

Food 4 Less’s infection rate has consistently tracked significantly above the infection rate of all other UFCW grocery chains in Southern California throughout the pandemic.

- *It IS going to enriching the stock portfolios of Kroger’s executives and its largest shareholders:*

In September 2020, 5 and a half months into the coronavirus pandemic and 4 months after ending \$2/hour hazard pay Kroger authorized a brand new \$1 billion share repurchase program. This program allows the company to purchase up to \$1 billion of its own stock, reducing the number of outstanding shares on the market, driving up stock prices, and putting money directly into the pockets of Kroger’s largest shareholders including its executive team and its board of directors.

In the first 3 quarters of the 2020 fiscal year (February through October) Kroger has reported repurchasing \$989 million in shares. During this same period in 2019, Kroger repurchased \$34 million in shares.

	Change	Q1, Q2, Q3 (2020)	Q1, Q2, Q3 (2019)
Share Buybacks	+2808%	\$989 million	\$34 million

Total spent on stock buybacks during the pandemic	\$989 million
Total spent on hazard pay + one time bonuses	\$580.8 million
Hazard pay+bonuses as a % of stock buybacks since the pandemic	58.7%

Executive Compensation (2018, 2019)

Name	Title	Total Compensation	2018 to 2019 Change
W. Rodney McMullen	Chairman and CEO	2019: \$21,129,648 2018 \$12,037,872	+75.5%
J. Michael Schlotman	Executive Vice President and Retired Chief Financial Officer	2019: \$8,467,423 2018 \$5,772,122	+46.7%
Michael J. Donnelley	Executive Vice President and Chief Operating Officer	2019: \$10,329,684 2018 \$5,693,293	+81.4%
Stuart Aitken	Executive Vice President, Alternative Business	2019: \$4,612,783 2018 \$2,934,218	+57.2%