



SPROUTS FARMERS MARKET DRUG AND ALCOHOL-FREE WORKPLACE POLICY AND PROCEDURE

Policy

Sprouts Farmers Market, Inc. (“Sprouts” or the “Company”) is committed to maintaining a work environment that is free from the influence of both illegal drugs and alcohol. This commitment is designed to help protect the health, safety and wellbeing of our team members, customers, applicants for employment, temporary/contingent workers, and the like. This policy applies to all team members and applicants for employment (hereinafter collectively “Covered Persons”). Sprouts has adopted this Drug and Alcohol-Free Workplace Policy and Procedure (the “Policy”) for all non-DOT full-time, part-time, hourly, salaried, temporary and contingent workers at all Sprouts locations. Substance abuse at or away from work can seriously endanger the safety of team members and render it impossible to supply top-quality products and service, Sprouts has implemented a formal Employee Assistance Program to help team members in this capacity.

Sprouts has adopted a comprehensive list of guidelines designed to maintain a drug and alcohol-free workplace and to ensure compliance with all applicable regulations and requirements. Facets of this program may also extend to contractors and other persons conducting work on behalf of the company.

Sprouts will enforce this Policy in a manner that is consistent with applicable federal, state and local law.

This Policy is effective April 15, 2019 and supersedes any prior policy as well as other written or oral statements or representations by Sprouts that are inconsistent with this Policy.

Please note: this Policy in no way guarantees employment for a certain period of time or otherwise alters an at-will employment relationship with Sprouts.

Definitions: For purposes of this Policy, the following capitalized words and terms mean:

1. **Illegal Drug** - means any drug or controlled substance that is not legally obtainable under both applicable state and federal law without a valid prescription, including but not limited to amphetamines, barbiturates, benzodiazepines, cocaine, designer drugs, hallucinogens, marijuana, methaqualone, opioids (opiates, such as heroin, codeine, morphine, and semi-synthetic/synthetic opioids, such as hydrocodone, hydromorphone, oxycodone, oxymorphone, and methadone), phencyclidine (PCP), propoxyphene, and/or any substances and/or materials that are prohibited by federal or applicable state regulations.

2. **Premises or Property** – means buildings, parking lots, vehicles owned or leased by Sprouts or used for Sprouts purposes, work facilities and plants, warehouses, equipment, or land used by Sprouts or its customers or suppliers.
3. **Safety-Sensitive Positions** - means positions that require tasks involving a potential risk of injury to self or others, or as otherwise defined by applicable federal, state, or local law. Any Covered Persons responsible for the health, safety, and welfare of Sprouts team members are also considered to work in a Safety-Sensitive Position. See Appendix A.
4. **Unauthorized Substances** – means over-the-counter or prescription drugs used, possessed, purchased, obtained, transferred, dispensed, trafficked, sold or distributed in violation of this Policy. See “Prohibitions” number 4 (A) – (D) below. Unauthorized substances also includes substances that cause drug-like effects, but which may not necessarily be illegal under applicable laws, used for a purpose other than their intended purpose, e.g. specifically includes the inhalation of intoxicating substance (e.g. nitrous oxide, glue, gasoline, cleaning products) and used in an unsafe manner or quantity so as to impair the employee’s ability to safely and adequately perform his/her job responsibilities.

Prohibitions: Covered Persons are prohibited from engaging in the conduct outlined in this section and may be subject to discipline, up to and including termination, for engaging in the following prohibited conduct:

1. Covered Persons are prohibited from reporting to work, being on Sprouts Premises or Property, or performing work (on or off Sprouts’ Premises or Property) while under the influence of alcohol, Illegal Drugs and/or Unauthorized Substances.
2. Covered Persons are prohibited from applying for employment, or performing work (on or off Sprouts’ Premises or Property) with alcohol in his/her system sufficient to yield a positive alcohol test result and/or with Illegal Drugs (and/or drug metabolites) in his/her system which meets or exceeds nationally accepted standards for determining detectable levels of controlled substances as adopted by the federal Substance Abuse and Mental Health Services Administration or applicable state law.-
3. Covered Persons are prohibited from using, possessing, purchasing, selling, manufacturing, transferring, dispensing, trafficking, or distributing (or attempting to use, possess, purchase, transfer, dispense, traffic or distribute) , Illegal Drugs and/or Unauthorized Substances, including related paraphernalia, in any amount, in any manner or at any time, on Sprouts Premises or Property, or while performing work (on or off Sprouts’ Premises or Property).

