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UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK

Thierno Diallo,

Plaintiff,

vs.

Whole Foods Market,

Defendant.

**PLAINTIFF'S DECLARATION IN
OPPOSITION TO
DEFENDANT'S MOTION FOR
SUMMARY JUDGMENT**

**CIVIL ACTION NO. 1:16-cv-
9228(PAE)(KNF)**

Thierno Diallo ("Diallo"), pursuant to 28 U.S.C. § 1746, hereby declares under penalty of perjury that the following is true and correct¹:

1. I am the Plaintiff in the above-captioned matter, and I respectfully submit my declaration in opposition to Defendant's motion for summary judgment based upon my own personal knowledge and experience.
2. I am a 28-year-old man from Guinea, a country in West Africa. I moved to the United States in 2011.

My Employment with Whole Foods

3. In September 2012, I began a job at the then-new Whole Foods Markets ("WFM") store in Midtown East, located at 226 E 57th Street, New York, NY 10022 ("MTE") in the produce department.
4. I began working part time on night shifts at MTE at a rate of \$10 per hour, plus a \$1.50 per hour night work bonus. See attached as Exhibit A Diallo Initial Job Form. I was staffed as a member of the produce team (the "Produce Team").
5. When I began working at Whole Foods, my Team Leader was Fadie Fadel. Timesheet showing Mr. Fadel as Team Leader attached as Exhibit B .
6. I received positive reviews about my performance in the workplace when I was working under Mr. Fadel. Diallo Performance Reviews attached as Exhibit C

¹ This document was prepared with the assistance of the NYLAG Clinic for Pro Se Litigants.

The GIG Book & Employee Advancement Procedures

7. WFM governs employee conduct through the General Information Guide (the “GIG” or “GIG Book”). A job dialogue is “a formal, one-on-one performance evaluation between a Team Member and their Team Leader” Whole Foods General Information Guide, Relevant pages attached hereto as Exhibit _D_ pg. 113. The GIG requires that a Team Leader initiate a job dialogue “on at least an annual basis” so that an employee can explore growth opportunities and apply for pay raises. *Id.* at pg. 31.
8. According to the GIG, employees disciplinary infractions are handled in a tiered approach. More minor infractions, such as attendance violations, are met with an Unsatisfactory Work Warning or Corrective Action. Major infractions are more serious violations that “may” result in or lead to Corrective Actions, Unsatisfactory Work Warnings, “Final Warnings,” or immediate termination. Major infractions include sampling from the Whole Foods hot bar and misrepresenting time worked. The GIG provides that some infractions, such as theft including “sweethearting” - giving discounts to friends and family - lead to immediate discharge. Exhibit _D_ at _53_.
9. At MTE, “FINAL Written Warnings” served as a probation period. The policy was that an employee could only receive a maximum of two FINAL Written Warnings. Any infraction committed after a FINAL Written Warning could trigger immediate termination. Northeast Final Warning Policy Change attached as Exhibit _E_.
10. According to the GIG and my experience, the Whole Foods stores employee hierarchy, from lowest to highest is Team Members, Supervisors, Buyers, Assistant Team Leaders, Team Leaders, Assistant Store Team Leaders and Store Team Leaders. Exhibit _D_ at pg. 12.
11. Whole Foods places a great deal of discretion and responsibility in Team Leaders. My Team Leaders in the Produce Department were responsible for hiring, scheduling, managing conflicts and emergencies during shifts, ensuring that store protocols and policies were followed. Team Leaders were and are also responsible for Team Members’ professional trajectories. They must respond to and initiate Job Dialogues, recommend employees for positions and screen out candidates who ask for transfers, promotions, shift changes and the like. “Team Leaders hire for their teams and also have the authority to remove someone from the team who is not performing satisfactorily...” Exhibit _D_ at pg. 12
12. The GIG provides that a job dialogue is “a formal, one-on-one performance evaluation between a Team Member and their Team Leader” Exhibit _D_ at pg. 113

13. The Team Leader and Assistant Team Leader act as gatekeepers through which employees must pass to secure shift and position changes, promotions, and pay raises. Throughout my tenure at WFM, I was told to go through my Team Leader first, for all manner of requests and concerns. For example, when I asked why I had not yet been placed on Full Time Status more than two years after beginning to work at WFM, I was directed to talk to my team's leadership. Email Response from Jean Swabe Attached hereto as Exhibit F.
14. On or about August 12, 2013 until *June 2013* my Team Leader Mr. Fadel was replaced by Mr. Luis Arango. Mr. Arango is a Hispanic-American. During this time, Mr. Nathan Nakhid was the Assistant Team Leader. Weekly schedule showing Mr. Arango as Team Leader attached as Exhibit G.
15. In or around the week of February 2, 2015, Mr. Nathan Nakhid, a West Indian-American from Trinidad and Tobago, became Team Leader for the Produce Team.
16. Diane Morrissey was a Store Team Leader while I worked at MTE. Jean Swabe was an employee of the Team Member Services office. Neither of them are African.
17. Employees at MTE frequently talked about their schedules, their employment goals, and their relationship with and treatment by supervisors. I *heard* many such conversations, and through these developed an understanding of how different groups of people and individuals were treated.

