

Food 4 Thought

PAQ, INC. 100% EMPLOYEE OWNED

DEC 2025

The Holiday Season is upon us again and as we wrap up another very challenging year, I want to reflect and express gratitude to each and every member of our Team.

It is truly our cohesiveness and our culture that drives our success. We are able to continue growing sales and serving our communities all while increasing our ESOP share price. That is not as easy as it sounds on paper. The fact that we can accomplish all three of those items serves as a testament to what a great Team and family we are. I am blessed to be a part of the PAQ family.

On behalf of the PAQ Leadership Team, we wish you and your families a warm and blessed Holiday Season!



Mike Molinar
CEO & President



Employees Who Elected PAQ Medical Benefits for 2026

Employees who enrolled in PAQ medical benefits for 2026 will receive new medical cards by the end of December. The new cards will be sent to your home address.

If you have any questions, please reach out to:

Mike Duenas, HR Benefits Coordinator, at 209-957-2555 extension 306

ESOPConnection™
POWERED BY BLUE RIDGE ESOP ASSOCIATES

STAY CONNECTED TO YOUR ESOP ACCOUNT

To access your ESOP account, select "ESOP Connection" under Quick Links on the Dayforce HUB or go to:

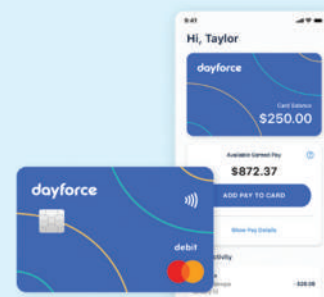
<https://www.esop-connection.com/paq>

Reminder your login information is your full first name and last name. Your password is your social security number (unless you have recently changed it). Please review all tabs and keep track of your balances, download copies of your statements, keep your personal information up to date and make sure your beneficiaries are correct!

GET PAID TODAY:

Access your available pay as soon as you earn it!! Download the Dayforce Wallet app to get started today!

- No monthly fees and free transactions at 55,000+ in-network ATMs
- Get cash back rewards from thousands of your favorite brands



PAQ, INC. LEADERSHIP TRAINING GRADUATING CLASS

Congratulations to our 7th group of employees who have completed our Leadership Training Program. Each participant attended six classes focusing on skills needed to become the next Leaders of PAQ, Inc. The Leadership Training Program was created with the mission of growing leaders within PAQ, Inc. and helping employees along their career path.

If you are interested in participating in future Leadership Training programs or have questions, please contact your Store Director, HR Business Partner, or Jerald Kozik.

CONGRATULATIONS EMERGING LEADER PROGRAM GRADUATES AUGUST 2025 - NOVEMBER 2025

Mack Rd Training Room

Joel Villanueva – Mack Rd
Jose Cahue – RSM 28
Ming Vorasane – Mack Rd
Lynda Davis – Rio Linda
Anthony Solis – Rio Linda
Margie Flores – Rancho Cordova
Nai Saechao – Rancho Cordova
Jason Clark – LP

Arroyo Grande Training Room

Nanette Moreno – Atascadero
Aaron Hernandez – SLO
John Wilson Jr. – SLO
Saul Castrejon – Paso
Karina Perez – AG
Rudy Birdsong – AG
Victor Luque – AG
Analeise Sandhu – AG

Los Banos Training Room

Gilbert Gonzales – Los Banos
Melissa Sanchez – RSC Lodi
Modesta Nava – Ceres
Alberto Aguilar – Ceres
Octavio Fuerte – RSM 24
Homar Santiago – RSM 24
Jose Barba – RSM 24
Daniel Jimenez – RSM 24
Jacob Guerrero – RSM 27
Josefina Tafolla – RSM 27

Hammer Lane Training Facility

Kristina Cheng – March Ln
Mariah Santiago – Wilson Way
Daniel Leach – Lodi
Alex Carranza – Weston
Ashley Soria – Weston
Gabe Valdez – Hammer Ln
Benice Mendez – Hammer Ln
Stephanie Gunter – Manteca
Adrian Becerra – Manteca
Maria Ramirez – RSM 22
Jay Aguilar – RSC Lodi
Ken English – RSC Lodi
Trina Mundell – RSC Lodi
James Powell – DC
Casey Paoletti – DC
Stephanie Silva – LP

FRESHLY PREPARED GRAB & GO MEALS NOW AVAILABLE!

We're excited to announce that all our locations now offer freshly prepared, ready-to-eat meals for your convenience.

Choose from delicious options like:

- *BBQ Pork with Fried Rice
- *Pork Pozole Soup
- *Chicken Ranch Spinach Wraps
- ...and so much more!

Just look for the Grab & Go signage in your store. Everything is made fresh daily, so you can enjoy quality meals on the go.



GIVING BACK WITH STUFF THE BUS

In November, our Hammer Lane and Manteca Food 4 Less locations partnered with the Regional Transit District to host two Stuff the Bus events benefiting the Stockton Emergency Food Bank and Second Harvest of the Greater Valley.

With rising food costs, 2 in 5 people visiting food banks are first-time visitors. To help meet this growing need, shoppers were encouraged to donate food items... just in time for Thanksgiving.

Thank you to everyone who contributed to making a difference in our community!

RSM APP HAS OFFICIALLY LAUNCHED!

We've entered a new era of customer engagement at Rancho San Miguel Markets with the release of our New App! This launch marks a major step forward in delivering an easier, smarter, and more rewarding shopping experience.

TRY IT OUT As part of our team, we encourage you to download the app, register, and experience the same journey our shoppers will take. Use the \$10 off \$50 promotion on your next shopping trip and see firsthand how our digital investments are coming to life.

WHY IT MATTERS The app will become a powerful tool to:

- Drive promotions
- Build brand loyalty
- Elevate the shopper experience with personalized, data-informed engagement

To ensure accessibility for all our customers, all marketing materials for the app are bilingual (English and Spanish) - helping us connect with our diverse communities.

Let's celebrate this milestone together and keep building the future of our stores - one download at a time. **Download Today!**



DOWNLOAD OUR NEW APP



SIGN UP TODAY AND RECEIVE

\$10 OFF

YOUR FIRST ORDER OF \$50 OR MORE

CHECK OUT OUR REFRESHED WEBSITE: RanchoSanMiguelMarkets.com

NEW WINTER HOURS

Updated Store Hours:
Effective November 10th

**Food 4 Less
Stores**
OPEN: 6:00AM
CLOSE: 11:00PM

**Rancho San Miguel
Markets**

OPEN: 6:00AM
CLOSE: 10:00PM

*Exception: Store #28
will maintain its current hours

