

## Dollar General Response to *Mother Jones*

During these unprecedented times, our employees continue to reflect Dollar General's mission of ***Serving Others*** by supporting the communities we call home. Now more than ever, employees across our organization are committed to providing American families with the value and convenience they need and expect from Dollar General, all while keeping health and safety top of mind.

In response to the COVID-19 pandemic, we have taken a number of actions designed to enhance employee and customer health and safety and to recognize our employees' commitment to service, including:

- ***Safety Measures:*** We continue to provide fabric and disposable facial coverings and disposable gloves to employees who choose, or who are required by local governments, to wear them. Employees may also wear their own facial coverings as long as disposable masks are appropriately discarded and fabric masks are laundered after each use. Enhanced cleaning protocols are in place across the organization, and we continue to provide additional hand sanitizer to stores for employee and customer use.
- ***Social Distancing:*** Social distancing measures have been implemented and are being exercised in each of our more than 16,000 locations. These measures are designed to help employees and customers remain six feet apart. Our installation of approximately 40,000 plexiglass register barriers across the chain is expected to be completed by May 23. In each of our traditional distribution centers and cold storage facilities, enhanced cleaning protocols and social distancing measures are in place, including traffic flow patterns and additional measures in common areas such as restrooms, locker rooms and break rooms.
- ***Employee Bonuses:*** In total, we have invested approximately \$60 million in appreciation bonuses to full and part time employees in our stores, distribution centers and private fleet networks. These bonuses demonstrate our gratitude to the team members who continue to serve our customers and communities.
- ***Paid Sick Leave:*** Employees impacted by COVID-19, including those who must remain at home due to their own diagnosis, to care for an immediate family or household member or while awaiting test results, are paid for regularly-scheduled hours during those times.
- ***Increased Telehealth Services:*** For employees not enrolled in Dollar General medical plans, we provided an additional opportunity to enroll in our Telehealth Programs, which provides affordable healthcare options to employees without physically visiting a healthcare provider's office. We are also currently waiving all Telehealth co-pays for employees covered until Dollar General's medical plans.
- ***Senior Hour:*** We were one of the first to announce senior hours, which are designed to allow some of our most vulnerable customers the ability to shop during the first hour that our stores are open. We have encouraged customers to plan their shopping trips around these hours so that our seniors can purchase the essential items they need in less busy and crowded shopping periods. We continue to see a considerable amount of cooperation and understanding from other customers.

- **Hiring Efforts:** With the heightened demand for household essentials offered by Dollar General amid COVID-19 concerns, we have hired additional employees, including individuals whose previous employment may have been impacted by COVID-19 or those looking to start a career with us.
- **Ongoing Communication:** Additionally, we continue to remind employees on a regular basis of the steps to help avoid or contain the spread of the COVID-19 virus, as well as steps they should take if they experience symptoms or have direct contact with someone who tested positive for the virus. Employees who are experiencing fever or other symptoms of the virus are asked to stay home. We have also established protocols for how employees should respond to both direct and indirect exposure to the virus in each of our stores and facilities and continue to update those as the situation unfolds.

This information is available to employees through a number of channels (including our companywide Intranet; manager-led discussions; in-store communication in both the office area and our store communication portal; our ASK DGHR platform; and more), and we encourage employees to review this information on a regular basis and speak with their managers or HR partners should they have any questions or would like additional clarity.

#### **Employment Allegations/Daniel Stone Response**

In consideration of employee privacy, we typically do not comment on individual personnel matters. Suffice it to say, however, that we emphatically deny that Mr. Stone's employment with Dollar General was terminated for any unlawful reason.

Further, in keeping with our mission, Dollar General strives to provide a work environment built on trust, mutual respect and opportunity. We believe that the best way to address workplace challenges and solve problems is by working directly with our employees. The Company has a zero-tolerance policy for unlawful retaliation.

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