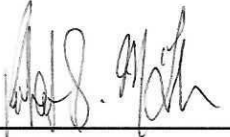


**Letter of Agreement
Between
Safeway Inc., Albertsons, and UFCW Local 7R
Colorado and Wyoming Denver Division Bargaining Units**

The above referenced parties hereby agree to establish terms and conditions for a Drive Up and Go (DUG) Lead classification:

1. Where used, the DUG Lead Classification shall become part of the labor agreement between Albertsons/Safeway and UFCW Local 7.
2. All terms and conditions of the respective labor agreement shall apply as set forth therein.
3. The rate of pay shall be equal to the Head Clerk rate.



Company Date 8/27/2020



Union Date 8/26/2020