

## *From the Desk of Vivek Sankaran Your Health and Well-Being*

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Dear Albertsons Companies Associate,

First and foremost, thank you for all you're doing right now to help us to serve our customers. We know that it's an incredibly busy time for our team and how hard everyone in our stores, plants, and DCs are working to keep up. You're keeping our company going today. We also know the situation is changing every day around the COVID-19 pandemic, and we are taking steps to help you take care of yourself and your families. Your health and well-being are our top priority, hands down.

Starting today, Albertsons Cos. will pay any associate diagnosed with COVID-19 up to two weeks of replacement pay while they are unable to work. If the associate is unable to return to work after two weeks, the associate will be able to use any other sick leave pay or short-term disability. We will also pay any associate who is asked to self-quarantine by their health care provider or by our company, based on current CDC risk assessment guidelines, up to two weeks of replacement pay while they are unable to work.

For a full-time associate, one week of replacement pay is equal to 40 hours. For a part-time associate, one week of replacement pay equals average hours worked in a week over the last 52 weeks.

Please continue to practice the CDC's guidelines to stay healthy with frequent hand washing, cleaning and disinfecting surfaces and objects that are touched or handled regularly, and when possible, maintain social distancing by keeping at least six feet between yourself and others. And if you aren't feeling well, please stay home.

Please feel free to contact your Human Resources team with any questions you might have.

# ACME®

Dear ACME Team,

As I look back on the last two weeks – a period of unprecedented business – it is remarkable how much we have accomplished as a team. On behalf of the entire leadership team, we want to thank each and every one of you for what you are doing to support our stores and take care of our customers. We are deeply grateful to all of you for your tireless dedication during this critical time. It is your commitment and teamwork that allows us to continue to serve our communities when they need us most. To further express our appreciation and help you stock up on essentials we are adding a double associate discount to your Just 4 U account this week.

Thank you again for your hard work and all you do day in and day out to make ACME great!

Jim Perkins  
President, ACME

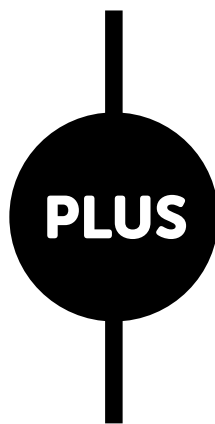


**Fri. March 20<sup>TH</sup> Thru Thurs. March 26<sup>TH</sup>**

**DOUBLE ACME®**  
**ASSOCIATE DISCOUNT** just for **u**.

**SAVE**  
**20<sup>0%</sup>**

on our Own Brands



**SAVE**  
**10<sup>0%</sup>**

on National Brands

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Phone Number at Checkout to Redeem**