

Food 4 THOUGHT

PAQ, INC. 100% EMPLOYEE OWNED

OCTOBER 2026

Total Outstanding Performer (T.O.P.) 3rd Quarter Winners

T.O.P. recognizes and rewards outstanding employee performance quarterly. Winners receive recognition on the T.O.P. plaque, a badge pin, and may select an item valued at \$500 from our employee awards online catalog.

Store #	Brand	Store Name	WINNER	Position
1	F4L	March Lane	Leticia Smith	Combo Clerk
2	F4L	Wilson Way	Luisa Morales	Bakery Combo Clerk
3	F4L	Kettleman Lane	James Booth	General Clerk
4	F4L	Weston Ranch	Danny Farinas	Warehouse Clerk
5	F4L	Hammer Lane	Danielle Joseph	Bakery Combo Clerk
6	F4L	Manteca	Amber Shae Hanson	POS Lead
7	F4L	Los Banos	Jose Garcia Gonzalez	Night Gen Clerk
8	F4L	Salinas	Ana Martinez	Bakery Combo Clerk
9	F4L	Ceres	Dennis Petty	Meat 2nd
10	F4L	Atascadero	Sammy Simon	Deli Clerk
11	F4L	San Luis Obispo	Marcus Lea	Dairy Lead
12	F4L	Paso Robles	Hirbin Reyes Rodriguez	General Clerk
13	F4L	Arroyo Grande	Cassandra Lopez	Meat 2nd
15	F4L	Rio Linda	Keith Washington	PIC
16	F4L	Bradshaw	Melanie Ortiz	General Clerk
17	F4L	Fairfield	Nathaniel Renwick	Deli Clerk
21	RSM	Stockton	Jesus Guerra	Night Crew 2nd
22	RSM	Lodi	Marco Martinez	Meat Cutter Apprentice
23	RSM	Merced	Leticia Garcia	Hot Deli Combo Clerk
24	RSM	Madera	Jessica Perez	Kitchen 2nd
25	RSM	Greenfield	Mario Rojas	Produce Clerk
27	RSM	Livingston	Jaqueline Anguiano	PIC
28	RSM	Broadway	Bella Dominguez-Padilla	Receiver/Order Clerk
29	RSM	RSM Stockton	Dre Madrid	Combo Clerk
N/A	PAQ	RSC Lodi	Marites Valdez	AP Clerk
N/A	PAQ	Warehouse	Steven Gerolaga	DC Clerk
N/A	PAQ	RSC Lodi	Korey Hines	Marketing Project Coordinator



GIVING BACK: Supporting Children's Charities in September



At PAQ, Inc., giving back to the communities we serve is an important part of who we are. Throughout September, our stores partnered with two outstanding children's charities, raising funds to support local families and help make a difference in the lives of children facing medical challenges.

Sacramento Stores Support Shriners Children's Northern California.

Our Sacramento-area stores proudly partnered with Shriners Children's Northern California, a nationally recognized hospital dedicated to providing specialized pediatric care regardless of a family's ability to pay or insurance status. Funds raised through this campaign help support patient care, groundbreaking research, and life-changing treatments for children in need.

Thanks to the generosity of our customer, our Sacramento stores raised \$7,390.19 to support this incredible organization.

F4L Rio Linda once again raised the most funds (making them the winner for three years in a row). They raised \$6,657.41. Great job to James and team!

San Joaquin County Stores Support Cancer Kids of San Joaquin County.

Throughout San Joaquin County, including our Ceres location, stores rallied behind Cancer Kids of San Joaquin County (CKSJC). This volunteer-driven organization provides financial assistance and support to families of children battling cancer, helping ease the burden of travel, lodging, and other expenses related to treatment.

Because of the organization's minimal administrative costs, nearly every donated dollar goes directly to helping local families when they need it most.

Our San Joaquin County stores raised \$5,614.13 for this important cause.

First time winner, F4L Wilson Way raised \$1,606.11. Great job Brandon and team!

2026 Health Evaluations

OCTOBER 2026

STEP 1

Register on the Wellness Portal for Your FREE* Health Evaluation

- Go to paqhealthy4life.com or scan the QR code to download the **MyWellPortal Mobile App** and login 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')
- Select the **Onsite** screening option. You *must* register for a screening each year.



Register for Your
Screening Today!

Earn a Paycheck Reduction In Benefits Cost Share

- Employee participates & achieves health goal = **\$20 per paycheck**
- Employee participates & misses health goals but enrolls in health coaching by **11/20/26** and completes 5 sessions by **1/8/27** = **\$20 per paycheck**
- Employee participates & misses health goal and does not complete coaching sessions = **\$10 per paycheck**
- Employee is a first-time participant = **\$10 per paycheck**

STEP 3

View Your Results

- Screening results and personalized recommendations will be available on the portal within 10 business days of completing your screening.

STEP 2

Complete Your Screening

Your Health Evaluation will include: A fasting Chem30 blood test with lipid panel and glucose, HbA1c Reflex, Nicotine, PSA for males 40+, and TSH for females 50+, plus blood pressure, height, weight, BMI, and waist measurements.

Before your appointment: Fast for at least 9 hours/follow your physician's guidance. Drink water and take medications as prescribed.

- Onsite:** Appointments are strongly encouraged; walk-ins are only permitted if the schedule allows on a first-come, first-served basis.

QUESTIONS? Contact Marquee Health at 800.882.2109 or info@mywellportal.com for more information.

Food4Less



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marquee
HEALTH

Sneak Peek for November – Benefits Open Enrollment

Your

2027 Benefits



Benefits Open Enrollment will be available from
November 1 through November 15.

All employees who wish to enroll in benefits must
complete their enrollment online through Workday.

More information will be coming soon!

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For Open Enrollment information
and plan specifics, visit Workday
mobile app by scanning the QR code:

Use your
smartphone
to scan the
QR code:



Apple



Android



Employees are eligible to cash out 50% of their earned vacation balance, provided they maintain a minimum balance of 80 hours. If you are interested in cashing out a portion of your vacation, please contact Payroll.



BACK TO BASICS

CUSTOMER SERVICE

Without our customers, our business would not exist!

Please remember the following when interacting with our customers:

- Make a Great First Impression: Smile, be approachable, maintain eye contact, actively listen, and look and act professionally.
- Put the Customer First: Treat every customer like a VIP.
- Know the Answers: Be prepared to answer customer questions or know where to find the information.
- Be Friendly and Patient: End every interaction on a positive note.
- Thank Customers: Always thank customers for shopping with us.

Remember to go the extra mile and show our customers that they matter!