



Get the Facts about King Soopers and City Market

King Soopers/City Market is one of the largest employers in Colorado, employing nearly 22,000 associates, our longstanding culture of opportunity has created an environment where many people, whether it be a cashier, clerk, stocker, or pharmacy technician, come for a job and stay for a career. In fact, more than 70% of our store directors started as part-time clerks. King Soopers/City Market has provided an incredible number of people with their first job, and we're proud to play this role in our communities.

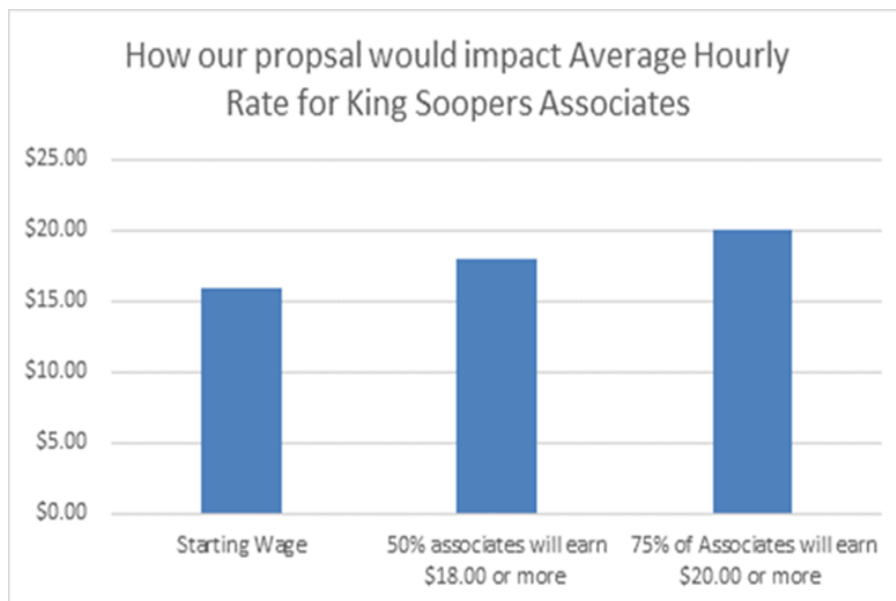
We invest in the whole person with a benefits package that includes market competitive wages, healthcare, retirement savings, and on-demand access mental health assistance, career advancement opportunities, industry-leading tuition assistance, scholarships, volunteer opportunities, grocery discounts, and other perks and rewards. It's worth noting the average tenure of a King Soopers/City Market associate is 7 years, and we employ every generation, with our youngest associate being 16 and maturest being 91.

As Colorado's grocer, we aim to balance significant wage increases for our associates with keeping food affordable for our customers.

Competitive Wages

We are investing more than ever in wages. This year, across the enterprise we have invested \$450 million, bringing our average hourly wage in Colorado to \$18.29 per hour. With comprehensive benefits factored in, our average hourly rate is \$23.68, with generous benefits like affordable healthcare, 401(k)s and pensions that many of our competitors don't offer. Our current proposal will add \$145 million in **new wages**, putting more money in the pockets of our associates.

Based on our current proposal:





Benefits

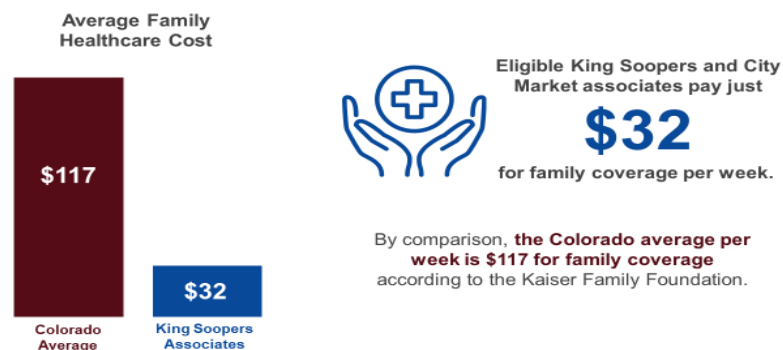
We strive to provide the ingredients our associates need to create their own recipe for success at work and in life. We help to feed their future by focusing on providing the value and support they need to grow. Our associates have access to a wide variety of benefits that provide value in their lives today and in the future.

Physical Wellness

Through comprehensive benefits, including health and dental insurance as well as preventive care and wellness programs like free flu shots and well-child visits, we offer our associates and their families the benefits they need to maintain and improve their physical health. Our associates have market leading healthcare and haven't had a premium increase in more than a decade.

Our current proposal maintains these standards:

Our Industry Leading Healthcare



Emotional Wellness

Emotional well-being is an important component of overall health, its impact on associates and their families has never been clearer. Our associate programs provide free counseling and resources to help navigate life's challenges.

Financial Wellness

From building savings to investing for the future, we offer a wide range of financial benefits, including 401(k) and pension plans and financial planning tools, that can help our associates plan and save for whatever the future holds, no matter what their financial situation may be.

Ongoing Education

Our industry-leading continuing education benefit offers up to \$21,000 for both part-time and full-time associates and encourages lifelong learning for our associates, enabling everything from GEDs to PhDs.



Putting People before Profits

We know that our associates are the heartbeat of our business, that's why we continue to put them first.