4. Covered Persons are prohibited from using, possessing, purchasing, transferring, dispensing, trafficking, or distributing (or attempting to use, possess, purchase, transfer, dispense, traffic or distribute):
 - (A) prescription drugs that are not prescribed to the Covered Person and/or prescribed on an invalid or non-current prescription;
 - (B) prescription drugs that are prescribed to the Covered Person at non-therapeutic levels or used in a manner or quantity other than as set forth in the prescription; or
 - (C) over-the-counter or prescription drugs in an unsafe manner.
5. Covered Persons are prohibited from refusing to provide an adequate drug or alcohol test sample/specimen without a valid medical basis, refusing to cooperate during collection or testing, or failing to report (or report promptly) to the collection site without a legitimate reason.
6. Covered Persons are prohibited from providing an altered, adulterated, diluted or substituted drug or alcohol test sample or specimen. Covered Persons are prohibited from using a device or substance to interfere or attempt to interfere with a drug or alcohol test.
7. Excepting the need for first-aid or emergency medical care (or where otherwise provided by law), Covered Persons asked to submit to a reasonable suspicion alcohol or drug test are prohibited from using alcohol or drugs (including over-the-counter or prescription drugs) for eight hours following the accident or determination of reasonable suspicion, or until the Covered Person undergoes an alcohol or drug test, whichever occurs first.
8. Covered Persons are prohibited from failing or refusing to report a conviction for a drug-related offense within five (5) days of such conviction, even if the activities giving rising to the conviction did not occur on Sprouts Premises or Property, or while performing work for Sprouts.

Marijuana: Note that it is Sprouts' intention to comply with all applicable federal, state, and local laws. Where state and federal law differ, however, Sprouts will comply with federal law, except where otherwise provided. For example, some state laws permit the use and possession of marijuana for medical and/or non-medical purposes, but federal law does not. In the absence of state law to the contrary, Sprouts considers marijuana to be an Illegal Drug for purposes of this Policy in all states – even those states that allow for medical and/or non-medical use.¹ Moreover, even if an individual's use of marijuana may otherwise be permissible under state law, the use or possession of marijuana or being under the influence or impaired by marijuana on Sprouts Premises or Property or while on Sprouts business is strictly prohibited.

Alcohol Use at Sprouts Events: Alcohol is served at certain Sprouts-sponsored events and/or business-related activities. Alcohol service must be approved by a Director-level or above leader. At events with approved alcohol service, alcohol consumption by Covered Persons does not violate the terms of this Policy so long as the Covered Person exercises good judgment, consumes in moderation, and acts in a lawful, safe, professional and responsible manner at all times. Covered Persons who consume alcohol at Sprouts-sponsored events and/or business-related activities shall not drive while under the influence of alcohol. Sprouts encourages use of designated drivers and/or ride share services (such as Uber or Lyft). Reasonable ride share expenses may be reimbursable.

Appropriate Use of Prescription Medication

Covered Persons' proper and legal use of over-the-counter medication or medication that has been prescribed by a physician for that Covered Person is not prohibited by this Policy. It is each Covered Person's responsibility to check with a physician or other licensed medical provider regarding whether the use of any medication may adversely affect performance or safety at work. Sprouts does not unlawfully discriminate against employees or applicants on the basis of disability. *Employees and applicants who seek a reasonable accommodation due to an underlying disability are encouraged to submit any requests to Human Resources.*

¹ Sprouts will not discriminate against Arizona, Delaware, New York, Nevada, or Pennsylvania Covered Persons based on their status as a patient enrolled in a medical cannabis registry program and will not discriminate against patients enrolled in the Arizona, Delaware, New York, Nevada, or Pennsylvania medical cannabis registry program who test positive for cannabis components or metabolites unless the Covered Person used, possessed, or was impaired by cannabis on Sprouts Premises or Property during working hours.

A Covered Person who is using or tests positive for a prescription drug for which he/she has a valid prescription, but which drug use may pose a direct threat to the employee or others in the workplace (or which otherwise adversely affects the employee's job performance), may be subject to further assessment. In such cases, Sprouts will conduct an individualized assessment of the individual's ability to perform the essential functions of the job in question while utilizing such drug without posing a direct threat to the health or safety of the employee or others in the workplace, before taking any further action related to the employee's employment.

