



Sprouts Post Employment Information

This letter gives you a general overview of what happens to your pay, benefits and other typical questions that arise after your employment at Sprouts ends. Medical, Vision, and Dental conclude on the last day of the month, and premiums will be deducted from the final paycheck.

FINAL PAY

You will receive your final paycheck within the timeframes required by your state, typically by the next regular pay day. Accrued vacation is a benefit and not an earned wage. Accordingly, accrued but unused vacation is forfeited will not be paid out upon separation of employment, whether voluntary or involuntary, unless required by law.

ACCESSING PAYSTUBS AND W-2

You will continue to have your access to your personal information stored in MyHR after termination. These include:

- Paystubs
- W-2's
- Current year earnings

You must verify your address on MyHR and update it on-line. This will ensure that your final paycheck (if applicable), COBRA notification, 401(k) plan distribution information, along with any other important information, will be sent to your correct address.

To access this information, log into MyHR at the following link

<http://teammemberinfo.sprouts.com>

User Name: Team member ID

Password: Please use the Forgot Password link to reset your password and challenge questions to login.

Employment Verification

Employment verification is done through The Work Number. This number will provide dates of employment, job title, and pay information with a salary key that can be obtained by you. For government agency requests (e.g., IRS, State or Federal), we will follow the appropriate procedure for responding based on legal requirements. You or the verifier can contact The Work Number at 800-367-5690 or online at www.theworknumber.com. You will need your Social Security Number and the Sprouts Employer Code: 14275

How to Contact Us

If you have any questions about your benefits at termination or have any other questions, please contact the HR Support Desk at 480-385-2300.

We wish you continued success in your future endeavors.
The Sprouts Human Resources Team



Benefit Contact & Resource

Medical, Dental, Vision, Healthcare FSA and EAP

You may be eligible to continue coverage under COBRA for an additional 18 months (unless otherwise noted) for the plans you were enrolled in prior to your termination date by paying 102% of the actual cost. You will receive a COBRA information packet from WEX (our COBRA administrator) within 44 days of your benefits termination date. If you have questions regarding COBRA, please contact WEX directly.

COBRA Administrator:

WEX
866-451-3399
<https://benefitslogin.wexhealth.com/login.aspx>

Health Savings Account

Contributions into your Health Savings account will end with your termination. Your last paycheck will reflect the last deduction into this account for you. Contact your tax advisor or Optum Bank regarding questions on how you may use this account after termination.

HSA Administrator:

Optum Bank
800-791-9361
www.myuhc.com

Health Care Flexible Spending Account (FSA)

If you are contributing to the Health Care FSA prior to your termination date, your pre-tax salary deferrals will stop effective your termination date. Your debit card will also terminate. You can submit claims that were incurred prior to your termination date directly to WEX (our FSA administrator). You have up to 90 days from your termination date to submit claims and, if necessary, you can contact WEX directly to obtain a claim form.

FSA Administrator:

WEX
866-451-3399
<https://benefitslogin.wexhealth.com/login.aspx>

Dependent Care Flexible Spending Account (FSA)

If you are enrolled in Dependent Care FSA prior to your termination, coverage will end on your termination date. By law, you are not allowed to continue coverage through COBRA for this plan. You have until 90 days from your termination date to submit claims for expenses incurred prior to your termination date. You can contact WEX directly to obtain a claim form.

Sprouts Farmers Market 401(k) Savings Plan

If you were a participant in Sprouts 401(k) Savings Plan, you will receive information in the mail directly from Fidelity Investments within 30 days of your termination date, regarding the options available for your funds. If you have questions regarding the Plan, please contact Fidelity directly.

401k Administrator:

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

If you have an outstanding loan when your employment terminates, you will need to either pay off your outstanding loan balance or let it default. A defaulted loan is treated as a taxable distribution and is subject to income tax. It also may be subject to an additional 10% excise tax depending on your age at the time of the default. Your account balance may automatically be distributed to you if your balance is less than \$5,000. For additional information on the possible tax consequences of your termination, contact your personal tax advisor.



Short and Long-term Disability

Your short and long-term disability coverage ends on the last day you were actively at work.

Basic Life Insurance and Voluntary Life Insurance

Your company paid basic life insurance and your voluntary life insurance will end on your termination date. You may choose to continue this coverage through Lincoln. If interested in continuing your life insurance coverage you will need to contact Lincoln directly within 31 days following your termination date for more information including your new rates and available coverage levels.

Tuition Reimbursement

If you have questions regarding the AFMA Tuition Reimbursement program reach out to AFMA directly for more information.

Hardship Loans

Sprouts will withhold any remaining balance due from your final paycheck in accordance with applicable federal and state law. If additional amounts thereafter remain due, you may send a check or money order directly to Sprouts Benefits Team. Sprouts reserves the right to seek repayment under the terms of the promissory note, including but not limited to referral to a collection agency.

Plan Administrator:

Lincoln Financial
1-800-213-7646

www.lincolnfinancial.com

Plan Administrator:

Arizona Food and Drug Industry Education Foundation
602-252-9021

Benefits Team

480-385-2300



Sprouts Farmers Market 2026 COBRA Rates

UHC PPO 1500 Plan	Monthly COBRA Premium
EE Only	\$668.91
EE + Spouse	\$1,541.19
EE + Child(ren)	\$1,227.15
Family	\$2,201.10

UHC HSA 2000 Plan	Monthly COBRA Premium
EE Only	\$595.70
EE + Spouse	\$1,340.30
EE + Child(ren)	\$1,072.24
Family	\$1,906.17

Kaiser HMO	Monthly COBRA Premium
EE Only	\$617.03
EE + Spouse	\$1,357.48
EE + Child(ren)	\$1,110.66
Family	\$1,912.82

MetLife Preferred Dental Plan	Monthly COBRA Premium
EE Only	\$29.12
EE + Spouse	\$61.16
EE + Child(ren)	\$78.65
Family	\$110.71

SPROUTS™

FARMERS MARKET

MetLife Basic Dental Plan	Monthly COBRA Premium
EE Only	\$20.76
EE + Spouse	\$43.60
EE + Child(ren)	\$45.66
Family	\$68.51

EyeMed Vision - Plus Plan	Monthly COBRA Premium
EE Only	\$6.77
EE + Spouse	\$14.98
EE + Child(ren)	\$14.17
Family	\$20.65

EyeMed Vision - Base Plan	Monthly COBRA Premium
EE Only	\$3.10
EE + Spouse	\$7.73
EE + Child(ren)	\$6.49
Family	\$10.31

If you have additional questions during this transition, please feel free to contact Sprouts Benefits Department at 480-385-2300.