



March 22, 2020

To Our Knowlan's Fresh Foods and Festival Foods Team,

First of all, Thank You! During these past days we have all been through an experience that none of us could have envisioned or planned for. From the outset, the dedication and action that our team has shown to step up and take care of our customers and fellow associates is nothing less than extraordinary. It is most often during these trying and rapidly changing times that we find ourselves making the best decisions at the moment that will allow us to receive products that will help to feed the most people. At the same time, looking forward to what the demands could or will be for tomorrow.

We want to thank you for all of your efforts that have reached above and beyond the call to serve our communities. We are so proud of every contribution you have made on behalf of our company to serve each and every customer. We know this level of service has not come without frustration and concern. Understandable concern for yourself, your family and your work family. Always doing the best you possibly could to get just one more thing done and while not being at the level you have set as an expectation, however completed to the best of your ability at the current time under the current conditions. Also significant is your attention to maintaining a safe workplace for our associates and customers to work and shop in with additional sanitation measures.

To show our most sincere appreciation for these efforts we will be issuing a one-time Appreciation Bonus for all current in-store hourly associates. Full Time Associates will be paid a bonus of \$500 and Part Time Associates will be paid a bonus of \$200. This Appreciation Bonus will be paid on Monday, April 13.

Our entire organization is grateful for the contributions that everyone is making, and we should all be proud to stand next to our fellow associates and know that we are fortunate to work with a team of dedicated, hard-working and caring people. We will continue to work together through this time as we must look forward and plan for the days ahead.

Focus on staying healthy, be safe.

Lauri Youngquist  
Owner, President & CEO  
Knowlan's Super Markets, Inc.



Locally Family Owned