



Welcome to Schnucks: Fricks Market Employee Q&A

Q: What's it like to work at Schnucks?

A: We believe in working together as One Team Of Merchants to serve our customers and support our fellow teammates. Teammates grow their careers here. Many of our Store Managers and Department Managers started as baggers or clerks. In addition to working alongside great people, Schnucks also offers eligible teammates healthcare and vision coverage, supplemental insurance, and a helpful employee assistance program. Also, our teammates are eligible to participate in our teammate discount program which offers 10-percent off Schnucks Own Brand products. Teammates may also participate in our customer loyalty program, Schnucks Rewards, which pays back 2% for shopping at Schnucks and, occasionally, provides you with free items as well!

Q: Once the acquisition is complete, will every Fricks Market employee become a Schnucks employee?

A: We look forward to welcoming Fricks Market employees who are members of Local 88 and 655 to the Schnucks team! Pending the results of required background checks, you will be offered a position at the same wage rate or higher, working a comparable number of hours, and doing comparable work to the work you are doing now.

Q: What do Fricks Market employees need to do to begin the process of being hired by Schnucks?

A: The first step will be to officially apply by visiting the careers page on the Schnucks website [\[Schnucks.com/Careers\]](https://www.schnucks.com/careers). Be sure to apply for the positions at your location, which will be listed as the following:

- R-0026436 Union, MO Clerks (Fricks Employees)
- R-0026437 Sullivan, MO Clerks (Fricks Employees)

Also, each store will have a sign-up sheet posted which lists the dates and times that a Human Resources representative will visit your store. They are returning on Thurs., Sept. 29 and Fri., Sept. 30. Please sign up for a time and bring the following to the meeting:

1. Your completed availability form (received on Sept. 26), listing the days of the week and hours you are available to work.

2. Acceptable identification. (See the handout received on Sept. 26, or the document posted at your store for more information about acceptable forms of identification.)

Q: What about training? Do I need to participate in any special Schnucks training in order to be hired?

A: If you accept a position with Schnucks, you will attend orientation on your first day of work. You will be paid for attending orientation. This orientation will ensure that all new Schnucks teammates are familiar with our systems and have the information you need to best serve our customers.

Q: Will I have a probationary period at Schnucks?

A: You and other Fricks Market employees will have a probationary period with Schnucks. The probationary period will be ninety (90) days from your date of hire with Schnucks.

Q: Once acquired, will the two stores close for a period of time before reopening under Schnucks ownership?

A: The Union store will remain open as Fricks Market through 4 p.m. on Sun., Oct. 23, when it will close for three days before reopening on Thurs., Oct. 27 as Schnucks. If these dates change for any reason, we will be sure to let you know. The Fricks Market in Sullivan will close and reopen during the same window, and will remain a Fricks Market, operated by Schnucks, until a new, 23,000 square-foot "Schnucks Fresh" store is completed. The new Schnucks Fresh store will be located on East Springfield Road near Highway 185. An official opening date for this new store will be announced in the coming months.

Q: Will I be scheduled for hours during the transition period?

A: While customers won't be able to shop at the store while it is transitioning, if you accept a position with us, we do anticipate you will be working during the transition, either helping to transition a store or attending orientation. If you are working during the days that the store is closed for conversion, you will be paid for those hours.

Q: Will you keep both stores open? Are you planning to close either?

A: As noted above, the Sullivan store will remain a Fricks Market operated by Schnucks until a new Schnucks Fresh store opens. More details will be shared on this in the coming months. The Union store will operate under the Schnucks banner once it reopens on Oct. 27.

Q: Will I work at the same location where I work now?

A: While we anticipate that you will be able to remain at the location you are employed at today, we cannot guarantee that you will until the hiring process is complete. However, if you have an interest in working at a different Schnucks location, be sure to let the Schnucks Human Resources representative know during your scheduled meeting.

Q: When I'm hired by Schnucks, will I be a member of the same union? Will my contract change?

A: You will still be a member of the same UFCW Local (655 or 88) but will be subject to the provisions of the Schnucks contracts. Questions regarding your union membership should be directed to your union representatives.

Q: What happens to my seniority if I accept a position at Schnucks?

A: Based on current union agreements, your seniority date will be your first day of paid work with Schnucks. Your seniority among other Fricks Markets employees will not change.

Q: Will my health insurance be the same if I accept a position with Schnucks?

A: If you accept a position with Schnucks and you have health insurance now, you will have health insurance at Schnucks under the same eligibility requirements and with the same cost share you have now.

Q: What happens to my unused vacation time I earned at Fricks Market?

A: Unused vacation time for 2022 will be paid out by Fricks Markets. Please be sure to discuss any upcoming, scheduled vacation time when you meet with the Schnucks Human Resources Representative. Going forward, the amount of vacation you earn will remain the same, and your hire date with Fricks Markets will be used to determine future vacation accrual based on the Schnucks contract with your union.

Q: What about holiday pay, overtime pay and other premium pay?

A: Going forward, holiday pay, overtime pay and other premium pay will be based on the Schnucks contract with your union.

Q: I already had some scheduled vacation time. Will Schnucks honor that?

A: Upon accepting a position with Schnucks, you will work with your Store Manager on scheduling and vacation requests.

Q: What about things like funeral leave, jury duty and personal holidays?

A: Funeral leave and jury duty will be based on the Schnucks contract with your union. Personal holidays will be earned as of January 1, 2023 based on the Schnucks contract with your union.

Q: As a Schnucks teammate, will I receive a discount on store purchases?

A: As a Schnucks teammate, you will be eligible for our teammate discount program which offers 10% off all Schnucks Own Brand products, including packaged store-baked, store-made, and store-finished fresh foods in our meat, seafood, produce, bakery, deli, and prepared foods areas. Also, you may join our Schnucks Rewards program at any time, which pays you back for shopping at Schnucks.

Q: What is your pay period?

A: Schnucks teammates are paid weekly, with a pay period that starts on Monday and ends on Sunday. Payday is the following Thursday.

Q: Can I cash my paycheck at the store?

A. While we do not cash teammate paychecks at stores, we do offer direct deposit to the bank account of your choice and we also offer Rapid pay cards, where your weekly pay is deposited to Mastercard. You can also choose to receive a paper check. We're also excited to be able to provide Schnucks teammates the option to receive paychecks daily through our Daily Pay program. Please ask our Human Resource representatives how to enroll in the program during their store visits on Thurs., Sept. 29 and Fri., Sept. 30.

Q: Will there be promotion opportunities for me?

A: Yes! We offer several development programs for high potential teammates. "Chance To Advance" announcements will be posted at your store and on our intranet, Schnucks Connection. Please let your Schnucks Human Resources representatives know if you are interested in these opportunities when they visit your store on Thurs., Sept. 29 and Fri., Sept. 30.

Q: I have other questions. Where can I get more information?

A: We are committed to helping new hires feel comfortable and excited! As noted above, Human Resources representatives will visit on Thurs., Sept. 29 and Fri., Sept. 30. Please sign up for a time to meet with them, and remember to bring acceptable form(s) of identification along with your availability information. If you have any questions, please email us at HereWeGrow@schnucks.com.