Medication Disclosure

Covered Persons in Safety-Sensitive Positions who are taking a drug or medication which adversely effects, or which may reasonably be expected to adversely effect, the Covered Person's ability to perform work in a safe and productive manner, are required to promptly report the use of such drug and/or medication to Human Resources using the Medications Disclosure Form and Authorization for Release of Information attached hereto.² See Appendix B. When making such a disclosure, Covered Persons need not disclose any underlying medical condition unless specifically requested by safety personnel or Human Resources for purposes of evaluating reasonable accommodations while the employee uses the medication. Such disclosures will be, to the extent appropriate, treated confidentially by Sprouts. This Medications Disclosure Form is job-related and consistent with business necessity.

Upon receipt of the completed Medications Disclosure Form, the Leave Team (including, as needed, the Work Restrictions Review Committee), and where appropriate, the Covered Person, the Covered Person's physician and/or the Covered Person's supervisor(s), will determine the appropriate response consistent with applicable law.

² In Arizona, Sprouts may exclude an employee from performing a safety-sensitive position if the use of a legal drug (including, but not limited to medical marijuana) could cause an impairment or otherwise decrease or lessen the employee's job performance or ability to perform the employee's job duties to the maximum extent permitted by law.

Non-Discrimination

In accordance with the Americans with Disabilities Act and state and federal anti-discrimination laws, Sprouts does not discriminate against any Covered Person who is a qualified individual with a disability, who is not currently using Illegal Drugs and who has either successfully completed a rehabilitation program, or who may be currently participating in a supervised rehabilitation program and is no longer using Illegal Drugs. A current disability of any kind, however, does not entitle an employee and/or job applicant to violate any provisions of this Policy.

Drug and Alcohol Testing Procedures

Testing: Sprouts will perform drug and alcohol testing on Covered Persons in a manner consistent with applicable law. Sprouts may test for the presence of some or all of the substances defined above as Illegal Drugs and/or alcohol. The following are the types of testing that Sprouts may employ:

1. **Pre-Employment/Post-Offer Testing:** Individuals extended a conditional offer of employment may, as a prerequisite to their employment with Sprouts, be required to submit to a drug test.³
2. **Post-Accident Testing:** Covered Persons will be drug/alcohol tested if the following conditions occur (where permitted by applicable law)⁴: (A) there is a reasonable possibility that drug/alcohol use may have been a contributing factor to the injury or accident, and (B) the injury or accident resulted in a fatality, requires medical attention beyond first aid or results in lost work time, caused property damage (including damage to vehicles owned or leased by Sprouts or being used for Sprouts purposes) in a significant amount, or involved a Sprouts customer or client. Drug/alcohol testing under this section will be undertaken as soon as practicable after the reported injury or accident and administered to Covered Persons who Sprouts reasonably believes may have contributed to the injury or accident. Drug/alcohol testing under this section will be applied in a neutral fashion, to foster a safe work environment, and will only be undertaken to identify drug/alcohol use in the recent past. Testing under this section will not be undertaken to retaliate against employees for reporting workplace injuries. Employees who have been required to submit to a drug /alcohol test as a result of an accident will not be allowed to drive themselves to a clinic for drug/alcohol testing or return to work until the results of the drug/alcohol test become available to Sprouts.

³ Pre-Employment/Post-Offer Testing is only undertaken of Colorado residents (or non-Colorado residents who come to Colorado for an interview) who are the single finalist for the position at issue.

⁴ In Boulder, Colorado, Covered Persons will not be subject to Post-Accident Testing except to the extent that the circumstances also support Reasonable Suspicion/For Cause Testing as defined in paragraph 3 of the Testing section.

