



August 14, 2014

Mr. Thimmaiah Mallepalli Gajula
c/o Publix Super Markets, Inc.
321 South Kentucky Avenue
Lakeland, Florida 33801

Re: Immigration Matter

Dear Mr. Mallepalli Gajula:

This letter is to advise you that Publix Super Markets, Inc. is undertaking the steps to petition the U.S. Citizenship and Immigration Service for permanent residence on your behalf. The statements made in the Form I-140 petition and supporting documents are subject to the terms and conditions of all Publix employment, including the employment-at-will doctrine.

Sincerely,

A handwritten signature in blue ink that reads "Rhonda L. Burke".

Rhonda L. Burke
I/S Staffing Manager

#3703998 v1 36556-0149