

# Compensation for Team Members

Venue Team Members will receive Tips as Compensation when provided by customers. Other Non-Venue L1 and L2 Team Members are eligible to receive cash Tips as Compensation when provided by customers.

**Hourly Team Members are eligible to receive:**

- With Appreciation one time payments when awarded by leadership
- Overtime pay for hours beyond 40 in the Monday-Sunday workweek
- Holiday pay premiums for hours actually worked on recognized holidays (Thanksgiving Day, Christmas Day, New Year’s Day, Martin Luther King Jr. Day, Easter Day, Memorial Day, Independence Day, and Labor Day).

**Exempt Leaders** will receive Short Term Incentive based on performance and position level. Exempt Leaders in L5+ roles will receive RSUs based on performance and position level.

## Whole Benefits for Regular Team Members

### Part Time

Regularly scheduled and work 4-29.9 hours per week



### Paid Time Off

Team Members enjoy work-life balance with paid time off to use for any reason. Eligible new Team Members begin accruing paid time off on their date of hire. The accrual rate, limit, and cap increase over time based on Years of Service.

### Financial Wellness

#### 401(k) & Employer Match

Team Members are immediately eligible to participate in the Whole Foods Market 401(k) Plan. Whole Foods Market will match 50% of 401(k) Plan contributions up to 4% of eligible annual pay.

#### Emergency Savings Account (ESA)

ESA provides the opportunity to save for unplanned emergencies and other savings goals.

#### Team Member Discount

Team Members are eligible for a variety of discounts, including 20% off in-store purchases, with an additional 15% off select food.

#### Team Member Emergency Fund (TMEF)

TMEF provides grants to Team Members who face a financial hardship due to natural disasters or serious illness or injuries.

#### Perks at Work

Whole Foods Market Team Members enjoy a variety of discounts on everyday purchases. Parks at Work offers exclusive discounts on travel, electronics, clothing, household items, utilities, restaurants, movie tickets, and more.

### Health & Wellness

#### Healthy Retreats

Healthy Retreats helps our Team Members create and maintain a healthy lifestyle. After one year of service, eligible Team Members can attend a Whole Foods Market sponsored wellness retreat with one year of follow-up care. Team Members who prefer to learn from home can enroll in Wellness University for an on-line wellness learning experience.

#### Nutrition Programs

Whole Foods Market provides expert-developed healthy eating programs focused on preventive wellness.

#### Nicotine Cessation Program

Access tools and resources to support kicking the nicotine habit and make a lifelong change.

#### Team Member Assistance Program (TMAP)

Through TMAP, Team Members and eligible household members have access to confidential on-demand mental health and work-life support. TMAP provides access to coaches, licensed clinicians, and an on-line library of mindfulness and meditation exercises.

# Career Development

## Guild Education Program

All hourly Team Members are eligible to participate in Guild, an online, tuition-free, education program. Course offerings include High School Completion, English Language Learning, and more!

## Cornerstone Content Anytime

Learn online with thousands of courses in 20+ languages supporting professional skills, leadership development, and diversity, equity, inclusion, and belonging.

## Cultivate Mentorship

Cultivate connects Team Members through structured and intentional mentorship relationships with leaders who have valuable skills, expertise, ad leadership capabilities to share.

## Development Training & Education

We provide comprehensive training and career paths to help Team Members achieve their career goals. Eligible Team Members can apply for hands-on educational and travel experiences with community partners and suppliers, led by our CEO Jason Buechel.

## Full Time Regularly scheduled and work 30+ hours per week

## Medical, Dental, & Vision Benefits

Full Time Team Members are eligible for medical, dental, and vision coverage for themselves and eligible family members on the first of the month following 60 days of employment at Whole Foods Market. As a new hire, Whole Foods Market will reimburse COBRA insurance or any other insurance premium up to 90 days to ensure coverage until eligible.

## Healthcare Funding Accounts (with company contribution)

Health Savings Account (HSA) or Personal Wellness Account (PWA)

## Flexible Spending Accounts

Healthcare FSA, HSA-compatible HSA, Dependent Care FSA

## Commuter Benefits

Pre-tax benefits and local discounts (vary by location)

## Voluntary Benefits

Full Time Team Members are eligible for voluntary benefit coverage on the first of the month following 60 days of employment at Whole Foods Market.

- Group Critical Illness Insurance
  - Group Accident Insurance
  - Group Hospital Indemnity Insurance
- Life and AD&D Insurance (Voluntary & Basic Term)
  - Short Term Disability Insurance
  - Long Term Disability Insurance

## Paid Time Off

Team Members enjoy work-life balance with paid time off to use for any reason. Eligible new Team Members begin accruing paid time off on their date of hire. The accrual rate, limit, and cap increase over time based on Years of Service.

## Paid Parental Leave

Whole Foods Market provides eligible U.S. full-time Team Members who have completed 4,000 service hours with six weeks of fully paid parental leave to focus on spending time with a newborn or adopted child.

## Financial Wellness

### 401(k) & Employer Match

Team Members are immediately eligible to participate in the Whole Foods Market 401(k) Plan. Whole Foods Market will match 50% of 401(k) Plan contributions up to 4% of eligible annual pay.

### Emergency Savings Account (ESA)

ESA provides the opportunity to save for unplanned emergencies and other savings goals.

### Team Member Discount

Team Members are eligible for a variety of discounts, including 20% off in-store purchases, with an additional 15% off select food.

### Team Member Emergency Fund (TMEF)

TMEF provides grants to Team Members who face a financial hardship due to natural disasters or serious illness or injuries.

### Perks at Work

Whole Foods Market Team Members enjoy a variety of discounts on everyday purchases. Parks at Work offers exclusive discounts on travel, electronics, clothing, household items, utilities, restaurants, movie tickets, and more.



# Career Development

## Leadership Development Program

Leadership Development Programs curated to prepare Team Members to take the next step in their careers and become successful Leaders of Others.

## Cornerstone Content Anytime

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## Cultivate Mentorship

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## Development Training & Education

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# Whole Benefits for Seasonal Team Members

Seasonal Team Members work on a limited basis to support store openings, temporary openings, holiday season, and other various business needs. A Seasonal Team Member can work Full-Time or Part-Time but is not guaranteed hours and must be available to work at least one 4-hour shift every 4-week period within the scheduling needs of the business.



## Paid Time Off

Team Members enjoy work-life balance with paid time off to use for any reason. Eligible new Team Members begin accruing paid time off on their date of hire. The accrual rate, limit, and cap increase over time based on Years of Service.

## Team Member Emergency Fund (TMEF)

TMEF provides grants to Team Members who face a financial hardship due to natural disasters or serious illness or injuries.

## Nutrition Programs

Whole Foods Market provides expert-developed healthy eating programs focused on preventive wellness.

## Perks at Work

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