You Asked. *We Listened!*

Recently, we've heard from our associates about the big things, and the small things, that you feel would make Festival Foods a better place to work. We heard you, and **we've been working hard to bring your recommendations to life!**

Based on your feedback, we've introduced new benefits like

- Shifting to weekly pay for many positions
- A new Paid Parental Leave program
- Long term disability for full-time hourly associates
- Mental health resources and benefits
- Enhancements to our attendance policy and updates to our scheduling practices (three weeks in advance)

We also introduced policy changes to enhance the way we support our team, like

- Allowing beverage containers in all departments
- Increasing the value of your "Lunch on Us" one year anniversary card
- A new loyalty program that stacks with your associate discount

---

We're also **continuing to support existing employee assistance programs** like the Sunshine Fund, free PB&Js in the breakroom, and the Community Involvement Icon Sales program **to ensure we give back to the causes that matter most to our associates**.



We're committed to working together with our associates to make Festival Foods a great place to work for everyone.