Employment Opportunities for Our People

As COVID-19 disrupts our entire economy and increases site closures, many of our employees are directly impacted, so we’ve been matching employees from sites that are either shutting down or downsizing with sites that need additional help.

Our internal process to match jobs with people has resulted in matching employees with jobs at 139 units with many more requests for matches coming in. Thank you to everyone who has submitted a notice that you or your frontline employees are available for reassignment. We are working to match available people with units that need additional help. You will be contacted directly if we have a match. If we do not have an immediate need, there may be future needs. Our priority will always be to place employees within Sodexo, but we recognize this may not always be possible, so we’re partnering with suppliers and other companies to find temporary jobs to keep our people working.

Unit managers, please share with your employees. We know that for many, continued work will provide the most comfort during this crisis – but please let our employees know that we want you back -- so please be sure to stay connected with your line manager and HRBP.

Internal opportunities – many units – particularly in hospitals and seniors – still need help

Site Managers
- If you are communicating temporary unit closures or reduced staffing, ask your frontline employees if they are interested in being temporarily reassigned, and complete the form indicating that your account has frontline employees available for reassignment.
- If you have an immediate need for additional staffing at your unit, please submit the Staffing Needs Request Form or complete a form on the COVID-19 Sodexo Net page under the header Need Help at Your Unit?

Temporary Opportunities Outside of Sodexo -- below are links to hiring sites of companies that have contact us, which we will continue to update.

Amazon
Amazon is opening 100,000 new full- and part-time positions across the U.S. To apply:
- [https://flex.amazon.com/](https://flex.amazon.com/)
- text AMAZON to 77088

Giant Eagle Grocery Stores
Located in western PA, OH, IN, MD and WV (find specific locations) they are looking for temporary cleaning and sanitation help with a choice of location, days and shifts. To apply:
- [Click Here to Register](https://gianteggrocerycareers.com/)

PepsiCo (Pepsi, Frito-Lay and Quaker)
Pepsi has identified seasonal employment options available such as merchandising and warehouse loading – with over 6,000 roles becoming available now across the US. To apply:
- [https://pepsifrontlinecareers.com/](https://pepsifrontlinecareers.com/)
- [https://fritolayemployment.com/](https://fritolayemployment.com/)
• www.quakerjobs.com

CVS, Walgreens and Walmart
With stores nationwide, these companies have reached out to us to contact our employees. To apply:
  • https://jobs.walgreens.com/
  • https://jobs.cvshealth.com/
  • https://careers.walmart.com/

Dominos Pizza
Hiring 10,000 full-time and part-time workers to meet increased delivery demand - positions include delivery drivers, pizza makers, customer service representatives, and management. Supply chain centers are also hiring truck drivers. To apply:

Papa Johns
Hiring 20,000 restaurant team members, including customer service representatives, cashiers, pizza chefs, drivers, assistant managers and manager-level positions. To get as many team members on board as possible, they are expediting the hiring process by directing potential employees to apply to jobs online or begin the process via text. To apply:
  • Texting JOBS to 47272 or
  • https://www.nrn.com/quick-service/papa-johns-immediately-hiring-20000-employees-during-coronavirus-pandemic?NL=NRN-02_&Issue=NRN-02__20200324_NRN-02__716&sfvc4enews=42&cl=article_1_1&utm_rid=CPG06000000141790&utm_campaign=36910&utm_medium=email&elq2=396b2cc27c2240279ae6695b0a61a165
DATE: March 13, 2020
TO: Leaders of Unions Representing Sodexo Employees
RE: Response to Coronavirus (COVID-19) Pandemic

At Sodexo, we are committed to the health and safety of our employees, our clients and the communities we serve, and that includes supporting our employees if they get sick. Our employees are our number one asset and whether part-time or full-time, we will fully support them.

The coronavirus/ COVID-19 pandemic has placed extraordinary strains on all of us, and on all aspects of our business. The entire Sodexo family is in this together.

Yesterday, Sodexo announced a set of industry-leading benefits and protections for our U.S. employees affected by the coronavirus/COVID-19 crisis:

- **Extended sick leave:** We will ensure sick pay for employees, either full-time or part-time, for up to 21 workdays if they have a confirmed case of COVID-19 or are asked not to come to work for COVID-19-related symptoms. Vacation time and other personal days will **not** have to be used during a COVID-19 related absence.

- This means that after employees exhaust their accrued sick leave, Sodexo will provide additional sick leave for up to 21 regularly scheduled workdays at no cost to the employee and regardless of how many sick days he or she has accrued. If an employee is unable to return to work at that point, he or she will be permitted to borrow up to seven additional days of sick leave.

- **Sodexo will not count any absence caused by COVID-19 diagnosis, exposure, or CDC travel restrictions as an occurrence under any applicable attendance policy.** In addition, Sodexo will protect the employee’s job and return the employee to the same position when the employee is able to return to work.

- We will be exploring opportunities for employees from closed accounts to redeploy to sites that need additional help.

Furthermore, the health and safety of our employees, clients and consumers is our utmost priority. Quality of life is at the core of our work today and always. With our rigorous processes, superior expertise and committed team of people, we will ensure resources are directed at protecting people. Below are some of the measures we are taking:

- **Access to essential PPE (Personal Protective Equipment), and cleaning chemicals including disinfectants, sanitizers and hand soaps.**

- **All on-site teams have been instructed on how to prevent the spread of COVID-19 and we have reinforced our existing food safety and health and wellness policy.**

- **Additional communications and in-unit signage on the proper handwashing techniques as well other personal hygiene actions during flu season have been distributed to our operations.**
• All on-site operations have been instructed to regularly clean and disinfect frequently touched surfaces with a suitable chemical disinfectant.

• We will continue to closely monitor and follow all recommendations of Centers for Disease Control and Prevention, the Occupational Safety and Health Administration and/or local public health agencies.

These enhanced benefits and protocols are being extended to our union-represented employees as well as our non-union employees. If you wish to opt out of these benefits on behalf of the employees you represent, please inform me at Sean.Knight@Sodexo.com.

We know that many of you have many questions concerning coronavirus/COVID-19 as it affects the Sodexo employees you represent. Please direct all questions, any requests including requests for information, or other coronavirus/COVID-19 issues to me at Sean.Knight@Sodexo.com. We will attempt to address all issues as quickly as possible, but, in view of the fluid nature of the current emergency and the strain it places on our resources, responses will likely be delayed.

We appreciate your understanding and support, and the understanding and support of the employees you represent.

Very truly yours,

Sean Knight
Vice President, US Labor Relations