



Thank you!



Appreciation Pay Extended through May 30, 2020

Team,

Across the country, we have seen cities and states slowly relax Shelter in Place and Stay at Home orders. Even though there isn't an "Open for Business" sign across America, we can see many signs that Americans are ready to establish a new normal for society with appropriate safety measures.

You have worked tirelessly to provide an essential service to our communities throughout this time, and you continue to amaze us with your focus on running great, safe stores every day. In recognition of all you have done, and as our communities learn to reopen businesses, our senior leadership team has again approved an extension of our temporary Associate Appreciation Pay program through May 30, 2020. As a reminder, all of our non-union and union hourly associates on the front lines in our stores and on our e-commerce team will receive \$2.00 per hour Appreciation Pay for time worked, above and beyond regular paid time and overtime. We will evaluate whether this program should be extended again after we see how the reopening of our communities proceeds.

As cities and states begin lifting local orders and allowing more businesses to open, most of the safety practices that we have honed over the last ten weeks to keep our customers and associates safe will become standard across all businesses – and all of their employees will be learning what you already know. The trends look promising, but reopening businesses when the threat of COVID-19 spread is still very real means we must enforce our safety practices with the same attention to detail as when we first implemented them.

The most important thing you can do to protect yourself is stay alert. Continue to follow all of our safety and sanitization practices, wash your hands frequently, properly wear a clean mask every day when you are at work and around others, sanitize your gloves and change them often, and maintain social distancing – even when you have washed your hands and are wearing a mask. We all must continue to observe these practices to help the decline of the COVID-19 spread.

Thank you again for all of your hard work during this unprecedented time. We are so proud that you are on our team.

Todd

