



## TEAM MEMBER DISCOUNT POLICY

One of the benefits we are most proud of is our Team Member discount—the Work Perk Program (the “Program”). With Sprouts’ great values, the Work Perk discount makes healthy living even more affordable!

### **Program Overview and Eligibility**

As a Sprouts team member, you and a member of your household are eligible to receive a 15% discount (30% for All-star team members) on purchases at Sprouts (subject to certain exclusions described below) from your date of hire until your employment ends. In the case of team members that are married to each other, both will receive the discount as well as one additional household member. Team members who retire and have worked at Sprouts for at least five years and are age 55 or older are also entitled to the discount for 12 months following retirement. Vendors, consultants, and temporary team members are not eligible for the Program.

“Household member” is defined as an individual residing in your home full-time.

Products that aren’t eligible for you to receive a discount on include gift cards or any product where discounting is not be allowed under applicable law or Sprouts policies (e.g., case discounts, postage stamps, donations, alcohol sales where state laws restrict such sale).

### **Activating Team Member Discounts**

Team members are given one physical plastic Work Perk Card for their personal use and one Work Perk Card for a household member, for a total of two, during the new hire process. Each physical plastic Work Perk Card is already activated when issued, so team members can use the card immediately. To activate the 15% discount on the Sprouts mobile app, team members must first create an account on sprouts.com. Visit [sprouts.com/signup](http://sprouts.com/signup) to create an account, and then follow these steps:

**STEP 1:** Visit The Vine.

**STEP 2:** Under “Important Forms” in the main navigation on The Vine homepage, select “Add Discount to Sprouts Account.”

**STEP 3:** Enter the email address and phone number that corresponds with your sprouts.com account and the number on the back of your physical Work Perk Discount Card. Select “Link Work Perk” once complete. You’re finished – start clipping exclusive coupons and save!

**Now that Work Perk details are tied to a sprouts.com profile, visit the app store and download the Sprouts Farmers Market mobile app.**

- Login into the mobile app with sprouts.com credentials
- Visit the Easy Scan Barcode on the app and scan at checkout

Team members can also clip digital coupons from sprouts.com or the Sprouts mobile app. These coupons will be stacked on top of the 15% discount for additional savings. The Easy Scan Barcode from the Sprouts mobile app is the only form of digital discount accepted by Sprouts.

### **Limitations & Team Member Responsibilities**

You are personally responsible for the use of your discount – whether by you or by your household member as defined above. Please remember:

- Team members may use their discount only to purchase goods for the personal use of themselves and/or their household. This includes goods purchased to give as a gift or share with others.
- Team members cannot use their discount to purchase merchandise that will be resold, used in any business, or for which they will receive repayment of any kind.
- The restrictions (e.g., discounts, quantities, coupons) on goods for customers also apply to team members.
- You or your household member cannot use your discount if shopping on behalf of an organization, school or church, if you are being reimbursed for the purchase.
- You cannot use your discount, or any other team member's discount, to give discounts when ringing up customers, friends or co-workers.
- You are prohibited from sharing your team member discount number (electronically or physically) with any other individual

Sprouts may change, rescind, or add to any term or benefit as described in this policy, from time to time, in its sole discretion. This version supersedes all prior Sprouts, Henry's or Sunflower discount policies.

Team Members who **willfully** violate this policy will be subject to immediate termination.

Questions about this Policy or the Program should be directed to your manager or supervisor.