

(To be printed and posted on official Board notice form)

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT do anything to prevent you from exercising the above rights.

You have the right to distribute literature about the **United Food and Commercial Workers, Local 400**, or any other union, during non-work time to customers in non-work areas and **WE WILL NOT** stop you from doing so. Non-work areas include outside areas adjacent to the store. Non-work time includes breaks, meal times, before and after work, and days when you do not work.

WE WILL NOT tell you to stop passing out union literature when you are on non-work time and you are in a non-work area.

WE WILL NOT threaten to call the police or threaten to have you arrested or escorted off the property because you are passing out union literature on non-work time, in a non-work area.

WE WILL NOT call the police because you are passing out union literature on non-work time, in a non-work area.

WE WILL NOT stop union representatives from passing out union literature to our customers in the outside areas adjacent to our stores while allowing other non-charitable groups to do so or charitable groups to do so on a regular basis.

WE WILL NOT threaten to call the police or threaten to have union representatives arrested because they are passing out union literature to our customers in the outside areas adjacent to our stores, while allowing other non-charitable groups to pass out literature on our premises or charitable groups to pass out literature on our premises on a regular basis, so long as they do not prevent you from carrying out your assigned tasks while you are working.

WE WILL NOT ask our landlords to give us letters that appear to give us the authority to remove you and union representatives from the outside areas adjacent to our stores while allowing other non-charitable groups to pass out literature on our premises or charitable groups to pass out literature on our premises on a regular basis.

WE WILL NOT in any like or related manner interfere with your rights under the National Labor Relations Act.

WE WILL promptly notify United Food and Commercial Workers Local 400 that we will not prohibit it from passing out literature to our customers in the outside areas adjacent to our stores

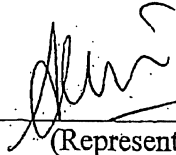
while allowing other non-charitable groups to do so or charitable groups to do so on a regular basis.

Kroger Limited Partnership I

(Employer)

Dated: 1/6/17

By:



(Representative)

DIVISION HR MANAGER

(Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1-866-667-NLRB (1-866-667-6572). Hearing impaired persons may contact the Agency's TTY service at 1-866-315-NLRB. You may also obtain information from the Board's website: www.nlr.gov.

4035 University Parkway, Suite 200
Winston-Salem, NC

Telephone: (336) 631-5201

Hours of Operation: 8:00 a.m. to 4:30 p.m.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the above Regional Office's Compliance Officer.