

## Thank You Pay – May 15

Today, we are announcing that we will provide special Thank You Pay to frontline grocery, supply chain, manufacturing, pharmacy and call center associate to acknowledge their dedication to maintaining safe, clean and stocked stores during the pandemic.

As you know to recognize and thank our associates for working through these extraordinary circumstances, we offered several special rewards in March, April and May.

The **new \$130 million Thank You Pay** bookends an Appreciation Pay first provided to frontline workers for their efforts at the start of the pandemic in March. It also follows Hero Pay from April through mid-May, with a final payment on May 23.

The Thank You Pay, which will be \$400 for qualified full-time associates and \$200 for qualified part-time associates, will be paid out in two installments: \$65 million on May 28 and \$65 million on June 18. Associates must be active on or before May 23 to be eligible for Thank You Pay.

As the country moves toward reopening, we will continue taking care of our associates by safeguarding their health and well-being and rewarding their hard work. At the same time, we need to continue operating in a cost-effective way so that we can run a successful business that provides steady employment and opportunities to learn and grow.

As part of our ongoing investment in associate and customer safety, we are also announcing today that we will extend our COVID-19 Emergency Leave guidelines to continue providing paid time off to associates most directly affected by the virus or experiencing related symptoms.

The new Thank You Pay of \$130 million and extended Paid Emergency Leave are in addition to the \$700 million the Kroger Family of Companies has invested since March to reward associates and safeguard associates, customers and communities.

### **Ways the company will continue to invest in, support and protect its associates:**

- [Offering COVID-19 testing to associates](#) based on symptoms and medical need
- Providing Emergency Leave to associates most directly affected by the virus or experiencing related symptoms and providing paid time off

- Supplying masks for all associates and encouraging them to stay home if they are sick
- Encouraging customers to wear masks in stores, or alternatively, use ecommerce services
- Providing comprehensive benefits packages, including healthcare coverage and retirement benefits
- Offering \$5 million through the organization's *Helping Hands* fund to provide financial support to certain associates experiencing hardships due to COVID-19, including childcare costs
- Making available mental health resources
- Continued implementation of customer capacity limits and special shopping hour for senior shoppers and higher-risk customers
- Continued plexiglass partitions and physical distancing floor decals
- Expanding contact-free payment solutions like Scan, Bag, Go and Kroger Pay
- Offering a no-contact delivery option, low-contact pickup service and ship-to-home orders