My Team Leaders Harassed and Mocked Me Because of My National Origin

18. Throughout the time that I worked for him, Mr. Arango subjected me to comments and jokes on the basis of my status as a West African and immigrant. In the summer of 2014, Mr. Arango made comments in front of other coworkers that I "looked Ethiopian." Mr. Arango told me I needed to eat more and become bigger. He made many other employees laugh at me while he told jokes at my expense.
19. Mr. Nakhid often called me nicknames I objected to. He did not treat other, non-African employees this way. In 2015, I heard other employees calling me one of Mr. Nakhid's nicknames, and I objected, asking him to start using my name. He told me, "I am your superior. I could call you Negro if I wanted to," and "I don't know who you think you are. When you come to this country, you act as if you think you something."

20. In March 2014, Mr. Nakhid called me to the office and demanded that I sign a paper to adjust my pay rate, from \$11.50 per hour to \$10 per hour. He falsely stated that this reduction was required because I started working day shifts, which I began doing in May 2013. I had been working day shifts for more than seven months and no one had mentioned that I needed to reduce my pay rate.
21. I refused to sign the the form he gave me reducing my pay rate. Mr. Nakhid then told me that he did not need my signature to authorize a reduction in pay. However, Mr. Nakhid did not succeed in reducing my pay.
22. In November 2014, Nakhid accused me of having used my cell phone in contravention of store policy. His accusation was based solely on the report of another employee. I disputed this conduct at the time. During discovery in this case, I learned that Mr. Nakhid had created a Corrective Action Notice for me based on this report from another employee, and indicated on the Corrective Action Notice that I refused to^{sign} the Corrective Action Notice, even though I was never presented with this Corrective Action Notice nor given the opportunity to review it during my time working at WFM. See Corrective Notice for Diallo attached as Exhibit H.

I was Denied Full Time Status and Promotions Because I am African

23. The GIG defines Full Time employees as those who work more than 30 hours per week. Exhibit D at pg. 38.
24. The GIG lists benefits of being a full time employee, which include Medical, Dental and Vision plans, Short- and long-term disability plans, Life and AD&D insurance plans, Dependent Care Reimbursement Account Plans, a Cafeteria Plan, and the ability to participate in Team Member Stock Purchase Plan, and access to tax-saving health savings accounts. Id. at pg. 77-8.
25. By about December 2013, I had worked 800 hours at WFM, and worked 28 hours a week on average, making me eligible for the attendant benefits of Full Time status. In 2013 and 2014, I repeatedly approached my Team Leader, Mr. Arango, about becoming Full Time. Mr. Arango never increased my hours or made me "Full Time." When Mr. Arango declined to increase my hours to full time, I proposed instead to be shifted to "PT20" Status. I made these requests to have my hours increased multiple times. Mr. Arango finally shifted me to PT20 status in 2014. No other non-African employees on my team who were qualified to be Full Time and requested to be Full Time had to request PT20 Status, which is the designation for employees who regularly work between 20 and 29.99 hours per week.

26. After I had received PT 20 status, I continued to seek an increase to Full Time status, especially given that I frequently worked very close to the number of hours each week attendant with such status. I repeatedly asked Mr. Arango and Mr. Nakhid, over the months of March 2014 - February 2015, to be moved to Full Time.
27. I also asked about and applied for promotions and transfers to other teams as I heard about them. See attached Exhibit I, Emails about promotion opportunities.
28. During the time from February 2015 to November 2015, I requested a Job Dialogue from Mr. Nakhid.. Mr. Nakhid did not grant this request.
29. When heard about them, I would ask Mr. Nakhid about promotion opportunities. For example, on February 23, 2015, I applied for the position of Produce Supervisor. See Exhibit I. Mr. Nakhid sent me some questions for pre-screening. I was granted an interview. The position was ultimately filled by Nicholas Coffee, an employee who had less experience than I did, whom I had trained, and who had at least one Corrective Action Notice in his file. Exhibit J. I believed, while I was being interviewed, that Mr. Nakhid had already chosen Mr. Coffee for the position. Other team members also believed that the interviews were a formality.
30. After almost two and a half years of working at MTE, I was given full time status on February 9, 2015.