3. **Reasonable Suspicion/For Cause Testing:** Covered Persons will be drug/alcohol tested when there is a reasonable belief based on specific facts and rational inferences drawn from those facts that a Covered Person is engaged in the inappropriate or illegal use of drugs/alcohol and/or has violated this Policy (where permitted by applicable law). Such specific facts and reasonable inferences would include, but are not limited to, contemporaneous, articulable observations concerning the appearance, behavior, speech, or body odors of a Covered Person. Such specific facts and reasonable inferences should, when possible, be observed by two or more people.⁵ Such persons will not be allowed to drive themselves to a clinic for drug/alcohol testing, or return to work until the results of the drug/alcohol test become available to Sprouts. If the clinic does not have transportation, the manager shall arrange a ride share (Uber, Lyft, taxi, etc.) and accompany the Team Member to the clinic. Supervisors shall complete a Reasonable Suspicion Drug Testing form when determining whether to send a team member for testing. Refusal to submit to a drug/alcohol test will be treated as a positive test result under the conditions of this policy.

4. **Random Testing:**⁶ Covered Persons in Safety-Sensitive Positions will be subject to random, unannounced drug and alcohol testing, in accordance with applicable state and/or federal law. See Appendix A. All Covered Persons subject to random testing will have an equal probability of being neutrally selected for such testing. Sprouts does not have the right to waive the selection of any person who has been randomly chosen.

⁵ In Boulder, Colorado Covered Persons will be drug/alcohol tested when there is a reasonable belief based on specific, objective, clearly expressed facts, to believe that the Covered Person is under the influence of a drug or alcohol on the job, or his or her job performance is currently adversely affected by use of a drug or alcohol, or the Covered Person has agreed to the test as part of an employee assistance program after a finding or admission of prior drug or alcohol abuse. Such specific facts would include, but are not limited to, contemporaneous, articulable observations concerning the appearance, behavior, speech, or body odors of a Boulder, Colorado Covered Person.

⁶ Random testing will not be utilized in Boulder, Colorado.

Testing Procedures:

Drug or alcohol test samples/specimens (typically breath⁷ in the case of alcohol and typically urine, oral fluid, or hair in the case of drugs⁸) will be collected in private by a certified collector approved by Sprouts.⁹ The collector will maintain appropriate chain of custody procedures and documentation. All reasonable attempts will be made to protect the privacy of individuals providing drug/alcohol samples/specimens and sample collection shall be conducted in accordance with applicable federal, state, or local law.¹⁰

Immediately after Sprouts determines that a Covered Person shall be tested, a Sprouts representative will direct or escort the Covered Person to a collection site or certified collector to facilitate the collection of the appropriate specimen. Any reported attempt by the team member to alter the results of the drug and alcohol test will result in immediate termination of employment¹¹

Sprouts will pay the full cost of any testing it has requested or required of a Covered Person, with employees being reimbursed for the reasonable cost of any transportation to and from the designated collection facility. (Job applicants will not be reimbursed for the cost of transportation to and from the designated collection facility.)

⁷ Breath tests are not allowed for Maryland employees.

⁸ In Maryland, urine, blood, oral fluid, and hair (for pre-employment testing only) specimens may be used.

⁹ In North Carolina, Covered Persons will receive written notice of their rights under the state's testing at the time the individual provides any sample.

¹⁰ In Colorado, a sufficient specimen will be collected to perform two tests, and the one untested specimen shall be maintained until a negative test is obtained, or, in case of a positive result, for a period of not less than one year following the date on which the specimen is collected. No portion of any specimen will be tested for pregnancy, and except for pre-employment physicals, no portion of any specimen will be examined for evidence of any other medical condition, other than for the presence of alcohol or drugs. The collection, storage, and transportation of the specimen shall be accomplished in tamper-proof containers. Chain of custody documentation shall be used to identify how the specimen was handled, stored and tested at all times. In Boulder, Colorado, a Covered Person may, at his or her own expense, contract with a laboratory meeting the National Institute of Drug Abuse standards to have a second confirmatory test performed on an untested portion of the original specimen, subject to the same chain of custody assurances provided for in the original test. Boulder, Colorado Covered Persons have the right to obtain, immediately upon request to Sprouts' Human Resources Department, a copy of all records maintained of his or her initial positive confirmatory test results, and to submit written information explaining any such results.

¹¹ Boulder, Colorado Covered Persons have the right to refuse to undergo drug or alcohol testing. However, refusal to undergo drug or alcohol testing as set forth in this Policy, could result in discipline up to and including termination. Applicants for employment who refuse to undergo drug and alcohol testing as set forth in this policy, will be ineligible for hire.

