



March 18, 2021

Dear Team,

We want to thank you for your patience and collaboration over the last year. Together, we have helped mitigate the spread of COVID-19 by following safety practices recommended by the CDC. With the availability of the COVID-19 vaccine, we are on the right path to help move back to "normal." As a nation, we have made much progress in the fight against COVID-19, but we are not done yet.

Our top priority is safety. Safety is a defining point on our Compass for Excellence which guides us in all that we do, and all decisions that are made on behalf our team. The mask order that will be in effect on April 10 states that masks are still required in areas where there are 50 or more people or where it is difficult to socially distance. All areas of our company, from retail to Farr West and the corporate office all employ 50 or more people in one place at a time. For your safety and the safety of others, Associated Food Stores will continue to require our team members to wear a mask during their shifts following the guidelines we already have in place. The new legislation also allows all counties the ability to create new mandates/ordinances to help mitigate spread of the virus for their area.

We feel strongly about this and consider mask use to be of the utmost importance until all of our team members have had the opportunity to receive the full dose of the COVID-19 vaccine, as well as follow all county, city or potential state mandates moving forward.

Beginning April 1, access to the vaccine will be open to all Utah citizens. Please review [this story](#) about how to receive the \$50 incentive that is being offered by the company.

Please see the official statement for our ARO retail locations below, which applies to all AFS team members:

"Associated Retail Operations (ARO) recognizes that grocery stores are an essential place of business for the communities we serve. To help mitigate the spread of the COVID-19 virus, we will continue to work alongside our state and county health departments by requiring mask use, as it is stated in the current order, and the order after April 10th, requiring masks in places where it is challenging to socially distance, or that have 50 or more people. ARO also feels it is imperative that masks be worn in our stores until our team and partners have had the opportunity to receive the COVID-19 vaccine. Team members and vendors at all Macey's, Dan's, Dick's, Lin's and Fresh Market stores will continue to wear masks and we urge our guests to wear masks while shopping with us."

From the beginning of the pandemic a year ago, we have put many precautions in place to help protect you and the communities we serve. As a community and One Associated we have been through so much together. Our very way of life has changed due to the pandemic. Better days are on their way, and we look forward to celebrating them with you.

Thank you,

Your AFS Team