I Was Denied Opportunities to Advance, Including Job Dialogues and Pay Raises, Because I am African

31. At no point during the first two years that I worked for Mr. Arango, did he complete a job dialogue with me, in spite of the fact that the policy at MTE mandates two job dialogues in the first year of employment at Whole Foods. Nor did Mr. Arango offer me a pay raise. I am not aware of any non-Africans supervised by Arango did not receive a job dialogue.
32. For a little over two years, until November 2014, my wage stayed at \$11.50 per hour. In November 2014, Mr. Arango's assistant, Charles Stephens, conducted my first and only job dialogue. As a result of that job dialogue, I received my only official pay raise, from \$11.50 per hour to \$12.19 hour. Exhibit K Final Pay Stub.
33. Mr. Arango had these conversations and offered pay raises to other non-African Whole Foods employees whom Mr. Arango supervised. (Paragraphs 36 - 40). Specifically,

as explained more below, when Arango was manager, I witnessed the non-African co-workers on the Produce Team choose their shifts, secure promotions, and receive pay raises, while my requests for the same were overlooked or denied.

34. At no point during our ~~working~~ working relationship did, Mr. Nakhid ever initiate a job dialogue as required by the GIG. No non-Africans supervised by Nakhid had the same issues with getting a job dialogue.
35. Other, non-African employees who had more corrective notices in their work files were given larger and more frequent pay raises. (Paragraphs 45-49, *supra*).
36. For example, I reviewed the employment records of Ms. Priya Ewing, a non-African woman who worked at Whole Foods in the Produce Department from March 22, 2011 - October 2015. On August 13, 2012, Ms. Ewing was transferred to the MTE location, where I worked. She worked in the produce department, where I worked, under Mr. Arango and Mr. Nakhid, as I did. ~~Like me~~, Ms. Ewing had one Corrective Action Notice on her file. While I received one pay increase during my time at Whole Foods, over the course of her tenure, Ms. Ewing received six pay rate increases. When Ms. Ewing left Whole Foods in October of 2015, she was earning \$17.24 per hour. See Relevant Portions of Priya Ewing employment file attached as Exhibit L.
37. I reviewed the files of Ms. Shannon Campbell, an American who is non-African. Ms. Campbell began working at WFM on or around January 23, 2014. Ms. Campbell worked in the produce department under first Joshua Stenseth and later Mr. Arango and Mr. Nakhid. Like me, Ms. Campbell's file contains one Corrective Action form. From January 23, 2014 through September 2016, the time for which I have reviewed her files, Ms. Campbell had at least two Job Dialogues and received five pay increases. By September 2016, Ms. Campbell's pay had increased from \$10 per hour starting wage to \$14.77 per hour. See Relevant Portions of Shannon Campbell's employment file attached as Exhibit M.
38. I reviewed the files of Mr. Kyle Rivers, an American who is non-African. Mr. Rivers began working for WFM MTE in the produce department on or about April 30, 2013 part time. Mr. Rivers' Team Leaders in the produce department were Mr. Arango and Mr. Nakhid. Mr. Rivers also spent some of his time at WFM working the night shift. Over the course of his employment with WFM, Mr. Rivers received at least one job dialogue and at least two pay increases. Over the course of his employment, Mr. Rivers' pay had been increased from \$10 to \$13.71 an hour. Id. Relevant excerpts from Mr. Rivers' employment file attached hereto as Exhibit N.

39. I reviewed the files of Mr. Abraham Peralta, who is Dominican Hispanic, non-African descent. Mr. Peralta worked in the produce section of MTE. His team leaders were Mr. Arango and Mr. Nakhid. Mr. Peralta began working for WFM on or around October 2, 2012, approximately one month after I began to work there. Mr. Peralta's file includes at least two Unsatisfactory Work Warnings, owing to excessive absences. Mr. Peralta's UWW was for excessive absences. Over the course of his time working for WFM, Mr. Peralta had at least two Job Dialogues and one promotion. He received at least three pay raises. As of March 2015, Mr. Peralta was earning \$14.84 per hour. Furthermore, on one occasion in 2015, I witnessed Mr. Peralta come in to work intoxicated. According to the General Information Guide, being under the influence of alcohol at work is classified as a major infraction. Mr. Curwin Laurent and Mr. Moussa Sall also noticed that Mr. Peralta was intoxicated. Because Mr. Peralta was the supervisor on that shift, he was never disciplined. Relevant excerpts from Mr. Peralta's employee file attached hereto as Exhibit __O__.
40. I reviewed the files of Mr. Nicholas Coffee, a non-African. Mr. Coffee worked in the produce section of MTE. His team leaders were Mr. Arango and Mr. Nakhid. Mr. Coffee began working for WFM on or around September 11, 2013. Mr. Coffee's file includes at least one Corrective Action notice, due to attendance infractions, and at least one Unsatisfactory Work Warning due to lateness. Over the course of his time working for WFM, Mr. Coffee had at least two job dialogues resulting in raises. As of March 2016, Mr. Coffee was earning \$16.11 per hour. Relevant excerpts from Mr. Coffee's employee file are attached hereto as Exhibit __J__.

