

February 5, 2018

Sent Via Email

Ivan Limpricht  
President  
UFCW Local 1518

Dear Mr. Limpricht...

Further to your letter of today and my letter of January 26<sup>th</sup>, the union will table its proposals first followed by the company's presentation. We will then table our proposals.

With respect to the other issues you raise again, you already have a fulsome disclosure of the company's plans at this point. There is nothing more to add.

Yours truly,

A handwritten signature in black ink, appearing to read "David Fearon", written over a horizontal line.

David Fearon  
Senior Vice President - Labour Relations & IHM  
Sobeys Inc.