

Food 4 Thought

PAQ, INC. 100% EMPLOYEE OWNED

MAY 2026

2026

EXCELLENCE IN WELLNESS

PAQ, Inc. has been named a 2026 Marquee Health Excellence in Wellness award winner!
CONGRATULATIONS ON THIS HONOR!

The Excellence in Wellness Award celebrates companies like PAQ, Inc. who foster a culture that champions healthy initiatives. PAQ, Inc. is part of an elite group of companies who met the gold-standard leading the way with forward-thinking health and wellness innovation and leadership who raised the bar. After a review of more than 2,500 companies of all sizes across industries, PAQ, Inc. is one of 30 award recipients. Reviewing 2025 program data, award winners were determined using an aggregate score in four categories:

- **Being an Impact Player: High Program Engagement**
- **Total Wellbeing Support: 5 Pillars of Wellbeing & Benefit Integration**
- **Strong Leadership Support and Participation**
- **Improvements in Clinical Outcomes**

PAQ, Inc. Employees – we applaud your efforts in driving meaningful, long-lasting healthy habits Keep up the Great Health Initiatives! Congratulations, The Marquee Health Team

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 customer service conversations with people who are acting suspicious, as an example ask if you can help them find something! Notify managers of 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 employees take money, don't pay for items or are provided "discounts" by other employees, take long breaks, malicious behavior leading to spoiling or damage of products.
- **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!

CONGRATULATIONS TO OUR NEW ESOP OWNERS

BREANA ADAMS-HANEY: F4L #5
ATIF ATTAI: RSM #28
JERIC BANEZ: F4L #8
VICTOR BARAJAS: F4L #9
JOSHUA BISHOP: F4L #5
ANA BURGOS: F4L #4
JOSE CANTO: F4L #2
SHANNON CARTER: RSC LODI
SEAN CHESSAR: F4L #17
JESSE CLARK: F4L #2
SARAH COLLINS: F4L #12
MONICA CRUZ NICOLAS: F4L #13

RICKY DAVIS: F4L #5
BENJAMIN ENCINAS: F4L #11
MARTIN ESTANISLAO: RSM #22
ANDREA FARIAS: F4L #5
AARON FLORES: F4L #2
MARCO FLORES SOTO: RSM #22
ROSA GALVAN: F4L #5
ADRIAN GARCIA: RSM #24
XAVIER GARZA: RSM #24
JOVANY GONZALEZ: RSM #23
JACQUELINE GONZALEZ TRUJILLO: RSM #23
XA HER: LATHROP WAREHOUSE

DANIEL HERNANDEZ: RSM #28
EDUARDO HERNANDEZ BARAJAS: RSM #23
ADELA JAVALERA ISAIS: RSM #27
YU JIN: LATHROP WAREHOUSE
ALEXANDER KNUTSON: RSM #28
ROBIN LAMBERT: F4L #2
BRIANA LOPEZ-PRADO: F4L #9
DAIMION MAGEE: F4L #5
TA-SHA MAGEE: F4L #4
DAVID MERCADO: LATHROP WAREHOUSE
EDUARDO MURILLO: F4L #9
BLANCA NIEVES: RSM #22

JESUS ORTEGA JABALERA: RSM #27
FAVIAN RAMIREZ: LATHROP WAREHOUSE
JOAQUIN REYES: LATHROP WAREHOUSE
KARINA RIVERA RODRIGUEZ: F4L #12
JESUS RODRIGUEZ: F4L #9
DALVENDAR SINGH: F4L #14
KARINA SOLORIO PEREZ: F4L #13
DAVIN SONAGGERA: RSC LODI
LEXI MARINE URBINA URBINA: F4L #4
NANCY VALDIVIA: F4L #2
MARCOS VILLALPANDO: LATHROP WAREHOUSE
TYRONE WEATHERSBY III: LATHROP WAREHOUSE

Congratulations to our 2026 Q1 TOP Recipients!

(T.O.P.) 1st Quarter Winners

Congratulations to our
Outstanding Employees!

Thank you for your hard work & dedication.

March Lane	Munachimso Adom
Wilson Way	Jesus Vilanueva
Kettleman Lane	Bertha Bravo
Weston Ranch	Richard Rontal
Hammer Lane	Larry Mandras
Manteca	Melisa Whiteley
Los Banos	Jesus Anaya-Flores
Ceres	Modesta Nava
Atascadero	Yesica Ortiz
San Luis Obispo	Daniel Tanore
Arroyo Grande	Rudy Birdsong
Rio Linda	Kelly Stevens
Bradshaw	Denis Mohan
Fairfield	Rosalinda Romo Ponce
Stockton	Rosa Marin Ortiz
Lodi	Jorge Rodriguez Gomes
Madera	Juanita Bravo
Greenfield	Juan Cordero
Livingston	Jaquili Rodriguez-Martinez
Broadway	Malisa Abina
Warehouse	Perry Scott

About the Totally Outstanding Performance (TOP) Program

The Totally Outstanding Performance (TOP) Program is a quarterly and annual employee recognition initiative designed to celebrate excellence and dedication across the organization. The program recognizes and rewards employees who demonstrate outstanding performance, contribute meaningfully to organizational success, and consistently go above and beyond expectations. Through the TOP Program, we foster a culture of excellence and motivation while encouraging continuous improvement, engagement, and long-term commitment to shared goals.

Quarterly Winner's Reward:

- TOP plaque with picture to be displayed in the store or work location.
- Recognized in the company newsletter.
- Pin to be placed on their name badge.
- \$500-value gift item selected by winner through AwardCo.

Annual winner's reward same as above but instead of a gift selection, they receive \$5,000.

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 a Manager today for more information!

CELEBRATE THIS MAY!

Mother's Day is **May 10th** and **MEMORIAL DAY** is **May 25th!**



We are excited to share that PAQ, Inc. is partnering with WAFC,

the retail food industry's leading champion of learning and advancement!

This partnership brings an incredible opportunity for all employees to grow both personally and professionally.

Through the RMC (Retail Management Certificate) industry-relevant community college program, employees will have access to a flexible, college-level pathway designed to support your career goals. This program empowers every individual working in the food and retail industry to Grow, Learn, Earn, Achieve, and Lead within PAQ, Inc.

Whether you are just starting your journey or looking to take the next step in your career, this program is built to support your success. For more information see your Store Director and scan the QR code in this article. We are proud to invest in your future and can't wait to see all that you accomplish.

Let's grow together!

**For More
Information**



"The Retail Management Certificate Program has changed my perspective on leadership in the workplace. The ability to deep dive into management principles through college courses and apply them on a daily basis has provided me with clarity and insight into how to perform as an employee and a leader. If you are looking to advance your career at PAQ, I highly recommend this program."

Quote from Christian

**Thank you!
-Christian**

