

To our Chipotle guests,

As we continue to have the privilege of offering real food for our communities, our goal is to keep everyone safe and informed since nothing is more important to us than our employees and our guests. We have taken great measures to do our part to combat the spread of COVID-19 and continue to identify new ways to further support those on the frontline, including our restaurant employees, who are the backbone of this organization.

Last week, we announced that **Chipotle would give away 100,000 burritos to healthcare heroes** working at various hospitals and medical offices across the country. We received nearly 16K submissions and are working to ensure we feed as many of these courageous individuals as we can. Additionally, so many people have asked us how they can help Chipotle support these heroic individuals. I am pleased to share that yesterday we announced a healthcare gift card program. We are now matching **10%** of the [healthcare egift card](#) purchases now through May 31st and donating to **Direct Relief**, an organization working to provide personal protective equipment and essential medical items to healthcare workers in the U.S. and around the world.

We are also striving to provide the greatest level of personal and financial support for the heroes in our restaurants. We recently announced our assistance pay, a **10% increase in hourly pay** for restaurant employees who work between March 16 and April 12, 2020. We've **made the decision to expand this for employees working through May 10, 2020**. We have also **approved discretionary bonuses of nearly \$6.5M** to be issued to Field Leaders, General Managers and Apprentices, despite the unforeseen situation impacting March performance which would have resulted in quarterly bonuses being near zero. On average, individuals will see quarterly bonuses ranging from \$3,700 for Field Leaders, \$1,800 for Restaurant General Managers and \$650 for Apprentices. In addition, restaurants that achieved the specified goals required for the **all-crew bonus will receive their bonuses**, totaling approximately \$360k. We are extremely fortunate that we're in a position to offer these gestures and recognize that not all organizations can do so.

Our 83,000 employees also have increased **access to our financial counseling benefit** for free to speak with a financial coach to answer questions and provide guidance in these times of uncertainty. It's customized to each individual and a financial plan of action is created based on their unique circumstances.

To ensure we're making it as easy as possible for you to continue enjoying Chipotle without leaving home, we're continuing to **offer free delivery for the month of April**. We strive to Cultivate a Better World and want to ensure we're being transparent in our efforts surrounding this dynamic situation. I hope you'll join us on this mission and continue doing your part to help flatten the curve. Please stay safe!

Thank you,

Brian Niccol
Chairman and CEO, Chipotle