



THANK YOU – THANK YOU – THANK YOU

March 17th, 2020

To all Jerry's Grocery Store Hourly Associates:

On behalf of the Jerry's Leadership Team, we simply cannot thank each member of our Jerry's Grocery Teams 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 Jerry's – Jerry's – and that is YOU!!! We are so very proud of each of you.

To show our appreciation for the ABOVE AND BEYOND 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 15th, 2020 and will continue through Saturday, April 11th, 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 Jerry's, 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 **The Jerry's Family**, 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.

Kent

Bob

Ben

Doug

Molly

Dana

Steve

Wade

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