

October 17, 2025

Sandy Douglas, CEO
United Natural Foods, Inc.
15 Park Row W, Ste 302
Providence, RI 02903-1184

Dear Mr. Douglas:

UNFI's decision to close four additional Shoppers Food stores in Maryland, just two days after the closure of two other Maryland stores, has caused widespread fear and disruption for our members, your employees. Our members who work at your stores go to work every day and work hard to serve your customers and their communities. Several of the stores you have recently announced for closure are anchors in their communities and have been profitable.

These closures and the way they are being announced are causing chaos for our members and your customers. You have routinely given us less than an hour's notice before announcing these store closures, making it difficult or impossible to have Union representatives available at the impacted stores to help answer questions.

At the College Park store, several employees had just arrived from there from their former store, which closed on Saturday, October 11, only to come in on Tuesday, October 14, and be told their new store was closing as well. It is difficult to believe that UNFI did not know they were going to be closing the College Park store when it agreed to have employees placed there from stores that were closing only two days before. It is incredibly disrespectful and just plain wrong to treat your loyal, hard-working employees like pawns that can just be moved around a board.

Trust between UNFI and UFCW Local 400 had already been severely undermined by the company's continued lack of commitment to the DC area market in their public comments, as well as the closure, reopening, and then closure again of several stores in Southern Maryland. The latest actions of the company have pushed that lack of trust to a breaking point.

In order to fix this broken trust and give your employees the stability they deserve, we ask you to commit to:

- Keep the four stores you announced for closure open at least through the end of 2026.
- Commit to no additional closures through at least the end of 2026.

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- Schedule a meeting with us involving whoever at UNFI is making decisions about stores in the DC area, so we can discuss how we can work together to keep stores open for the long term.
- Commit to funding our pension and health and welfare funds so that they remain stable through any further store closures or reductions in hours.

Given the chaos and disruption UNFI's latest store closure announcements have caused, we request a reply to this letter by the close of business on Wednesday, October 22, 2025.

Sincerely,

A handwritten signature in black ink, appearing to read "Mark P. Federici". The signature is fluid and cursive, with a long horizontal stroke at the end.

Mark P. Federici
President and International
Vice President

MPF/lla