



# Life at Kroger

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The Kroger Family of Companies employs nearly 500,000 associates who serve over 11 million customers daily through a seamless shopping experience under a variety of banner names. Since 1883, we've been proud to bring diverse teams with a passion for food and people together with one common purpose: To Feed the Human Spirit.

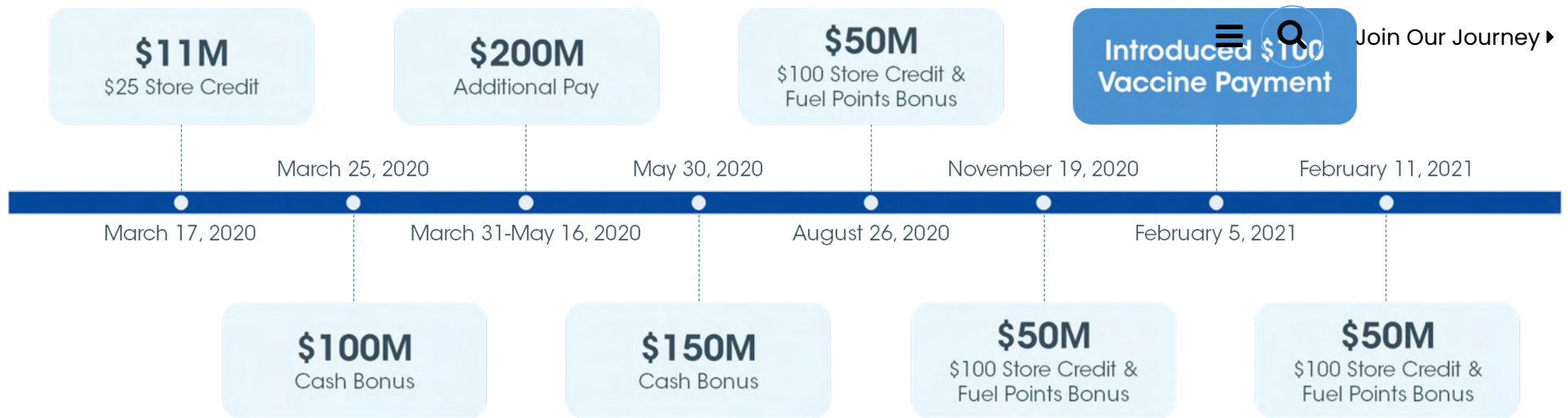


## Our COVID-19 Response

Since the start of the pandemic, we have hired more than 100,000 new associates and invested more than \$1.5 billion to both reward our associates and to safeguard our associates' and customers' health and well-being through the implementation of dozens of safety measures. As part of our continued commitment to optimizing health and well-being, we are encouraging every associate to receive the COVID-19 vaccine and are introducing a \$100 payment after they receive the necessary doses.

## Associate Rewards 2020-2021

To recognize and thank our associates for their incredible work during this historic time, the Kroger Family of Companies provided special bonuses and \$2 premium pay for frontline associates, established new paid emergency leave guidelines and hired more than 100,000 new associates to help serve our communities.



This is part of **more than \$1.5 billion** invested since March to reward our associates and safeguard the health and well-being of our associates and customers through the implementation of dozens of ongoing safety measures, including:

**\$245M**

Enhanced cleaning & sanitation procedures

**\$145M**

Safety supplies and programs for our store, manufacturing and supply chain associates

**\$35M**

Personal protective equipment

# Feed Your Future

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Our average hourly wage has been **\$15 an hour** since 2019, putting more money in their pockets. With comprehensive benefits factored in, the **average associate hourly rate is over \$20**, with generous benefits like affordable healthcare, 401(k)s and pensions that many of our competitors don't offer.



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

Throughout the pandemic, we have prioritized associate safety and well-being, providing free COVID-19 testing, paid emergency leave and **free and convenient COVID-19 vaccines**. Associates who are vaccinated also receive a \$100 payment after receiving the necessary doses.



Through comprehensive benefits, including **health and dental insurance** as well as **preventative 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 health.



Associates receive **exclusive discounts on household and *Our Brands* products every day** as well as access to a variety of deals throughout the year to help budgets go a little further.



Our **industry-leading continuing education benefit** supports and encourages lifelong learning for our associates, **enabling everything from GEDs to Ph.D. degrees.**

Emotional well-being is an important component of overall health, and in light of the COVID-19 pandemic, its impact on associates and their families has never been clearer. Our employee programs provide **free counseling and resources to help navigate life's challenges.**



From **formal learning programs to on-the-job training to personalized development**, we offer many opportunities for associates to **expand their skills and careers** within our family of companies. In fact, many of our senior leaders started in our stores, including our Chairman and CEO Rodney McMullen, who joined Kroger as a store clerk in 1979.



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## Awards & Recognition

We're proud that our people-first, inclusive culture has been recognized among the best of the best by these leading organizations and others.





## ASSOCIATE UPLIFT

### Finding a Home at Kroger

For almost a year, Lashenda Williams slept in her car in the parking lot of our East Nashville store. Now she's a self-checkout associate in that same store, and with her fighting spirit and intense passion for helping others, she continues to be a source of light for those around her.





## A Place to Belong

When Christian and Robby were looking for a career change, they wanted a place where they felt supported both professionally and personally. They found happiness and the support they were searching for at Kroger Family of Companies. After joining our technical support team, they began to thrive both in their new roles and by utilizing our healthcare benefits to get Robby the medical attention he needed to live his life pain-free.





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