

Food 4 THOUGHT

PAQ, INC. 100% EMPLOYEE OWNED

MAY 2025

2025

EXCELLENCE IN
WELLNESS

PAQ, INC. recognized as a 2025
Excellence in Wellness Award Winner!

PAQ, Inc. has been named a 2025 Excellence in Wellness award winner by Marquee Health for the third year in a row! Recipients of this prestigious award are recognized for providing top-tier health and wellness initiatives for their employees and promoting a culture of health and well-being.

PAQ, Inc.'s continued commitment to employee well-being remains a top priority and our work with Marquee Health contributes to our success. Through our partnership, we provide a comprehensive wellness program and aim to promote a supportive environment to address the diverse health and wellness needs of our workforce.

Over 2,000 companies of all sizes utilizing Marquee Health programs were evaluated on specific metrics, and only 29 organizations were recognized as awardees. Award winners were selected based on 2024 wellness program data and received an aggregate score in four categories:

- Being an Impact Player: Program Engagement
- Total Well-being Support: Five Pillars of Wellbeing & Benefit Integration including:
Physical, Mental, Social, Financial and Career Wellbeing.
- Strong Leadership Support and Participation
- Improvements in Clinical Outcomes

PAQ, Inc. is dedicated to helping our employees achieve and maintain a healthy lifestyle. Our preventive health evaluations results speak for themselves. In 2024, 83% of participants did so at least two years in a row. Of those repeat participants, 79% have met their wellness goal. The continued success of our health evaluations has contributed to improved quality of life, detecting and preventing high risk conditions and keeping insurance costs down.



CONGRATULATIONS TO OUR NEW EMPLOYEE OWNERS!

Adrian Pantino Becerra
Alexis Lopez Luevanos
Alicia Pablo
Ana Solis Arias
Andre Angelo
Armando Valencia Jr.
Brandon Coutrakis
Brenda Diaz
Brenda Jimenez
Carlos Segura-Ornelas
Carmen Ramos
Charito Galli
Cher Vang
Chris Renberg
Christopher White
Claudia Reyes Vasquez
Crystal Cortez Medina
Daniel Caro Vanegas

David Rozenkowski
Fatima Perez
Floyd Tottenham
Geovanie Ordaz
Gonzalo Zamora
Isaac Rivera
Isaiah Rosas
J Imelda Villanueva R
James Marro
Javier Perez Andrade
John Ritoli
John Treigle
John Wilson
Johnny Nieva Rodriguez
Jonathan Soto
Jose Alvarado Munoz
Jose Castro

Jose Reyes Urbano
Juan Mendoza Porras
Juan Sanchez
Juan Uribe Serratos
Kelly Bradley
Leticia Sanchez
Lilia Lopez
Linda Reed
Manpreet Kaur
Mario Garcia Pena
Maritza Refuerzo
Marta Rojas Rodriguez
Meredy Kong
Michael Blackwell
Michael Milay
Munachimso Adom
Nathan Cryster

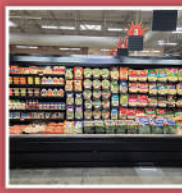
Nereida Camacho
Obinna Adom
Pamela Granados
Paul Mueller
Ramona Mata
Robert Guillory
Rosalinda Romo Ponce
Sabrina Montoya
Samantha Hernandez
Samuel McClure Putney
Sergio Torres
Tammy Alvarez
Tou Moua
Tyrone Jones
Veronica Franco
Yolanda Maldonado
Yovany Machuca-Vivero

RSM #21 RENOVATION A HUGE SUCCESS!

A big THANK YOU to Juan Torres and his team, Category Management, Maintenance Department and everyone involved for all of their hard work over these past few weeks. If you haven't stopped by to check it out — please do. The team is proud of all the improvements made!

Renovation Highlights:

- **Salsa Bar Relocation:** Removed the freestanding salsa bar and relocated it in line with the hot deli.
- **Produce Department Expansion:** Moved the produce section forward by about 50 feet, creating room at the end of the aisle for more grocery display space.
- **Frozen Section Increase:** Added 24 feet of freezer space to better showcase top-selling frozen items.
- **Refrigerated End Caps:** Added two new end caps—one for beer, the other for energy drinks.
- **Front-End Improvements:** Eliminated the customer service area and added two new check stands to improve checkout flow. The front end was also shifted forward to create a larger lobby area for better traffic handling during busy times.
- **Other Improvements include:** New graphics kit and shelving, exterior painting to the building and gas station



DID YOU KNOW...

PAQ, Inc. provides Tuition Reimbursement up to \$5,250 per calendar year for employees attending an accredited college/university. Contact your HR Business Partner or Manager today for more information!

TOTAL OUTSTANDING PERFORMER

(T.O.P.) 1st Quarter Winners
Congratulations to our Outstanding Employees!
Thank you for your hard work & dedication.

March Lane
Wilson Way
Weston Ranch
Hammer Lane
Manteca
Salinas
Ceres
Atascadero
San Luis Obispo
Arroyo Grande
Mack Road
Rio Linda
Fairfield
Stockton
Lodi
Greenfield
Livingston
RSC Lodi
Warehouse

Federico Manzo
Rosario Garcia
Shawn Johnson
Alejandro Alvarez
Sebastian Sandoval
Gerardo Soriano
Graciela Verduzco
Dale Russo
John Wilson
Javier Paniagua
Lucia Perez
Kim Curasi
Selena Leon
Veronica Nunez
Saul Ruiz
Edwin Pineda
Karina Morales Sanchez
Mindy Clapp
Steven Gerolaga

Celebrate this May!

Mother's Day - May 11th
Memorial Day - May 26th!



BACK TO BASICS: REDUCE SHRINK! (Lost Inventory)

Be Aware of Some Primary Causes of Shrink Which Include (but not limited to):

- **Prevent Shoplifting** - Engage in conversations with individuals who are acting suspicious. For example: ask if you can help them find something! Notify managers or loss prevention of sneaky behavior. Make sure to monitor self-checkout lanes and assist customers with scanning all of their items.
- **Administrative Errors** - Inaccurate pricing, overstocking, and inventory miscounts. Make sure POS is notified when errors/discrepancies occur.
- **Employee Theft** - See Something? Say Something! When an employee is observed taking money, not paying for items, providing/receiving discounts, taking long breaks, or otherwise participating in behavior leading to spoilage, product damage, or loss to the company, report behaviors to management right away!
- **Reduce Food Spoilage** - Store perishable food correctly. Handle food properly to minimize spoilage and damage. *Remember FIFO — First in First Out.*
- **Accurate Receiving Process** - Products should be received in good condition and ready for customers. *Take Action Immediately* in notifying the Store Director if there are any discrepancies in quantities or if items are incorrect.

*All of the items above directly impact our Employee Owner Share Value \$
If you SEE SOMETHING, SAY SOMETHING!*