Sprouts will normally schedule testing of currently employed Covered Persons during, or immediately before or after, a regular work period. Time spent complying with testing required by Sprouts under this Policy is considered work time for purposes of compensation and benefits. Team members required to submit to a drug or alcohol test will be removed from the schedule pending Sprouts' receipt of the test results.

Testing Results:

A Covered Person shall not be deemed to be positive on a drug or alcohol test until the Covered Person's sample/specimen has been subject to confirmatory testing, the confirmatory test will be by gas chromatography mass spectrometry where required by applicable law or by another comparably reliable analytical method.¹² Confirmatory testing will be conducted by a laboratory certified in accordance with applicable federal, state, or local law.

A drug test will be considered positive when the screening levels established by the testing laboratory are exceeded.¹³ Information regarding the screening cutoff levels for various drugs will be made available upon request.

¹² Screening, testing, and confirmation procedures for all Covered Persons subject to North Carolina law will comply with the requirements of the U.S. Department of Health and Human Services, 59 Federal Register No. 110, pages 29908 through 29931 (June 9, 1994), the requirements of the College of American Pathologists' (CAP) Forensic Urine Drug Test Inspection Checklist, and/or alternative procedures that meet the requirements of North Carolina's CSERA. Further, confirmation testing for all Covered Persons subject to North Carolina law will be done by the use of gas chromatography with mass spectrometry or an equivalent scientifically accepted method.

¹³ In North Carolina, a Covered Person has the right to retest a confirmed positive sample at the same or another approved laboratory during the time which the sample is required to be retained under North Carolina law. The Covered Person must request the release of the sample in writing specifying to which approved laboratory the sample is to be sent. The Covered Person incurs all reasonable expenses for chain of custody procedures, shipping, and retesting of positive samples related to this request.

In Maryland, Sprouts will notify Covered Persons in person or by certified mail if they test positive for drug or alcohol, including in the notice (1) a copy of the laboratory's report of the results; (2) a copy or written summary of this policy; (3) written notice of Sprouts' intent to take disciplinary action, terminate employment or make any other change to the conditions of employment as a result of the confirmed positive test result; and (4) a statement or copy of the state Health Department's regulations permitting applicants and employee's to request independent testing of the same sample to verify the result. This notice will be sent within the latter of 30 days from the date of the test or seven days from the date Sprouts receives a confirmed positive test.

Positive test results (or results determined to be adulterated, diluted or substituted) will be communicated to Sprouts' Medical Review Officer ("MRO"). On receipt of positive test results (or results determined to be adulterated, diluted or substituted), the MRO will inform the Covered Person of the positive test results and discuss the results with the Covered Person.¹⁴ In this discussion, the MRO will provide the Covered Person with an opportunity, in confidence, to provide a medical explanation for the result (including the opportunity to identify prescription and non-prescription drug use), the opportunity to contest/rebut the positive test result, and/or the opportunity to provide any information the Covered Person feels is relevant.¹⁵ After speaking with the Covered Person, the MRO will report the results to Sprouts as appropriate. Sprouts will then make a determination regarding the appropriate response to the positive test results, which may include discipline up to and including termination of employment.

The results of any and all drug or alcohol tests will be maintained in secure (locked), confidential medical files, separate from personnel files. Sprouts will not release any information regarding the test results outside of Sprouts without the written consent of the individual tested, except as otherwise authorized or required by law. Covered Persons may obtain copies of all information and records relating to the Covered Persons' testing.¹⁶

Covered Persons are hereby on notice that a positive test result for Illegal Drugs or alcohol could result in an employee being denied, or receiving reduced unemployment benefits or workers' compensation benefits, or both.

¹⁴ In Maryland, Covered Person will be provided with the name and address of the testing laboratory upon request.

¹⁵ In Louisiana or Oklahoma, any Covered Person with a confirmed positive result, upon written request, shall have the right to access within seven working days to records relating to the Covered Person's drug test and any records relating to the results of any relevant certification, review, or suspension/revocation of certification proceedings. In Maryland, Covered Persons that test positive for alcohol or drug use can request independent testing to verify the result at their own expense.

¹⁶ In Louisiana, a Covered Person with a confirmed positive result may, upon his/her written request, have the right of access within seven working days to records relating to his drug tests and any records relating to the results of any relevant certification, review, or suspension/revocation-of-certification proceedings.

