

Food 4 THOUGHT

PAQ, INC. 100% EMPLOYEE OWNED

APR 2025

Need Help with Your 401K?

Are you looking to enroll in a 401k or need to review your investment strategy?
Now available...Click the QR code to set an appointment with our company
401k advisors Ruben Hernandez (Spanish speaking) or Mark Laughton at HUB
International to help with all your 401k needs!



BACK TO BASICS: "SEE SOMETHING - SAY SOMETHING"

As employee owners, it is our responsibility to protect the assets of the Company. This includes speaking up if you see something that doesn't look normal. In other words, if you "See Something" you need to take action and "Say Something".

You can either tell your manager, Store Director or call the Company's Tip Line (209) 957-2555, extension 411 and leave a message.

How Can You Help? You are on the front lines, and there are a few things you can do to protect company assets:

- If you witness someone in the store acting suspicious - ask them if they need help finding something. When you engage with someone preparing to steal - it lets them know that they are being watched and could prevent the theft from occurring.
- If a customer is walking around the store collecting items and concealing merchandise, bring them a shopping cart to help them. This action lets the customer know you're paying attention.
- If you witness a fellow employee-owner not following our established procedures, let your manager know. We all have to follow the same procedures and everyone is held to the same standard.

Let's work together to protect our assets. We're in this together as Employee Owners!!
"See Something - Say Something"

Renovation Celebration - Saturday, May 3

If you've visited RSM Stockton lately, you've likely seen some significant changes taking place. In order to handle more business in the future, the store has been under going a remodel these last few weeks. Some of these improvements include...

- The Produce Dept. has moved to the front of the store & a new refrigerator was added
- The Salsa Bar was relocated to the Cocina
- 24ft of additional frozen food cases were added
- The check stands were moved forward to create more room in the lobby
- New cold beer and energy drink coolers were installed
- New graphics kit
- All new shelving

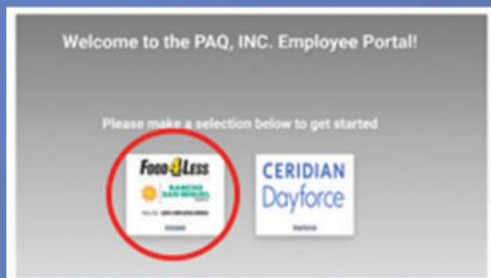
*To celebrate all of these amazing changes,
join us on **Saturday, May 3rd** from
12pm-2pm in the parking lot with KMIX-FM
radio on-site, vendor booths with sampling
& giveaways, and much more!*

Please join us as we support RSM #21!

WANT TO BE A C.E.O.?

Learn more about what it means to be a PAQ Certified Employee Owner!!

Log into the intranet at any store kiosk or from your work computer.

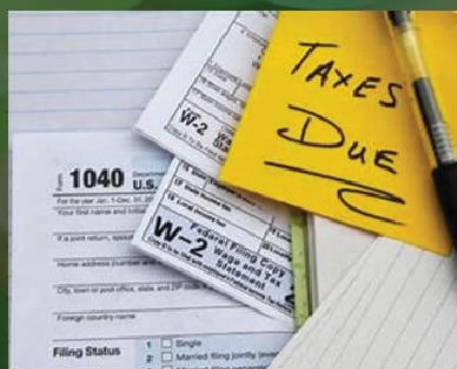


-Scroll down to "What's New" on the Intranet home page to C.E.O. Training Classes & watch short videos of what it means to become a *Certified Employee Owner!*

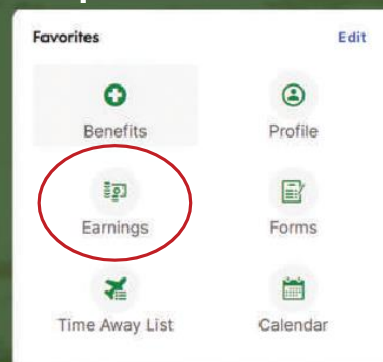


Complete the short Quiz for each class & you will be a C.E.O.!!

Reminder: Taxes Due Tuesday, April



Need a reprint of your W-2? Access the Dayforce HUB on a kiosk or work computer. Select Earnings and print your W-2.



In March, we supported the Muscular Dystrophy Association by holding an in-store "Shamrock" fundraiser in all of Northern California locations. All of the funds raised stay local and help fund MDA's Summer Camp located in Northern California (Grizzly Creek Ranch location). MDA Summer Camps give kids a chance to discover new interests while gaining self-confidence, making lifelong friendships and experiencing the independence of being away from home.

Our stores were put into two teams – North & South. The stores who raised the most funds will be awarded with a catered lunch and the top two cashiers from each team received a gift card.

Congratulations to the winners!

North Winning Team – Rio Linda
Top Cashier – Denise

South Winning Team – Livingston
Top Cashier - Aracelis

Collectively, all of the stores raised \$22,500!

A **BIG THANK YOU** to all of the cashiers who made this year successful! We appreciate you!

