

*From the Desk of Kevin Curry  
Your Health and Well-Being*

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Dear Associate:

First and foremost, thank you for all you're doing right now to help us serve our customers. We know that it's an incredibly busy time for our team and how hard everyone in our stores, plants, and DCs is working. We sincerely appreciate everything you're doing to keep our communities nourished. We also know the situation is changing every day around the COVID-19 pandemic, and we are taking steps to help you care for yourself and your families. Your health, well-being and safety are our top priorities.

Effective March 16, 2020, the Company will pay any associate diagnosed with COVID-19 up to two weeks of replacement pay while they are unable to work. If an associate is unable to return to work after two weeks, they will then be able to use any sick leave they are normally entitled to under the applicable CBA, Company Policy and/or past practice. We will also pay any associate who is required to self-quarantine up to two weeks of replacement pay if they are required to do so by their health care provider or if the Company requests they do so based on current CDC risk assessment factors

Please continue to practice the CDC's guidelines to stay healthy with frequent hand washing, cleaning and disinfecting of surfaces and objects that are touched or handled regularly, when possible, maintain social distancing, and, of course, if you are not feeling well, please stay home.

Thank you for all you do for the Company.