

March 16, 2020

Mr. Greg Frazier
President, UFCW Local 1564
130 Alvarado Drive, NE
Albuquerque, NM 87198

Thank you for your letter of March 13.

I appreciate your concern for our employees, your members. Please be assured that the Company and this Division are working hard to deal with this pandemic. We want to keep our customers and our employees and their families safe. We have activated a Crisis Management Team to deal with every inquiry and situation. We continuously update our associates and management team with new developments by emails and through a Coronavirus portal.

We are considering all reasonable measures to ensure associates will not feel they have to come to work when they have symptoms or if they are asymptomatic but should be under home isolation precautions. I will reach out to you with information on these measures once they have been finalized. I expect that to take place within the next couple of days. Until then, individual cases are being dealt with consistently with that objective and guidelines.

I hesitate to answer your individual questions separately because so much can depend on the particular circumstances of an employee or situation. In general:

Employees can use available benefits like vacation and disability to cover any time missed.

The Company will interpret attendance policies liberally as not to penalize anyone who has to miss time due to circumstances beyond his or her control.

Masks are not part of the uniform. We will consider that as a reasonable accommodation with a documentation from a medical provider. The Company will not cover their cost.

Other than required safety and uniform items, there is no plan currently to provide any other personal items.

There has been no change to any Company provided health and welfare coverage. I appreciate your concern and cooperation. I will keep you informed of any developments.



Very truly yours,

A handwritten signature in black ink, appearing to read 'Danny K. Ma', written over the typed name.

Danny K. Ma

VP Labor Relations