

Learn more about the various programs and resources available to support you.



FINANCIAL



Base Wages

Base Pay, Overtime, Premium Pay, DailyPay (Pay Advance)

Variable Pay

Short-Term and Long-Term Incentives, Referral Bonus

Retirement

401K match (Pre-Tax & Roth)

Financial Coaching

Budgeting tools, Estate planning, Debt management & consolidation, Upwise financial app

Company Paid Insurance

Basic Life/ AD&D insurance, Short-term disability*

Supplemental TM Paid Insurance

Life insurance, Accident death & dismemberment insurance*, Accident, Hospital indemnity, Critical illness, Long-term disability*, Voluntary short-term disability

Discounts & Perks

15% Sprouts store discount, PerkSpot discount program

Hardship Loan Program

COMMUNITY



Community Involvement

Volunteer programs, Disaster relief fund Sprouts Healthy Communities Foundation

Team Member Resource Groups

PHYSICAL



Medical Insurance Plans

UHC Medical Plan*

Cancer support program, Fertility benefit, Gender affirmation, Travel expense coverage, 2nd MD program, Real Appeal weight loss

CVS/Caremark prescription drug coverage, Prudent Rx specialty drug coverage

Kaiser Medical Plan*

Traditional HMO for California residents

Dental Insurance Plans

MetLife Dental Plan*

Base plan, Plus plan with orthodontia coverage

Vision Insurance Plan

EyeMed Vision—2 plans available*

Medical Accounts

Optum Health Savings Account*

Employer match (HSA), Investment options

Wex Flexible Spendings Accounts (FSA)*

Medical FSA, Limited purpose FSA

CAREER GROWTH



Tuition Support

Henry Boney Memorial Scholarship, Retail Management Certificate Program, AFMA Scholarship

Leadership Development Programs

- Retail Leadership Development Program (RLDP) for store managers
- University Assistant Store Manager
- Institute for Management Studies trainings
- McKinsey Connected Leaders Academy
- Athena leadership training videos
- WAFC Retail Management Certificate

WORK-LIFE



Flexible Work Arrangements

In-store flexible scheduling, Store support hybrid work

Paid Time Off

Vacation, Holiday, Sick time, Paid parental leave, Bereavement, Jury Duty, Voting time

Unpaid Time Off

FMLA, Sprouts medical leave, Sprouts family leave, Domestic violence, sexual assault, stalking leave, Victims of crime leave, Organ and bone marrow donation leave (CA, LA, MD, SC, VA), Military leave, Personal leave

Legal Support (LegalShield)

Pre-paid legal, Will preparation, Family legal assistance, Identity theft protection

Dependent Care

Dependent care pre-tax spending account*

Commuter Benefits

Pre-tax commuter account, Arizona Maricopa County free bus passes and alternative mode raffles

EMOTIONAL



Employee Assistance Plan (EAP)

Counseling, five free visits per issue, Grief, Stress, Anxiety, Depression, Family issues, Life transition, Lifestyle coaching

MyStrength mental health app, On-site critical incident counseling

United Healthcare*

Free apps, AbleTo self-help tools, Live and Work Well mental health support, Full mental health coverage

Kaiser*

Free apps, Calm sleep and meditation, Ginger emotional support, Full mental health coverage

*Available to Group 1-2 benefits eligible team members

HAVE A QUESTION ABOUT THESE PROGRAMS AND RESOURCES?

Scan the QR code to explore and learn more.



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NEED FURTHER SUPPORT?

SPROUTS HR

Sprouts HR Support
480-385-2300
sprouts.service-now.com

FINANCIAL

Fidelity 401k
800-835-5097
401k.com

LegalShield
866-339-9760
legalshield.com/info/sprouts

Money Management International
877-349-4436
MMIurl.org/sprouts

Lincoln Financial
800-213-7646
lincolnfinancial.com

PerkSpot Discounts
Sprouts.perkspot.com

PHYSICAL

United Healthcare Medical
844-584-2145
myuhc.com

Kaiser HMO Medical
800-464-4000
kp.org

MetLife Dental
800-942-0854
Metlife.com/mybenefits

EyeMed Vision
866-939-3633
eyemed.com

CVS/Caremark Prescription Drugs
888-202-1654
caremark.com

Optum Bank Health Savings Account
800-791-9361
myuhc.com

**Wex Flexible Spending Accounts/
Commuter**
866-451-3399
benefitslogin.wexhealth.com

EMOTIONAL

Magellan EAP
800-327-0638
Magellanhealthcare.com