

Food 4 THOUGHT

PAQ, INC. 100% EMPLOYEE OWNED

FEB 2025



FOOD 4 LESS & RANCHO SAN MIGUEL MARKETS SCHOLARSHIP OPPORTUNITIES!

Complete one application to be considered for
10 Food 4 Less/Rancho San Miguel Markets
scholarships + more!

ELIGIBILITY REQUIREMENTS:

- Completed one year of employment (as of April 2025)
- Must be a high school senior or undergraduate student
- Full-time student dependents of full-time employees

APPLICATION
DEADLINE:
**APRIL 1ST
2025**

APPLY NOW!
ENTER CODE:
CGA



Last month PAQ, Inc was awarded
the 2024 "Business of the Year"
by the Lodi Chamber of Commerce.

CEO & President Mike Molinar
accepted the award on the
company's behalf.

*Thank you to the Lodi Chamber
of Commerce!*



*"We work as a team, and our success
has been largely attributed to our hard
work, creativity and tenacity rather than
just individual achievement. This
recognition is not just for what has been
achieved but also for what is yet to
come." - Mike Molinar*

CONGRATULATIONS TO OUR EMPLOYEES

WHO BECAME OWNERS ON FEBRUARY 1, 2025.
WE APPRECIATE EVERY ONE OF YOU!

BILAL AMMOURI
DANIEL ANDURAY
SAVANNAH BOLIVAR-QUINTANA
DARRYL BROWN
MICHAEL CAIN
LEONARD CAMPOS
DEREK CARY
GABRIELA CASTELLANOS
CHARLES COLEMAN
EDWARD DE LA SERDA
BRANDI DEVLIN
ATHENA EDWARDS
CLAUDIA ESQUIVEL
VALENCIA EVERSOLE
DAVID FUENTES
RESTIE GABATIN

LUIS GUILLÉN MENDEZ
JACOB GUST
MATTHEW GUTIERREZ
OCTAVIO GUTIERREZ
ROGER HART
NOHELY HERNANDEZ
LEONEL HERRERA MARENCO
ALEXANDER HESTER
KOREY HINES
DANIELLE INTERRANTE
JAVIER IRUCUTA PANIAGUA
EDGAR ISGUERRA
DANIEL JACKSON
JOSE JUAREZ
FATIMA LAGRIMAS

ALICIA LANDEROS
LAURA LEE
MELADY LOOPER
SINAHÍ LOPEZ MENDOZA
STEVE MACHADO
NICKOLAS MAGANA
SYLVIA MALDONADO
ENRIQUE MARQUEZ
LUIS MEDINA FRANCO
MONIQUE MELGOZA
ROSALIND MILES
BRIAN MILLAN
JOEL MORA-MELENDEZ
DERRICK MOSBY
JUAN MUNOZ

GABRIELA MUNOZ
MICHAEL MUY
JAZMIN OUM
JULIO OVANDO MOLINA
ANISH PANTA
ADRIAN QUIROZ
NATHANIEL RENWICK
GABRIEL ROJAS DELGADO
SARA SALCIDO
EDDIE SANCHEZ PEREZ
VINCENT SPIKES
JOSE TOLENTINO
CHRIS VANG
JUAN VARGAS
MARGARITA VELASQUEZ

*Reminder that to become an employee owner, you must be 21 years of age at the time of entry,
completed 12 months of employment and worked 1,000 hours within those 12 months.*

BACK TO BASICS

Customer Service Common Purpose is to create loyal customers by providing quality, low-cost groceries at the best price in town.

- **First Impression:** Tidy appearance, correct shirt and name badge.
- **Welcome the Customer:** Engage customers immediately in a positive & friendly manner.
- **Interacting with the Customer:** Look customers in the eye, be the first to start the conversation, walk customers to products, and most of all, listen to what they say and don't assume what they want.
- **Personal Attention:** Introduce yourself to customers and get to know regular customers.
- **Problems:** Address immediately and offer assistance.
- **Thank You:** Always end conversation with customers with a Thank You!

The Customer Service Common Purpose guides us as employees to work toward the common goal of achieving success! To learn more about our Customer Service, please watch the "Employee Ownership & Customer Service" C.E.O. Training Video on our company intranet – ask your Manager or Store Director for details.

These values help guide us as employees to work toward the common goal of achieving success! To learn more about our values, please watch the "**Who is PAQ**" C.E.O. Training Video on our company Intranet which you can access through the Dayforce HUB, your assigned work computer or at a Store Kiosk – ask your Manager or Store Director for details.

PAQ Leadership Training Program

Congratulations to our group of over 400 employees who completed the Emerging Leaders Training Program since its creation in 2023. Each participant attended six classes focusing on skills needed to become the next Leaders of PAQ, Inc.

The Emerging Leaders Program will be rebranded this year to "**PAQ LEADERSHIP TRAINING PROGRAM**" to focus on the mission of growing new and existing leaders within PAQ, Inc. to assist with employee career development.

If you are interested in participating in the PAQ LEADERSHIP TRAINING PROGRAM or have questions, please contact your Store Director or Human Resource Business Partner.

GET PAID TODAY!

- Access your available pay as soon as you earn it!
- No monthly fees and free transactions at 55,000+ in-network ATMs
- Get cash back rewards from thousands of your favorite brands

DOWNLOAD the DAYFORCE Wallet app to get started TODAY!



ARE YOU A CERTIFIED EMPLOYEE OWNER?

Did you know that approximately 900 fellow employee owners have completed the 11 C.E.O. TRAINING VIDEOS and are officially a Certified Employee Owner? Our C.E.O. training was created to help employees understand employee ownership & give them knowledge to ensure our company's continued success. After all, your actions, decisions, and your attitude affect the success of your department, store and PAQ, Inc.

To start your path in becoming a C.E.O., sign-in to:
<https://intranet.paqinc.com>

If you need help accessing it, contact your Store Director or Human Resources. Once all C.E.O. trainings have been completed you will receive your Certified Employee Owner pin to wear proudly on your name badge.

Looking forward to adding you to the list of C.E.O.'s!