

Food 4 Less, Foods Co. & Ralphs Benefit Communities in CALIFORNIA

Food 4 Less, Food Co., & Ralphs Stores

297

Number of Associates

26,687

Food 4 Less, Food Co., & Ralphs stores pay hourly associates more than their peers in the retail industry

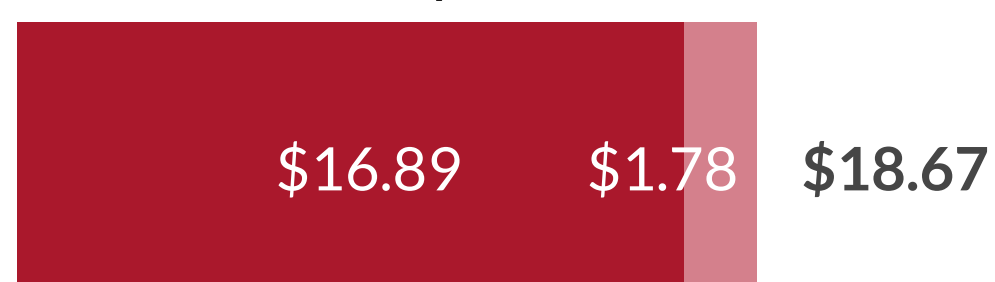
Average Hourly Compensation

Wages, Healthcare, & Retirement Benefits

Food 4 Less, Food Co., & Ralphs California Associates



U.S. Retail Industry Workers



■ Wage ■ Benefits

Hourly Wage Distribution

For Grocery Store Workers in California

25th Percentile



Median



75th Percentile



■ Food 4 Less, Food Co., & Ralphs
■ Food & Beverage Stores

Food 4 Less, Food Co., & Ralphs stores also offer monetary & non-monetary assistance to associates & their families

Company-Wide Initiatives

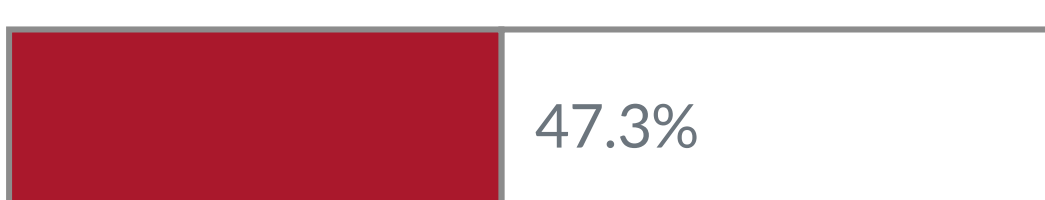
- **Helping Hands Fund:** Provides financial aid for emergency needs
- **Feed Your Future:** Advances associates' education
- **Kroger Scholars:** Advances education for associates' children

COVID 19 Compensation

From March 2020 to November 2021, Food 4 Less, Food Co., & Ralphs awarded frontline associates **\$1,730** (full-time) & **\$1,170** (part-time) in the form of store credit, cash bonuses, additional pay, fuel points, & vaccine incentives.

Food 4 Less, Food Co., & Ralphs stores employ associates in age groups that have the most difficulty securing jobs

Associates Under Age 35



State Unemployment Rates



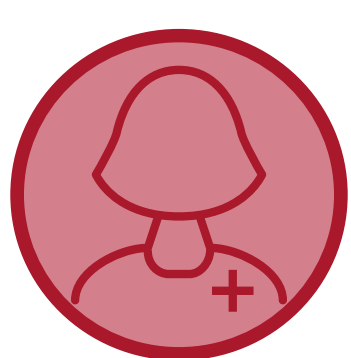
■ All Ages ■ Under 35

Over 63% of associates in California have been working for Food 4 Less, Food Co., & Ralphs for 3+ years

Given the age groups and the nature of employment in the retail industry, Food 4 Less, Food Co., & Ralphs associates tend to stay with the company longer than their peers in the industry

Food 4 Less, Food Co., & Ralphs' impact extends beyond its stores in California

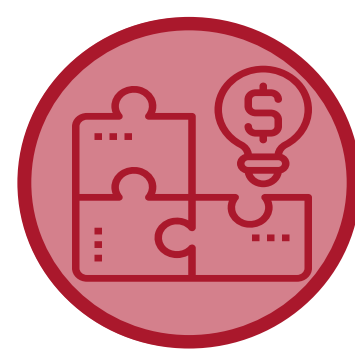
Total Economic Impact of Food 4 Less, Food Co., & Ralphs (Direct, Indirect, & Induced Impact)



40.3 K
Jobs



\$1.6 B
Wages



\$3.3 B
Value Added



\$372.6 M
State & Local
Taxes
(Direct Only)

Social Impact



\$21.1 M
Community
Giving



10.0 M
Donated
Meals

Source: Pham, Nam D., Ph.D. and Mary Donovan. 2022. Kroger Stores Benefit West Coast Communities: An Assessment of the Enterprise's Compensation Packages and the Economic Impacts on the West Coast. ndp | analytics.

Note: The data used in this analysis was collected in October 2021.

Nam Pham is Managing Partner and Mary Donovan is Principal at ndp | analytics, an economic research firm based in Washington, DC. The Kroger Company provided financial support to conduct the study. The opinions and views expressed are solely those of the authors.