Education and Training

To help team members and supervisors better understand the nature of the substance abuse problem and how it affects the workplace, as well as the terms and conditions of this Policy, Sprouts makes available educational materials and training sessions on an as-needed basis.

Employee Assistance Program

Sprouts provides its team members with access to an Employee Assistance Program (“EAP”) that can offer assistance for substance use. Specifically, the EAP can provide confidential information concerning the dangers of substance abuse and to help in obtaining counseling, treatment, and/or rehabilitation for drug or alcohol abuse. Note that, unless required by law, Sprouts does not pay for drug/alcohol treatment and/or counseling services. Please refer to your medical provider for any benefits that may be offered for treatment and/or counseling services.

EAP eligibility information and EAP contact information can be obtained from Sprouts Human Resources at 480-385-2300, Option 2.

Note that a Covered Person’s first request for assistance from EAP *before* drug or alcohol testing required under this Policy will not itself be used as the basis for disciplinary action. A Covered Person’s request for assistance from EAP *after* drug or alcohol testing will not be a defense to the imposition of disciplinary action where a violation of this Policy has already occurred.

Notification of Policy

Sprouts will notify Covered Persons of this Policy by: (a) posting this Policy in the Policy & Procedure section of its intranet; (b) distributing copies of this Policy on hire and when updates are made; and (c) making copies of this Policy available for inspection by Covered Persons during regular business hours.¹⁷

¹⁷ In California, Boulder, Colorado and Oklahoma notices will also be posted at Sprouts’ premises. In Boulder, Colorado, applicants will be provided a copy of this Policy (and a copy of Boulder Revised Code, Chapter 12-3: Drug Testing) on their first formal interview.

Acknowledgment and Consent

Any Covered Person subject to testing under this Policy will be asked to sign a form acknowledging the procedures governing testing and consenting to (1) the test for the purpose of determining the presence of alcohol or drugs, and (2) the release to Sprouts of medical information regarding the test results. See Appendix C. Refusal to sign the agreement and consent form, or to submit to the drug test, will result in the revocation of an applicant's job offer, or will subject an employee to discipline up to and including termination.

Reservation of Rights

Sprouts reserves the right to administer this Policy and interpret, change or rescind the Policy in whole or in part, with or without notice or consideration. In addition, changes to the applicable state and federal laws or regulations may require Sprouts to modify or supplement the Policy.

Questions

Covered Persons shall direct any questions about this Policy to Human Resources at 480-385-2300, Option 2.

APPENDIX A

Safety-Sensitive Positions

Safety-Sensitive Positions at Sprouts include, but are not limited to, the following positions:

Suggested positions:

- Store positions in which team members operate the bailer, trash compactor, or other heavy machinery
- Manager on duty Meat Cutters, Sr Meat Clerks, Assistant Department Manager Meat and Department Manager Meat
- Deli Clerks, Sr Deli Clerks, Assistant Department Manager Deli, Department Manager Deli
- Positions in the Distribution centers that operate a pallet jack or forklift
- Any positions in our stores or distribution centers where heavy equipment, slicers, or ovens are used
- All support office positions in the BPS Department

APPENDIX B

Medications Disclosure Form for Safety-Sensitive Positions

You are required to disclose information about prescription drugs or over-the-counter medications you are taking which adversely effect, or which may reasonably be expected to adversely effect, your ability to safely and effectively perform your job. This disclosure will be kept confidential and will only be released to others on a need-to-know basis.

EMPLOYEE NAME: _____

SUPERVISOR'S NAME: _____

PRESCRIBING PHYSICIAN'S NAME: _____

NAME OF DRUG: _____

DATE OF PRESCRIPTION: _____ LENGTH OF TIME ON PRESCRIPTION: _____

OVER-THE-COUNTER MEDICATION NAME: _____

DESCRIBE THE SAFETY-RELATED SIDE EFFECTS YOU HAVE BEEN WARNED ABOUT OR YOU HAVE HAD AS A RESULT OF USING THIS DRUG OR OVER-THE-COUNTER MEDICATION:

**AUTHORIZATION FOR RELEASE OF INFORMATION
TO BE COMPLETED BY COVERED PERSONS WHO SUBMIT A
MEDICATION DISCLOSURE FORM**

To: Custodian of Records

I hereby authorize the use or disclosure of my health information as described below.

