

To: Union Leadership
Fr: Kevin Sears
Re: Tuesday (3/17/2020) TSMC Update - Covoind-19 (Coronavirus)

To help support our store teams and serve the needs of our customers, we have temporarily changed our store hours at **Lucky California** and **Save Mart**. **6:00 am to 10:00 pm**. **FoodMaxx** store hours vary by location, but most are **6:00 am to midnight** (all our 24 hour stores have reduced hours).

Lastly, note that my team is likely to work offsite or home office for the next couple of weeks. Below are the phone and email contacts for us, should you need to get a hold of us.

First Name	Last Name	Title	Mobile Number	E-Mail Address
Kevin	Sears	VP, Labor Relations	(415) 889-9097	Kevin.Sears@SaveMart.com
Doreen	Dorraugh	Director, Labor Relations	(707) 416-9302	Doreen.Dorraugh@SaveMart.com
Natalie	Cron-Tiffany	Manager, Labor Relations	(209) 480-7045	Natalie.Cron-Tiffany@SaveMart.com
Paldina	Joseph	Sr. Analyst, Labor Relations		Paldina.Joseph@SaveMart.com
Chelsy	Xiong	Coordinator Labor Relations		Chelsy.Xiong@SaveMart.com

Kevin Sears

Vice President of Labor Relations
Taft-Hartley Trustee

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To: Union Leadership Fr: Kevin Sears Re: Monday (3/16/2020) TSMC Update - Covoind-19 (Coronavirus) As you know, our Team Members across the organization (especially those in stores and distribution centers) have worked long hours and consecutive days in a herculean effort to provide the food and supplies our customers need during this crisis. Over this weekend and through today, we are taking extraordinary measures to secure product from suppliers, transport them to stores, then replenish our shelves to meet the incredible demand we are seeing in all stores. We are offering additional hours and days to those Team members you represent and they have responded very well. We have, however, three significant challenges. First, the workload in distribution centers, stores and transportation has exceeded the capacity that our existing Team members can handle over the next few weeks. Secondly, our number of Team Members available to work is shrinking for a variety of reasons related to the COVID-19 pandemic (illness, quarantines, school closures, child care, etc...). Lastly, many of our Team Members, after working long hours and consecutive days, need rest and family time to deal

with this crisis. Beginning today and during this crisis, we will supplement our remaining Team Members who are available to work in distribution centers, stores and transportation, with temporary workers, sourced from temp agencies or through our normal recruiting process. Again, we are offering additional hours (including overtime) to those Team members you represent and they have responded very well, but we are still short on manpower. This is a temporary measure that will hopefully exist for only a few weeks, to provide the food and supplies our customers need during this crisis. We appreciate your partnership and support now and into the future. Should you have any questions about our response to Covid-19 (Coronavirus) please let me know and I will do my best to respond quickly. Kevin Sears, VP of Labor Relations at (415) 889-9097 Doreen Dorraugh, Director of Labor Relations at (707) 416-9302 Natalie Cron-Tiffany, Manager of Labor Relations at (209) 480-7045 Kevin Sears Vice President of Labor Relations Taft-Hartley Trustee 1600 Yosemite Blvd. Modesto, CA 95354 Mailing Address: P.O. Box 3689, Modesto, CA 95352 (209) 548-6505 (415) 889-9097 cell TheSaveMartCompanies.com