

King Soopers & City Market Stores Benefit Communities in COLORADO

King Soopers & City Market Stores

148

Number of Associates

21,689

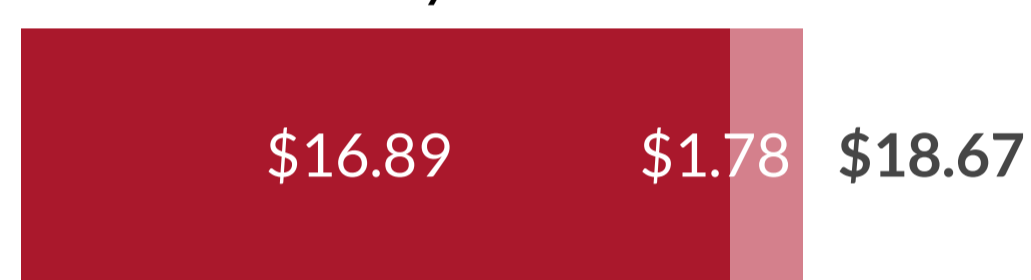
King Soopers & City Market stores pay hourly associates more than their peers in the retail industry

Average Hourly Compensation Wages, Healthcare, & Retirement Benefits

King Soopers & City Market Colorado Associates



U.S. Retail Industry Workers



■ Wage ■ Benefits

Hourly Wage Distribution For Grocery Store Workers in Colorado

25th Percentile



Median



75th Percentile



■ King Soopers & City Market
■ Food & Beverage Stores

King Soopers & City Market 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

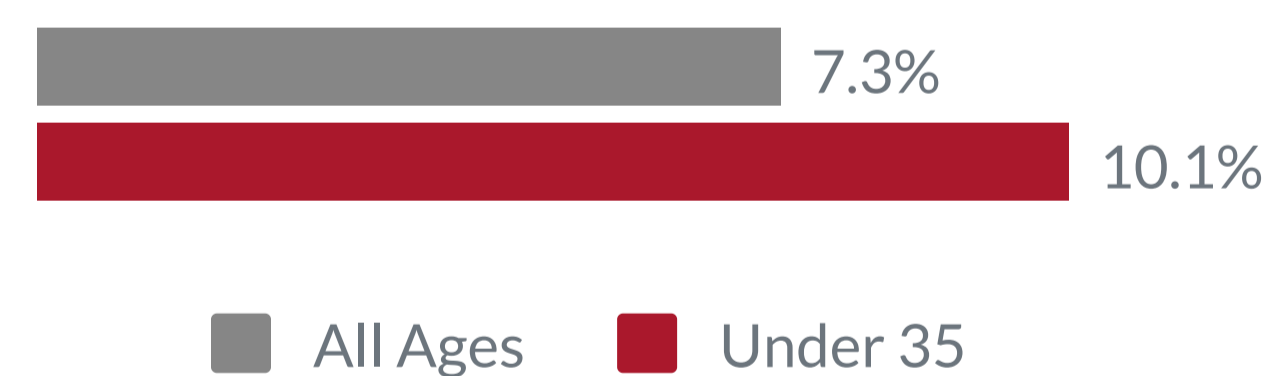
From March 2020 to November 2021, King Soopers & City Market awarded frontline associates **\$1,730** (full-time) & **\$1,170** (part-time) in the form of store credit, cash bonuses, additional pay, fuel points, & vaccine incentives.

King Soopers & City Market stores employ associates in age groups that have the most difficulty securing jobs

Associates Under Age 35



State Unemployment Rates



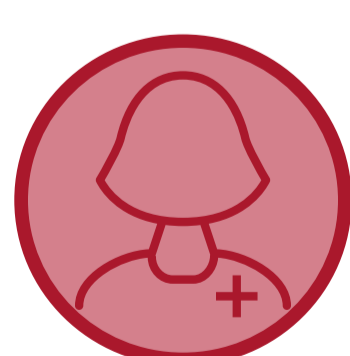
■ All Ages ■ Under 35

Over 55% of associates in Colorado have been working for King Soopers & City Market for 3+ years

Given the age groups and the nature of employment in the retail industry, King Soopers & City Market associates tend to stay with the company longer than their peers in the industry

King Soopers & City Market's impact extends beyond its stores in Colorado

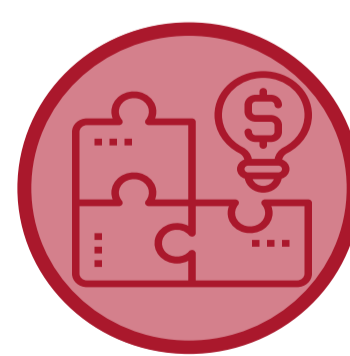
Total Economic Impact of King Soopers & City Market Stores (Direct, Indirect, & Induced Impact)



34.3K
Jobs



\$1.3 B
Wages



\$2.5 B
Value Added



\$325.3 M
State & Local
Taxes
(Direct Only)

Social Impact



\$11.0 M
Community
Giving



9.0 M
Donated
Meals