

# TMRG LEADERSHIP TEAM STRUCTURE

The TMRG leadership team consists of a Chair and Co-Chair. The executive sponsor supports alignment to Sprouts values, business objectives and purpose.

## **TMRG CHAIR**

Leads TMRG and works closely with Executive Sponsor to establish TMRG plans and initiatives. Oversees plan execution and budget.

## **TMRG CO-CHAIR**

Works closely with Chair to develop overall plans and identify initiatives that align to the 4C Model. Helps drive efforts to increase TMRG membership and engagement.



## **TMRG EXECUTIVE SPONSOR**

Provides TMRG with support to align 4C efforts with business goals, serving as an advocate.



## **HR SUPPORT**

HR Business Partners and Talent Management are responsible for supporting the success of TMRGs by providing insight into overall Sprouts business strategy, culture, processes and practices, to help with execution of TMRG plans. Also, they help to identify talent for TMRG leadership roles and support those leadership teams in program and project design and execution.

# TMRG ROLES AND RESPONSIBILITIES



## EXECUTIVE SPONSOR

Each TMRG will be assigned one Executive Sponsor. The Executive Sponsor will be a Vice President or above in job level. The Executive Sponsor is responsible for:  
Providing advisory support to the TMRG leadership team and serves as an advocate.

- Partnering to shape mission, vision, and goals.
- Supporting TMRG efforts to identify measures for success to clarify TMRG value proposition.
- Connecting with company leaders to share the value that the TMRG brings to Sprouts.
- Sharing key business initiatives and priorities with the TMRG so they can align efforts with Sprouts goals.
- Helping TMRG Chair identify potential Co-Chairs and Committee Leads.



## TMRG CHAIR

The TMRG Chair should be a Supervisor/Manager or above, and this role is responsible for:

- Overseeing the TMRG's goals, and activities.
- Managing the annual goal-planning process and creating budget requests.
- Allocating approved funds for events and programs in alignment with the 4C Model.
- Supporting a committee structure to meet TMRG goals, ensuring an equitable balance of work and promoting the development of members.
- Promoting TMRG member engagement and participation.
- Leading succession planning efforts for future Co-Chair, and potential committee leads.
- Creating and submitting mid-year and year-end TMRG reports to Executive Sponsor.

## TMRG CO-CHAIR

The TMRG Co-Chair should be a Supervisor/Manager or above, and this role is responsible for:

- Working with the Chair to establish the vision and strategy intended to achieve the goals and objectives of the TMRG.
- Seeking feedback from TMRG members, as well as the Executive Sponsor, on proposed initiatives and recommendations.
- Identifying and advocating for the viewpoint of all TMRG stakeholders and under-represented groups. Also includes exploring issues related to multidimensionality and intersectionality.
- Ensuring budget adherence and reconciliation with funds allocated to the TMRG and aligned with Sprouts Finance guidelines.
- Co-Chair will be given top consideration to becoming the TMRG Chair as a successor.