

Food 4 THOUGHT

PAQ, INC. 100% EMPLOYEE OWNED



cgaef
CALIFORNIA GROCERS ASSOCIATION
EDUCATIONAL FOUNDATION

COLLEGE SCHOLARSHIP OPPORTUNITY

WHO IS ELIGIBLE? A high school senior, undergraduate, or graduate student:

- Who is employed by PAQ, Inc. for a **minimum of one year OR**
- Whose parent is employed by PAQ, Inc. for a **minimum of one year**

WHAT IS THE TIMELINE? All applications and accompanying documentation must be submitted between January 1 and April 1. Applicants will be notified of their status in June.

WHAT SCHOLARSHIPS ARE AVAILABLE?

More than 300 college scholarships valued between \$1,000 – \$10,000 are available. By submitting one application, you will be evaluated for all scholarships for which you are eligible.

\$10,000 Legends of the Industry Scholarship Available

APPLY NOW! ▶▶▶▶▶▶▶▶ **ENTER CODE: CGA**



NEW EMPLOYEE OWNERS

Congratulations to our employees who became Owners on Feb. 1, 2026

We appreciate every one of you!

JONATHAN ALFARO SANCHEZ
HILDA ALVAREZ
BRANDI ANDERSON
DUSTIN ARMSTRONG
MARCOS AVALOS
RICHARD BAUGH
KEVIN BENNETT
PRINCESS DIANNE BRINGAS
JAVIER BUENROSTRO
IZIAH BYRD
ALEXANDER CARRILLO
LUIS CASTRO
RUBEN CONTRERAS
JOSHIAH CORPUS
BARRETT CURTIN
RYAN DELGADO
ABDUIL DEVREAX
LETICIA ESTEBAN MATEO
CRUZ FRESQUEZ

PERLA GALVAN REVELES
ALBA GARCIA
SOFIA GARNICA
CARSON GOMES
KENNETH GONZALES
IVAN GONZALEZ
BRIVIN HERVEY
EDGAR HINOJOSA
WEI HUANG
DAVIE'L JACKSON
TRAVIS JOHNSON
GAVIN KERSHNER
SHAYLA LOPEZ
TABITHA MACHADO
DENIS MOHAN
SARAH MUELLER
MARLEN MUNIZ
ISAIAS MUNOZ

AIDA MUNOZ
SOBEYDA OLIVARES
RUBEN QUIROZ
VIRIDIANA REYES
JEANINE REYNOLDS
RICHISHA RIGMADEN
SETH ROBINSON
JAQUILI RODRIGUEZ-MARTINEZ
LUIS ROSALES
JOSE SAMANO
CHRISTINA SANCHEZ
DAVID SCHISLER
AMIR SMITH
JULISSA TAPIA MANCILLA
JESUS TORRES GODINEZ
EYVETTE JESSIE TORRES-MENDEZ
JOHN VALDEZ
MIGUEL VALDOVINOS
LUIS VILLAFUERTE

**Remember 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.*

**Remember to SHOP WHERE YOU WORK - to Give You
MORE MONEY in Your SHARE VALUE! \$\$\$**

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"!

This Customer Service Common Purpose guides 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.

Emerging Leader Training Program

Next Round Begins August 2026

At PAQ, Inc., we believe that great leaders already exist within our teams - they just need the right opportunities to grow.

The Emerging Leader Training Program was created to support employees who are ready to develop their leadership skills and take meaningful steps toward their career goals within PAQ, Inc. To date, over 300 employees have completed the Emerging Leader Training Program. This upcoming round, beginning late August 2026, includes six engaging classes, each two hours long, designed to build confidence, strengthen leadership abilities, and encourage professional growth.

This program is more than training — it's an investment in you. Participants gain tools, insight, and support to help them succeed not only in their current roles, but in future opportunities across our company.

"Believe in yourself and you will be unstoppable."

If you're interested in participating or would like more information, please speak with your Store Director or contact Jerald Kozik to request an application.

Your leadership journey starts here — and we can't wait to see where it takes you.

2025 Exclusive 100 Apprehension Club!

Last year, each of these outstanding Loss Prevention Officers successfully apprehended 100 or more shoplifters - an incredible milestone that showcases dedication, courage, and unwavering commitment to keeping our stores safe. Let's give them a huge round of applause and celebrate their remarkable achievements!

NORTHERN REGION



Tyrone Weathersby

228
Apprehensions



Samuel McClure

199
Apprehensions



Marcus Caesar

185
Apprehensions



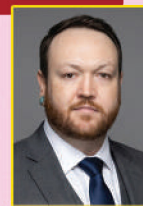
Kenneth Gonzales

124
Apprehensions



Edgar Isguerra

121
Apprehensions



Aaron Sprinkle

107
Apprehensions

New Rancho San Miguel Market Opening in North Stockton

Next month, we're excited to announce the opening of our newest Rancho San Miguel Market in Stockton. The store will feature a fresh updated look while staying true to our brand. This opening marks our 25th store company-wide and our 8th Rancho San Miguel Market, bringing a new shopping destination to North Stockton and reinforcing our commitment to providing affordable groceries to Central Valley Neighborhoods. At a time when many retailers are slowly closing locations, our company continues to grow - a testament to the dedication of our teams and the strong relationships we've built across the communities we serve.

"We're incredibly proud to bring a new Rancho San Miguel Market to Northern Stockton," said Chris Podesto, Vice President & General Manager. "As our 25th store, this opening will highlight our long-standing commitment to Stockton and the greater Central Valley. We're excited to keep growing with the families in this region & look forward to becoming a trusted part of this neighborhood."

We invite you to stop by and see the hard work our employee-owners have put into making this store truly amazing.
Stop by and see for yourself!