

Appreciation Pay

Frequently Asked Questions

1. Who is eligible for the Appreciation Pay?

The Appreciation Pay bonus will be paid to hourly frontline associates in retail stores, manufacturing plants, distribution centers, central fills, pharmacies and contact call centers who were hired on or before March 1, subject to the provisions below and to other relevant terms and conditions of this bonus offering

- Full time associates will receive \$300.
- Part time associates working an average less than 30 hours per week (including overtime) will receive \$150.
- However, part time associates working an average of 30 hours or more per week (including overtime) will also receive \$300.

Average hours will be calculated based on time worked between Feb.1 and March 21.

2. How and when will I receive my payment?

The Appreciation Pay bonus will be paid as a separate paycheck on April 3. It will be paid in the same method as your normal paycheck (e.g. paper check, direct deposit, global cash card, etc.).

3. Will this payment be taxed as a bonus?

No, this payment will be paid and taxed as regular pay instead of supplemental pay.

4. What deductions will be withheld from the payment (e.g. 401(k), etc.)?

No deductions will be taken from the payment except required taxes (federal, Social Security, Medicare, state and local taxes) and any other required withholdings. This payment will be taxed as regular pay instead of supplemental pay.

5. Are associates on a leave of absence eligible?

Those on Emergency Leave due to COVID-19 are still eligible.

6. Will union dues be withheld from this payment?

Union dues will not be withheld from the appreciation payment.

7. What about associates who have chosen not to work due to COVID-19 fears or concerns? Will they be eligible?

An associate who was hired on or before March 1 and worked any amount of time between March 8 and March 28 will be eligible for the Appreciation Pay based on their status and/or average number of hours worked per week during the measurement period.

8. I am an hourly associate, but I already receive an annual incentive as part of my normal compensation. Am I also eligible for this payment?

Yes, as long as you meet the definition of eligibility answered in question 1 above.