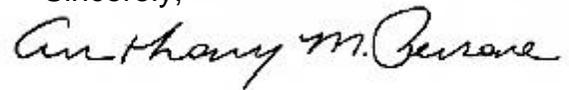
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A handwritten signature in black ink that reads "Anthony M. Perrone". The signature is written in a cursive, flowing style.

International President



May 15, 2020

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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Mr. Edward Basha, III

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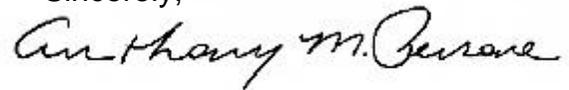
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International President



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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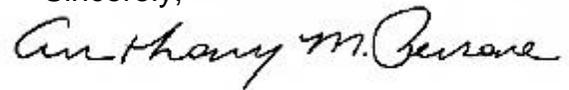
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International President



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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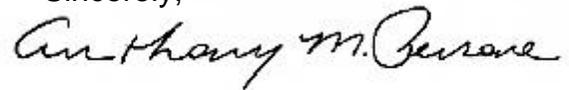
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International President



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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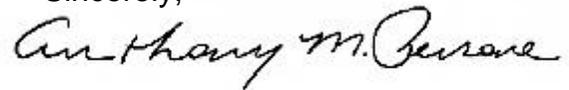
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International President



May 15, 2020

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

Dear Mr. Rouse:

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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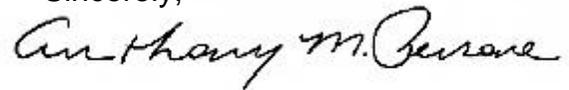
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International President



May 15, 2020

Mr. 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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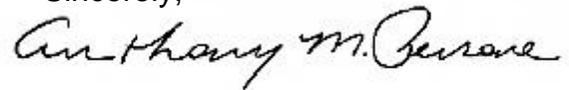
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International President



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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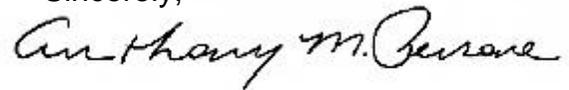
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International President



May 15, 2020

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

Dear Mr. Redner:

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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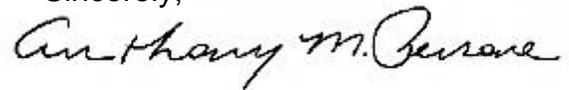
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International President



May 15, 2020

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

Dear Mr. Hixson:

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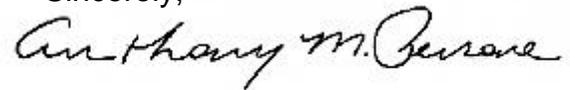
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For the sake of these workers, our families, and our nation's food supply, we ask you to remember your collective responsibility to ensure that these workers are receiving the premium pay that they have rightfully earned by facing the very risks that 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.

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. John Alston

May 15, 2020

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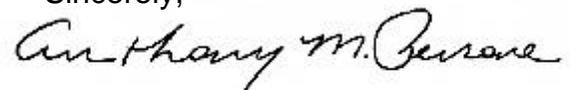
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International President



May 15, 2020

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

Dear Mr. Ball:

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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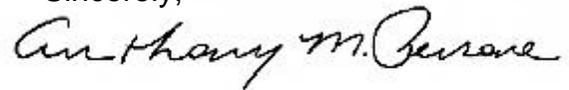
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International President



May 15, 2020

Mr. 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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May 15, 2020

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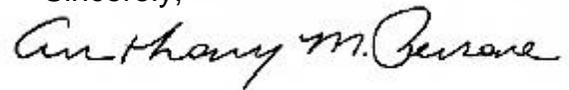
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Sincerely,

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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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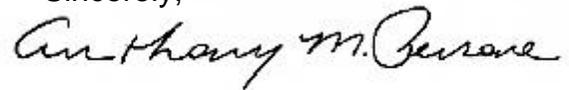
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International President



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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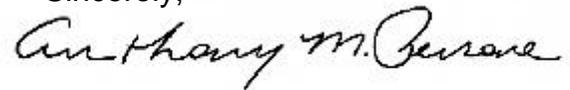
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International President



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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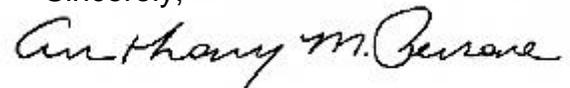
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International President

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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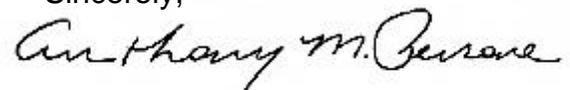
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International President



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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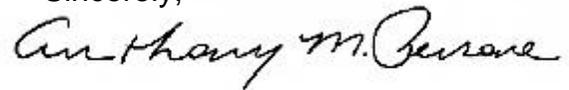
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International President



May 15, 2020

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

Dear Mr. Herran:

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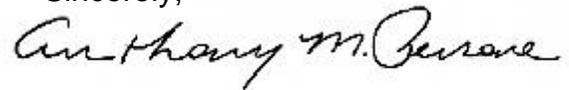
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It is our sincere hope that you will do what is right for your brave workers—the very workers who ensure the success of your companies—and their families. More directly, we hope each of you will recognize that these food and grocery store workers did 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.

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.

Mr. Stew Leonard Jr

May 15, 2020

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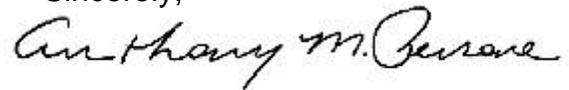
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International President



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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May 15, 2020

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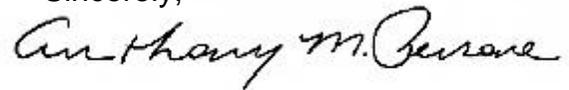
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International President



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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May 15, 2020

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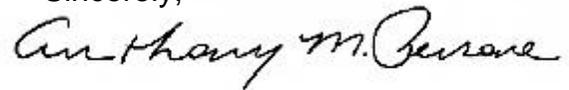
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International President

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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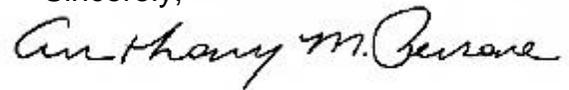
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International President



May 15, 2020

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

Dear Mr. Jorge:

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Mr. Omar G. Jorge

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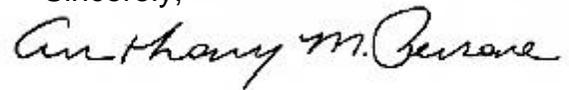
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