

## **Announcement of Human Resources Organizational Changes**

### **From the desk of Russ Jackson, SVP-HR**

In today's challenging business environment, Human Resources continues to look for ways to streamline our organization, increase efficiencies and drive additional value. With those core themes in mind, HR has combined two of its departments. The departments of Diversity, Inclusion and Compliance will be combined with HR Talent Management. The combined team will now be called HR Business Services and Diversity. I've asked Dian Emerson to lead this combined function as Vice President, HR Business Services and Diversity. Given Dian's capabilities and successes, both as a corporate attorney and as a VP in Human Resources, she is uniquely qualified to excel in this new position.

Reporting to Dian will be the following:

- Suzi Webber (Corporate HR Business Services)
- Kathy Boyan (Corporate HR Business Services)
- Jeff Mason (Supply Ops HR Business Services)
- Michele MacKenzie (Safeway.com HR Business Services)
- Patty Nelson (Employee Relations)
- Chris Arlaud (NSC HR Business Services)
- IT HR Business Services (Position Currently Vacant)
- Chris Nenoff (Diversity and Inclusion)
- Stacy Solorio (Compliance)
- Division HR Directors (Dotted Line)

Additional alignment changes are as follows:

- Arlene McCort (Director, Talent Relocation) will report to Cathy Lord, Vice President Compensation
- Kristin DiScala, (HR Project Manager) will report to Megan Vincent, Director Strategic Initiatives & Metrics
- Deborah Davis, (Director SES & SCEA) will report to Patty Nelson, Director Employee Relations

With this change we'll create a stronger linkage between two very important departments, improving the positioning of the Human Resources Business Partner to proactively and reactively, navigate the complexities of a more diverse work force with greater multi-cultural elements and increasing generational opportunities. This change also allows greater alignment and improved efficiencies in several other important areas that include relocation, project management, compliance and the SES & SCEA .

With these changes, Roger Glenn will be leaving Safeway. Roger has over thirteen years with us, working both at the division as well as the corporate level. I would like to thank Roger for his contributions and wish him well as he transitions to his next opportunity.