

LEADERS		
(tie) 1. Best Buy	(tie) 1. Target	3. Home Depot
Generous hazard pay and permanent wage increase to \$15/hour	Accelerated permanent pay raise to \$15/hour on top of periodic COVID-19 bonuses	Longest-running hazard pay and a modest permanent pay bump
<ul style="list-style-type: none"> ✓ Starting wage: now \$15/hour ✓ COVID-19 compensation: \$3.07/hour (28% raise) ✓ Profit: \$591 million (2 quarters); +17%; + \$88 million ✓ Permanently raised wages <p>Best Buy offered \$2.50 "appreciation pay" from late March to early August, and then raised starting pay permanently to \$15/hour on August 2, up from an average of \$11/hour for cashiers after ending hazard pay.</p>	<ul style="list-style-type: none"> ✓ Starting wage: now \$15/hour ✓ COVID-19 compensation: \$2.22/hour (17% raise) ✓ Profit: \$3.0 billion (3 quarters); +22%; + \$541 million ✓ Permanently raised wages <p>Target provided a \$2/hour pay increase from mid-March to early July and "recognition bonuses" in the summer and fall. On July 5, Target permanently raised starting wages from \$13/hour to \$15/hour, several months ahead of its previously announced target of the end of the year.</p>	<ul style="list-style-type: none"> ✓ Average wage (cashier): \$11/hour ✓ COVID-19 compensation: \$2.27/hour (21% raise) ✓ Profit: \$10.0 billion (3 quarters); +14%; + \$1.2 billion ✓ Permanently raised wages <p>Home Depot had the longest commitment to providing regular hazard pay. From April until mid-November, it offered full-time frontline workers a \$100/week bonus, or the equivalent of about \$2.50/hour. On November 17, the company announced it was shifting to permanent wage increases worth \$1 billion annualized.</p>

LAGGARDS		
4. Lowe's	5. Costco	6. Albertsons
Frequent one-off bonuses throughout the pandemic	Modest hazard pay and sustained commitment to decent wages	An early end to appreciation pay
<ul style="list-style-type: none"> ✓ Average hourly wage (cashier): \$12 ✓ COVID-19 compensation: \$1.49/hour (12% raise) ✓ Profit: \$4.9 billion (3 quarters); +29%; + \$1.1 billion ✓ Days since last hazard pay: 21 <p>Lowe's has given hourly associates six COVID-19-related bonuses—\$300 for full-time and \$150 for part-time employees—and a temporary \$2/hour pay bump in April.</p>	<ul style="list-style-type: none"> ✓ Starting hourly wage: \$15 ✓ COVID-19 compensation: \$0.72/hour (5% raise) ✓ Profit: \$2.2 billion (2 quarters); +11%; + \$224 million ✓ Days since last hazard pay: 173 <p>Costco offered a \$2/hour temporary wage increase between the beginning of March and the end of May. Costco hasn't provided hazard pay since and is the only company to provide increase hourly wages without also giving a bonus or permanently increasing wages.</p>	<ul style="list-style-type: none"> ✓ Average hourly wage (cashier): \$11 ✓ COVID-19 compensation: \$0.83/hour (8% raise) ✓ Profit: \$871 million (2 quarters); +153%; + \$527 million ✓ Days since last hazard pay: 160 <p>Albertsons offered \$2/hour "appreciation pay" and a final bonus to workers at its brand from mid-March to mid-June.</p>

