

MEMORANDUM

DATE: March 15, 2020
TO: All Store Employees
FROM: Jim Miner - President
RE: **THANK YOU - ADDITIONAL PAY**

I wanted to send this note to say Thank You to each and every employee that has been working diligently, servicing our customers and the communities we serve. The extra effort has been overwhelming and to say the least we can be very proud of our TEAM, which includes each one of you.

Starting with any hours worked on Sunday March 15th, 2020 until the end of the day Saturday April 4th, 2020 I have directed payroll to provide some additional pay to all employees working during this chaotic time due to the concerns of COVID-19.

For every hour worked, we will pay a bonus of \$2.00 per hour worked. I have directed Human Resources/Payroll to put this process in place so you will see the additional money, based on hours worked on your paychecks, next week.

Our store staffs have been working diligently to serve our customers, working extra shifts doing what it takes to meet the needs of our communities. This is being done while facing the challenges within your own households during this time. This temporary pay is in appreciation of the extraordinary effort and commitment that our employees are putting forth.

Thank you.

Jim Miner
President