

Food 4 THOUGHT

PAQ, INC. 100% EMPLOYEE OWNED

APRIL 2026

Time to Review Your 401K

Are you looking to review your 401k or enroll for the first time?

Then 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 of your 401k needs.



BACK TO BASICS

“SEE SOMETHING– SAY SOMETHING”



As employee owners it is our responsibility to protect the assets of the company, which includes **SAYING** something if you **SEE** something that doesn't look normal or does not follow policy. In other words, if you **“SEE Something”** you need to take action and **“SAY Something”**.

HOW CAN YOU HELP?

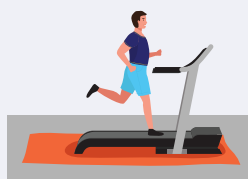
You are on the front line and there are some things you can do to protect company assets:

- If you **SEE** someone in the store acting suspicious—ask them if they need help finding something. When you engage someone preparing to steal—it lets them know that they are being watched and could prevent the theft from occurring.
- If you **SEE** a customer walking around the store collecting items and concealing merchandise, bring them a shopping cart to help them and **SAY** “I am here to assist with your shopping needs.”. Again, it lets the customer know you are paying attention.
- If you **SEE** a fellow employee not following our established procedures, **SAY** something to the Manager. All employees are required to follow procedures and protocols.
- Did you witness something unsafe? **SAY** Something!

Let's work together to protect our assets. We're in this together as Employee Owners!!

Notify your Manager, Store Director or HR Business Partner for assistance.

“SEE Something” - “SAY Something”



FIND YOUR 30

A Physical Activity Challenge
April 6 - May 3, 2026

Registration Starts March 30

Log in to paqhealthy4life.com with your personal username and password.

Username: First Two Letters of Legal First Name + First Two Letters of Last Name + Last 4 Digits of SSN (ex: josm7011)

Password: Your date of birth in the format: YYYYMMDD (ex: 19580219)

Click the **‘Challenges’** tile, select the **Find Your 30 Challenge** and click **‘Get Started’** to enroll in the challenge!

Log Daily Participation

Log in to paqhealthy4life.com and click on the **‘Challenges’** tile. Select the **Find Your 30 Challenge**. Click **‘Log Activity Minutes’**. Select the date and enter the total number of activity minutes. Click **‘Submit’**.

Get Rewarded

Participants who complete the challenge will be entered into a drawing for the chance to

**WIN 1 OF 3
GIFT CARDS!**

GET MOVING, GET HEALTHY

The Find Your 30 Challenge welcomes employees to elevate their fitness regimen by encouraging 30 minutes of exercise, five days per week, for four weeks. Participants will strive to track 600 minutes of physical activity - time spent moving in endurance, strength, and flexibility training.

DAILY GOAL

30 minutes
of exercise
per day.

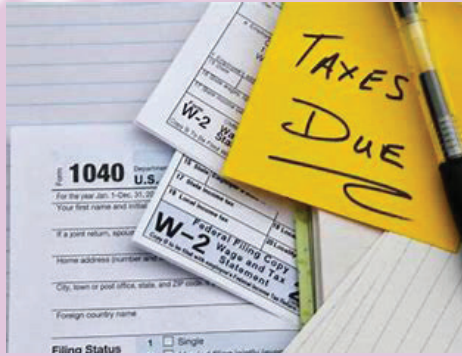


For more info, log in to paqhealthy4life.com, call 800.882.2109 or contact info@mywellportal.com.

REMINDER

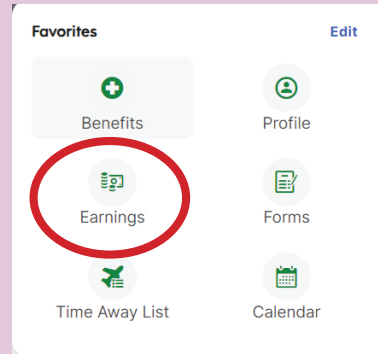
Taxes Due Wednesday, April 15th

APRIL 2026



NEED A REPRINT OF YOUR W-2?

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



Muscular Dystrophy Association

MDA Shamrock Fundraiser: Thank You, Team!

In March, our Northern California stores came together to support the Muscular Dystrophy Association through our annual in store Shamrock Fundraiser. Thanks to your enthusiasm and dedication, every dollar raised will stay right here in our local communities and help fund MDA's Summer Camp at Grizzly Creek Ranch. These camps give kids the chance to explore new interests, build confidence, form lifelong friendships, and experience the independence that comes with spending time away from home. Your efforts directly make that possible.

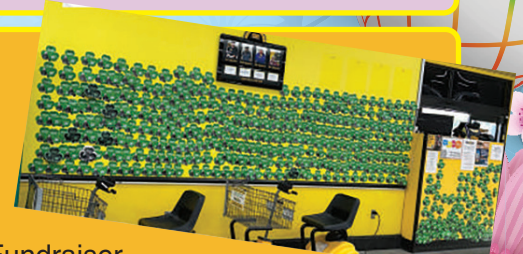
To spark a little friendly competition, our stores were split into two zones—North and South. The top performing store from each zone will receive a catered lunch, and the top two cashiers from each zone will be awarded gift cards for their outstanding work.

Congratulations to Our Top Stores:

- North Winner: F4L Rio Linda \$5,138.37
- South Winner: RSM Madera \$2,188.22

Collectively, all of the stores raised \$19,823.51!

A BIG thank you to every cashier and team member who contributed to this year's success. Your hard work genuinely makes a difference—and we appreciate you!



INVESTING IN OUR FUTURE EMPLOYEE OWNERS

At PAQ, Inc., we believe our greatest strength is our people. That's why we are proud to offer the **Certified Employee Owner (CEO) Training Program**—a program designed to help our employees better understand what it means to be an owner and how they contribute to the success of our company every day.



This training program includes a series of (11) short, engaging videos that focus on key topics of our business and ESOP program. The CEO Certified Employee Owner training videos are assigned to each employee after they have completed six months of employment. These videos are designed to help employees better understand our company, our ESOP culture, and their role as future employee owners. All assigned training must be completed by the time the employee reaches one year of employment, which is when they officially become an employee owner. This timeline ensures that every employee is prepared, informed, and confident in their role within our organization. Also, you can start your path in becoming a C.E.O. by signing in to our company's intranet site <https://intranet.paqinc.com>. If you need help accessing it, contact your Store Director.

By completing the CEO Training Program, employees will gain a deeper understanding of our ESOP (Employee Stock Ownership Plan) and how their work directly impacts the company's performance. This program is not just about learning—it's about building confidence, growing as a leader, and taking pride in being an employee owner.

We encourage all team members to complete the training and take full advantage of this opportunity. Together, we can continue to build a strong, successful future for PAQ and all of our employee owners. Once all C.E.O. trainings have been completed you will receive your Certified Employee Owner pin to wear proudly on your name badge.

Let's grow, lead, and succeed—together!