7. Kroger	8. Ahold Delhaize (U.S.)	9. Walgreens (U.S.)
From hero pay to zero pay	Hazard pay ended while stock buybacks did not	Struggling business, small bonus
<ul style="list-style-type: none"> ✓ Average hourly wage (cashier): \$10 ✓ COVID-19 compensation: \$0.87/hour (9% raise) ✓ Profit: \$2.0 billion (2 quarters); +90%; + \$962 million ✓ Days since last hazard pay: 181 <p>Kroger initially provided a \$300 bonus for full-time workers in March before announcing a \$2/hour "hero pay" that lasted until mid-May. The company provided a final \$400 "thank you" bonus in June after facing public criticism.</p>	<ul style="list-style-type: none"> ✓ Average hourly wage (cashier): \$10 ✓ COVID-19 compensation: \$0.75/hour (7% raise) ✓ Profit: \$1.6 billion (3 quarters); +15%; + \$201 million ✓ Days since last hazard pay: 98 (averaged across the companies) <p>The amount of hazard pay that Ahold Delhaize—a Dutch company that owns U.S. grocery chains Food Lion, Giant, Hannaford, and Stop & Shop—varied across its companies, ranging from temporary wage increases, one-off bonuses, to a retroactive bonus. The company ended hazard pay even while spending \$860 million on stock buybacks during the pandemic.</p>	<ul style="list-style-type: none"> ✓ Average hourly wage (cashier): \$10 ✓ COVID-19 compensation: \$0.21/hour (+2% raise) ✓ Profit: \$885 million (2 quarters); -48%; -\$810 million ✓ Days since last hazard pay: 243 <p>Walgreens, whose business has suffered during the pandemic, provided just one \$300 COVID-19 bonus at the start of the pandemic.</p>

THE LEAST GENEROUS			
10. Amazon	11. CVS Health	12. Walmart	13. Dollar General
Blockbuster profits and only small pay bumps	A billion dollar profit increase and the smallest hazard pay	Billions in profits, some of the smallest pay increases	Tiny pay raises, skyrocketing profits
<ul style="list-style-type: none"> ✓ Starting hourly wage: \$15 ✓ COVID-19 compensation: \$0.95/hour (6% raise) ✓ Profit: \$17.4 billion (3 quarters); +53%; +\$6.0 billion ✓ Days since last hazard pay: 143 <p>Amazon provided \$2/hour hazard pay from mid-March through the end of May and a one-time \$500 bonus in July. The company could have quadrupled the hazard pay it gave frontline workers and still earned more profit than the previous year.</p>	<ul style="list-style-type: none"> ✓ Starting hourly wage: \$11 ✓ COVID-19 compensation: \$0.21/hour (2% raise) ✓ Profit: \$6.2 billion (3 quarters); +27%, +\$1.3 billion ✓ Days since last hazard pay: 242 <p>CVS Health provided just one bonus at the start of the pandemic that ranged from \$150 and \$500 for frontline staff, managers, and pharmacists. While the company has provided no additional hazard pay, its stores—and workers—are at the forefront of the pandemic.</p>	<ul style="list-style-type: none"> ✓ Starting hourly wage: \$11 ✓ COVID-19 compensation: \$0.63/hour (6% raise) ✓ Profit: \$15.6 billion (3 quarters); +45%, +\$4.9 billion ✓ Days since last hazard pay: 112 <p>Walmart has earned blockbuster profits but offered workers among the smallest pay bumps. Walmart provided one-off bonuses to frontline workers worth \$300/each for full-time worker in April, June, and August. The company earned nearly \$5 billion in additional profit this year, more than four times the amount the company spent on COVID-19 bonuses for frontline workers.</p>	<ul style="list-style-type: none"> ✓ Average hourly wage (cashier): \$8 ✓ COVID-19 compensation: \$0.23*/hour (3% raise) ✓ Profit: \$1.4 billion (2 quarters); +77%, \$626 million ✓ Days since last hazard pay: 203 <p>Dollar General's small hazard pay at the start of the pandemic is dwarfed by the staggering growth in profits and its billions of dollars in planned stock buybacks. The company could have provided hazard pay worth eight times the \$73 million they spent on "appreciation bonuses" through the first half of the year and still have earned more profit compared to last year.</p>

Methodology: Companies are ranked considering the following factors (1) absolute COVID-19 compensation generosity—the total amount a full-time (40hr/week) entry level frontline worker received from temporary wage increases, bonuses, and permanent wage increases divided by the number of weeks between March 13-November 19 (36 weeks); (2) relative COVID-19 Compensation generosity compared to the financial performance and size of the companies; (3) starting wage or average wage for an entry-level position (cashier).