



March 17, 2020

To All Cub Associates:

## THANK YOU – THANK YOU – THANK YOU

On behalf of the Cub Leadership Team, we simply cannot thank each member of our Cub Team enough for all your incredible dedication to each other, to our customers, and to the communities we serve. With the current State of Emergency that we are operating within, our stores have seen sales literally double over-night. Day after day, each of you, have demonstrated to our local communities and our customers what makes Cub – Cub – and that is YOU!!! We are so very proud of each of you.

To show our appreciation for the excellent efforts that you have all put forward, we would like to temporarily adjust all of our hourly teammates wages by adding \$2.00 per hour, for all hours worked. This temporary adjustment is effective this past Sunday, March 15<sup>th</sup>, 2020 and will continue through Saturday, April 11<sup>th</sup>, 2020. In addition to the \$2.00 per hour temporarily added to all hourly wages, we will be also increasing overtime rates to double the new rate per hour, rather than time and one-half rate. These temporary adjustments are a small way for us to show our appreciation to each of you for your dedication to Cub, to each other, to our customers, and to our communities.

As we continue to serve our customers and our communities, please know that we are keenly aware that each of you are also balancing your own personal lives and families. Remember that we have services available to you in the event you arrive at a need for some additional help and support. We are Cub, and we will take care of each other.

We are so very grateful to work with such an unselfish, hard-working and dedicated team of associates. Be safe and stay healthy.

Mike Stigers  
Chief Executive Officer

Darren Caudill  
Senior Vice President  
Sales, Merchandising and Marketing

Christine Dwyer  
Vice President  
Finance and  
Strategy Execution

Diana Colburn  
Vice President  
Human Resources and  
Community Relations

Tom Vesey  
Vice President  
Operations