

March 18, 2020

To ALL Kowalski's Stakeholders:

THANK YOU, EVERYONE!

We cannot thank you enough for the dedication you have shown in these past few days, not only to our customers, but to each other and to the communities we serve. You have embodied active citizenship. We especially appreciate the active role you have taken in adopting extra measures of cleaning and sanitizing our facilities for the care and safety of our customers and one another. It has been a uniquely trying period for our company and our industry; we are so very proud of each of you and very proud to have you as a member of our civic business during these unprecedented and challenging times.

To show our most sincere appreciation for your exceptional efforts, we have established temporary wage increases similar to those recently instituted by our colleagues at Cub. Effective this past Sunday, March 15, 2020 through Saturday, April 4, 2020, we have temporarily adjusted all of our hourly stakeholders' wages upward by \$2.00 per hour for all hours worked during that time. In addition to \$2.00 per hour bonus wages, we have also increased overtime rates from time and one-half to double the new rate per hour for this same period. These temporary adjustments are a way for us to show our thankfulness to each of you for your dedication to our stores, to each other, to our customers and to the common good of our communities.

For many of our customers, shopping our stores may now be the only reason they leave home. During this time, some of you may be the only people these customers interact with outside their homes. We appreciate the warmth, sincerity, patience and genuine understanding you have shown customers as much as your service in providing them with a safe shopping experience. This is a stressful time for our customers, but we know this is a challenging time for you, too. In addition to being incredibly busy at work, many of you have personal concerns to deal with, such as children at home, aging parents or grandparents, etc. Remember that we have services available to you in the event you need additional help and support. Your health and well-being are of utmost importance to us, and we want to assure you are well cared for, because **you** are what makes Kowalski's special.

We are so very grateful to work with such a generous, kind, hard-working and devoted team of stakeholders. Be safe and stay healthy. If you have questions or concerns that we can assist with, please do not hesitate to contact any one of us directly.

Warmest regards,

Mary Anne Kowalski
Kris Kowalski-Christiansen