

7. Did anyone on behalf of the Save Mart companies give you any instructions on how or whether to complete this survey? Yes  No

8. If you answered "Yes" to question # 7, please identify the person(s) and explain the circumstance.

\_\_\_\_\_  
\_\_\_\_\_

9. Please state the location of the current/last store where you were assigned. \_\_\_\_\_

10. What is/was the approximate annual sales volume in the current/last store in which you work(ed) as a Grocery Manager? \_\_\_\_\_ Dollars  
(Please enter the amount in the space to the right.)

11. At the current/last location at which you work(ed) as a Grocery Manager, while you were/are on shift at the location, on average, how many other employees were/are on shift with you? \_\_\_\_\_ Employees  
(Please enter the number of other employees in the space to the right.)

12. At the current/last location at which you work(ed), please indicate which of the boxes to the right best describes the type/location of the store?  
(Please check one of the boxes to the right.)

- Urban (City)
- Suburban
- Rural (Country)

13. How long did you hold the position of Grocery Manager? \_\_\_\_\_/\_\_\_\_ Years/Months  
(Please write in your length of employment as a Grocery Manager in the space to the right. For example, enter "3 / 5" for 3 years and 5 months.)

Thank you for completing this survey questionnaire. Please sign it and return it in the enclosed postage pre-paid envelope as soon as possible.

I, \_\_\_\_\_, declare under penalty of perjury that the information I provided in this survey is correct to the best of my knowledge.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Please note any changes of address in the space provided below.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



SMT-123456-7 123

First Last

### SAVE MART GROCERY MANAGER SURVEY QUESTIONNAIRE

All questions in this survey pertain to your work as a Grocery Manager for any of the Save Mart companies in California at any time after February 7, 1998. Mark all the boxes that apply to you during the time you hold, or held, the Grocery Manager position.

1. Are you currently employed by any of the Save Mart companies, i.e., Save Mart Supermarkets, Food Maxx, or S-Mart Foods? Yes  No   
(Please check one of the boxes to the right.)

2 (a). If yes, what position do you hold? (Please fill in the blank to the right.) \_\_\_\_\_

2 (b). If no, what was the last position you held? \_\_\_\_\_  
(Please fill in the blank to the right.)

3. How many hours do you/did you work per week, on the average, as a Grocery Manager? \_\_\_\_\_  
(Please fill in the blank to the right.)

4. How many hours do you/did you work per week, on average, at the current/last location you work(ed) as a Grocery Manager? \_\_\_\_\_  
(Please fill in the blank to the right.)

**For question 5, the answers are paired to equal 100%.  
Please choose the combination that reflects  
the appropriate amount of time you spent in each area.  
PLEASE CHECK ONLY ONE BOX!**

<p>5. While working as a Grocery Manager, what total percentage of your weekly work time is/was spent doing any or all of the following activities?</p> <ul style="list-style-type: none"> <li>Performing the same kind of work as subordinate employees (As used throughout this survey, "subordinate employees" refers to all hourly store level employees).</li> <li>Performing any production work, even though not performed by subordinates, which is not part of supervisory function.</li> <li>Making sales, replenishing stock, returning stock to shelves, except for supervisory training or demonstration purposes.</li> <li>Performing routine clerical duties, such as bookkeeping, cashiering, billing, filing, or operating office machines.</li> <li>Checking and inspecting goods as a production operation, rather than as a supervisory function.</li> <li>Performing maintenance work.</li> </ul>		<p>While working as a Grocery Manager, what total percentage of your weekly work time was spent doing any or all of the following activities?</p> <ul style="list-style-type: none"> <li>Interviewing, selecting and training employees.</li> <li>Setting and adjusting pay rates and work hours.</li> <li>Keeping production records of subordinates for use in supervision.</li> <li>Evaluating employees' efficiency and productivity.</li> <li>Resolving employees' complaints and grievances.</li> <li>Disciplining employees.</li> <li>Planning the work, determining the techniques to be used in doing the work, and distributing the work.</li> <li>Deciding on types of materials, supplies, machinery and tools to be used or merchandise to be bought, stocked, and sold.</li> <li>Controlling the flow and distribution of merchandise, materials, and supplies.</li> <li>Providing for the safety of employees and property.</li> </ul>
<p><b>PLEASE CHECK ONLY ONE BOX</b></p>		
<p>90% or more <input type="checkbox"/></p> <p>80% to 89% <input type="checkbox"/></p> <p>70% to 79% <input type="checkbox"/></p> <p>60% to 69% <input type="checkbox"/></p> <p>50% to 59% <input type="checkbox"/></p> <p>Less than 50% <input type="checkbox"/></p>		<p>10% or less <input type="checkbox"/></p> <p>11% to 20% <input type="checkbox"/></p> <p>21% to 30% <input type="checkbox"/></p> <p>31% to 40% <input type="checkbox"/></p> <p>41% to 50% <input type="checkbox"/></p> <p>More than 50% <input type="checkbox"/></p>

**For question 6, the answers are paired to equal 100%.**

**Please choose the combination that reflects  
the appropriate amount of time you spent in each area.  
PLEASE CHECK ONLY ONE BOX!**

<p>6. For the <u>current/last</u> location at which you work(ed) as a Grocery Manager, what total percentage of your weekly work time is/was spent doing any or all of the following activities?</p> <ul style="list-style-type: none"> <li>Performing the same kind of work as subordinate employees (As used throughout this survey, "subordinate employees" refers to all hourly store level employees).</li> <li>Performing any production work, even though not like that performed by subordinates, which is not part of supervisory function.</li> <li>Making sales, replenishing stock, returning stock to shelves, except for supervisory training or demonstration purposes.</li> <li>Performing routine clerical duties, such as bookkeeping, cashiering, billing, filing, or operating office machines.</li> <li>Checking and inspecting goods as a production operation, rather than as a supervisory function.</li> <li>Performing maintenance work.</li> </ul>		<p>For the <u>current/last</u> location at which you work(ed) as a Grocery Manager, what total percentage of your weekly work time is/was spent doing any or all of the following activities?</p> <ul style="list-style-type: none"> <li>Interviewing, selecting and training employees.</li> <li>Setting and adjusting pay rates and work hours.</li> <li>Directing the work of subordinates.</li> <li>Keeping production records of subordinates for use in supervision.</li> <li>Evaluating employees' efficiency and productivity.</li> <li>Resolving employees' complaints and grievances.</li> <li>Disciplining employees.</li> <li>Planning the work, determining the techniques to be used in doing the work, and distributing the work.</li> <li>Deciding on types of materials, supplies, machinery and tools to be used or merchandise to be bought, stocked, and sold.</li> <li>Controlling the flow and distribution of merchandise, materials, and supplies.</li> <li>Providing for the safety of employees and property.</li> </ul>
		<p><b>PLEASE CHECK ONLY ONE BOX</b></p>
<p>90% or more <input type="checkbox"/></p> <p>80% to 89% <input type="checkbox"/></p> <p>70% to 79% <input type="checkbox"/></p> <p>60% to 69% <input type="checkbox"/></p> <p>50% to 59% <input type="checkbox"/></p> <p>Less than 50% <input type="checkbox"/></p>		<p>10% or less <input type="checkbox"/></p> <p>11% to 20% <input type="checkbox"/></p> <p>21% to 30% <input type="checkbox"/></p> <p>31% to 40% <input type="checkbox"/></p> <p>41% to 50% <input type="checkbox"/></p> <p>More than 50% <input type="checkbox"/></p>

Please continue with Questions 7 through 13 on the following page.