Name: _____

Last four of SSN: _____

DOB: _____

Persons authorized to provide information: Any HIPAA-covered entity including, but not limited to, any doctor, hospital, pharmacy, or other medical service provider, health plan, health maintenance organization, or insurer.

Persons authorized to receive information: Sprouts Farmers Market, Inc.'s Human Resources Department.

Specific description of information (including date(s) of service): Regarding the Medications Disclosure Form for Safety-Sensitive Positions that I completed for my work for Sprouts, I hereby authorize and request you to permit Sprouts' Human Resources Department to examine any and all information, documents, files, records, charts, progress notes, diagnoses, and the like, in your possession, custody or control, concerning your care, evaluation, treatment, and billing pertaining to me, including, but not limited to, any and all information concerning matters of a physical, mental, emotional, psychological, and psychiatric nature, but shall exclude any or all psychotherapy notes kept and maintained separately from other medical records. I further authorize and request you to permit said representative to copy or reproduce the desired portions of your documents, files, records, charts, progress notes, evaluations, and the like pertaining to such care, evaluation, treatment, and billing. Records obtained pursuant to this authorization will be used for purposes of determining my ability to undertake safety-sensitive work for Sprouts only.

I understand that I have the right to examine any mental health records that are disclosed pursuant to this authorization at any time upon request to Sprouts.

A photocopy of this authorization is to be treated as an original.

Purpose of the use or disclosure: Determining the ability to undertake safety-sensitive work for Sprouts.

I understand that I am entitled to a copy of this form when I sign it. **Initials:** _____

I understand that this authorization will expire thirty (30) days from the date it is signed below.

I understand that I have the right to revoke this authorization at any time by notifying any covered entity in writing. The revocation will be effective only from the date it is received, will not apply retroactively, and will not be effective to the extent the covered entity has already relied on this authorization.

I understand that this authorization is voluntary and that the plan or service provider will not condition treatment or other services, enrollment in a group health plan, eligibility for benefits, or payment of claims on giving this authorization.

I understand this authorization may allow the information specified herein to be disclosed to persons or organizations that are not health plans, covered healthcare providers, or healthcare clearinghouses subject to federal privacy laws governing health information. I understand that the information authorized to be disclosed pursuant to this authorization may be subject to further disclosure by the recipient(s) and is no longer protected by federal privacy regulations.

By signing this form, I authorize the disclosure of the information specified to the person or persons identified above.

Signature of Individual or Legal Representative

Date

Printed name of Legal Representative: _____

Relationship to Individual: _____

APPENDIX C

Acknowledgement and Consent

I certify that I have received and understand Sprouts Farmers Market, Inc.'s Drug and Alcohol-Free Workplace Policy and Procedure.

I agree to comply with Sprouts' Drug and Alcohol-Free Workplace Policy and Procedure and understand that failure to comply is grounds for disciplinary action, up to and including termination.

I voluntarily consent to submit to drug and/or alcohol testing as outlined in Sprouts' policy. I consent to provide specimens at the assigned collection site(s) and further consent to have urine and/or breath specimens tested for drugs, alcohol and/or controlled substances (and their metabolites) at a certified laboratory.

Further, if I enroll or participate in a substance abuse rehabilitation program ("Program"), which is approved by Sprouts, I freely and voluntarily consent and authorize the Program to communicate, verbally or in writing with Sprouts, and to release to Sprouts any verbal or written recommendations, findings, conclusions, or results from the program, upon Sprouts' verbal or written request. I agree to release the Program, including its agents, officers, directors, or employees, from any and all liability of whatever kind as a result of the release of information to Sprouts.

In order to provide information to Sprouts, I agree to execute authorizations, release forms, or other documentation as may be required under federal, state, or local law, including but not limited to, the Substance Abuse regulations codified at 42 C.F.R. Part 2 and the Privacy Regulations promulgated pursuant to the Health Insurance Portability and Accountability Act of 1996.

I understand and agree that my at-will employment status cannot be altered by any verbal statement or alleged verbal agreement. It can only be changed by a legally-binding, written contract covering employment status. An example of this would be a written employment agreement for a specific duration of time. **I understand and agree that nothing contained in this Acknowledgement and Consent or in Sprouts' Drug and Alcohol-Free Workplace Policy shall be considered an employment contract for a definite term.**

Employee Name

Date

Employee Signature