



Introductory Period Policy

The first 90 days of your employment is considered an Introductory Period. During this time, performance and the ability to demonstrate competence in basic skills will be closely evaluated. You also have the opportunity to experience the standards, workload, and company culture to determine if you made the correct job choice.

A significant absence automatically extends the Introductory Period by the length of the absence. In addition, if the Introductory Period does not allow sufficient time to thoroughly evaluate performance, it may be extended for a specified period.

If, in the supervisor's or manager's evaluation, a team member is not meeting company standards for the position, the team member may be dismissed during this Introductory Period without going through standard progressive disciplinary procedures.

Performance is also evaluated after the Introductory Period, and you must continue to meet job standards throughout employment. Completion of the initial Introductory Period does not create a right to continued employment; your at-will status is retained after the Introductory Period and either you or Sprouts may end the relationship at any time during or after the Introductory Period, with or without cause or advance notice.