



Jury Duty Policy

Jury duty leave is provided in accordance with applicable laws. Sprouts will pay non-exempt team members summoned to jury duty regular wages for up to three (3) scheduled days of jury duty. Any time off for jury duty after the first three (3) days will be unpaid; however, you may use available vacation to cover this time at your option. Exempt team members will be paid their normal salary during any workweek in which they appear as a juror and also perform services for Sprouts. Team members are expected to return to work on any day or half-day they are not required to serve. To qualify for jury duty leave, notify your supervisor or manager of the need for time off as soon as a notice or summons from the court is received, or at least 48 hours prior to your scheduled reporting date. In addition, proof of service must be submitted to your supervisor when your period of jury or witness duty is completed. You may retain any mileage allowance or other fees paid by the court for jury services.

Team members absent from work for purposes of attending a judicial proceeding in response to a subpoena or other court order or process compelling their attendance may use paid time off, if available, to attend such proceeding.