

Natural Grocers received a demand that we recognize a union at our Norman, Oklahoma store. The union subsequently filed a petition with the National Labor Relations Board to commence an election process at this store. Natural Grocers has a long proven, well-known commitment to our Good4u Crew. Natural Grocers provides an environment that empowers Crew through regular engagement, nutrition education training, and opportunities for advancement. Our compensation and benefits packages are world class. Our low turnover rates and commitment to promotion from within are a testament to a strong, positive workplace culture. We also foster a culture of open communication and mutual respect in our stores.

The suggestion that Natural Grocers mistreats its workers, provides poor benefits, or fails to protect the rights of pregnant or bereaved Crew members, couldn't be further from the truth. Natural Grocers not only complies with the law of Oklahoma, but we go above it, with even more generous leave and accommodation policies for pregnant mothers and bereaved Crew members than the law requires. We also have an open-door policy and encourage Crew members to communicate any workplace concerns directly to our leadership, and address those concerns, and openly support collaboration with our Crew members.

Natural Grocers cannot respond to particulars of any person's particular employment circumstances given privacy concerns, but we unequivocally deny that we disregard the welfare and advancement of our employees. In fact, Natural Grocers is known for our more generous pay and benefits when compared to competitors in the area. In the end, Natural Grocers takes its obligations under the law very seriously and does not retaliate against Crew members who support or engage in protected activity and supports employees' rights to engage in concerted activities.

Natural Grocers also believes strongly in supporting Crew education and believes that Crew have the right to make informed decisions. Educating an employee to make an informed decision regarding whether to unionize is not a "negative approach", it is upholding the nation's long history of supporting the right to freely choose.

To summarize: when it comes to unionizing, Natural Grocers simply believes that having a direct working relationship with our Crew members better serves the Crew members' interests, without an intermediary union in the middle.