

Hi James,

As you requested that we communicate any changes, please see below. Let me know if you have any questions. This will be effective starting tomorrow for 3 weeks as appreciation to our teams working during this pandemic.

Thank you,
Sam

Sam Thomas, SHRM-SCP

Human Resources Manager
Consumers Cooperative Association of Eau Claire | Cenergy
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From: Mike Buck <Mike.Buck@megacoop.com>
Sent: Saturday, March 21, 2020 2:13 PM
To: Samantha Thomas <samantha.thomas@megacoop.com>
Subject: Appreciation Pay Shift Incentive

Mega! team,

The Department of Homeland Security has identified that Convenience Stores and Gas Stations are a Critical Operational Infrastructure to the United States of America and ultimately to our local communities. We are in unprecedented times and I know how hard it has been and will continue to be for you to keep our stores operating during this stressful, chaotic response to COVID-19, but our communities are relying on us and I know they can count on the Mega! team to be here for them. Additionally, this is impacting each of you personally too. So as a way to say thank you for your continued efforts; and to help each of you as you work to balance the impact that this has had on your own lives, effective tomorrow (3/22) we will be adding \$2.00 per hour shift incentive to all hourly team members current pay, for all shifts worked and will continue to do this each week for the next three weeks. Monday morning, your District Manager will be calling each Store Manager to answer questions that you may have; additionally, this will be noted in Paycom to insure that all team members are aware of this adjustment.

Thank you for all that you do to take care of each other and our customers...and peace be with each of you and your families as this pandemic continues to evolve.

Cooperatively,
Mike Buck



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