WFM Management Knew About the Discriminatory Conduct

41. On several occasions, I brought my concerns to Store Management. For example, on December 29, 2013, I submitted some questions throughout the WFM Team Member Information System ("TMIS"). I asked about how to best go about securing Full Time status, and asking about how to register complaints against my Team Leadership. Through the system, then-TMS Jean Swaebe responded to these questions. He reiterated that I needed to go through my Team Leaders to secure a promotion to Full Time. Exhibit __F__.
42. On April 17, 2014, I submitted a complaint to the Team Members tip line. In this complaint, I noted that I had "Leaders have not provided the same opportunities," as others, that I had been singled out for unfair treatment for more than a year, and that I wished to attain Full Time status. I received a response from Team Member Services Lead Yulianty Oglesby, who thanked me for raising the complaint and assured me I would not be retaliated against for doing so. Exhibit __P__. I was not treated differently by

my Team Leader after submitting this complaint and to my knowledge, no further action was taken based on this complaint.

43. On August 2, 2014, I sent an email to STL Diane Morrisey. See Exhibit Q. In this email, I reiterated the questions I had submitted to the TMIS system in December 2013. I asked for the opportunity to speak with Ms. Morrisey about my inability to proceed to Full Time status while others were being promoted to or hired into Full Time positions.

My Team Leader Discriminatorily Applied MTE Standards to Terminate my Employment

44. I was also treated differently than my non-African co-workers when it came to discipline. The incident that led to my firing is one such example.
45. In November of 2015, I had worked for Whole Foods for more than three years. Over the course of my employment there, I had developed a routine for my thirty minute breaks. This routine included spending some time in the Whole Foods University, a break room where employees could use computers to check their records and apply for new internal positions. I would then prepare myself to pray. Typically, I spent about five minutes in the restroom washing my hands, face and head in preparation for prayer, before leaving the bathroom and spending another five to seven minutes praying.
46. On November 30, 2015 I spent some time in the Whole Foods University room before preparing for and engaging in prayers.
47. The next day, I was called to the office by my team leader, Mr. Nakhid. Ms. Morrisey was also present at that meeting. Ms. Morrisey then presented me with a separation form that was already filled out and signed, indicating that my employment with Whole Foods was being terminated for “misrepresenting time worked.” Thierno Diallo Separation Form attached as Exhibit R.
48. Mr. Nakhid told me there was video evidence that I had broken the rules and returned to the Whole Foods University room after having clocked back in, rather than to the floor where I was expected. I disputed these allegations, but did not wish to argue with Ms. Morrisey, whom I respected, and because I felt that the decision to fire me had already clearly been made.
49. Other employees who were fired for misrepresenting time had numerous corrective notices and “final warnings” on record prior to their termination. Additionally, some employees who were found of having accused major infractions were not terminated for

committing these fireable offenses. Only when employees had also committed other infractions had they had their employment terminated. Specifically:

- a. *Curwin Laurent*. While employed by WFM at the MTE store, Laurent had committed two (2) Major Infractions that, according to the GIG, are fireable offenses, and had received a Corrective Action Notice for each offense. On November 11, 2015 Laurent received a Corrective Action Notice from Nakhid for doing a “NCNS” or “No Call No Show”, a Major Infraction, for his shift scheduled for 8/22/2015. Nakhid did not fire Laurent for committing this Major Infraction. On June 26, 2016, Laurent received a Corrective Action Notice from Nakhid for eating food from the prepared food bar, a Major Infraction, during his 6/18/2016. Although the June 26 Corrective Action Notice indicated that Laurent had received a Final Written Warning on file, Laurent was not fired for committing this major infraction. See relevant portions of the Laurent’s employment file attached as Exhibit S.
- b. *Lamell Jones*. Whole Foods terminated Lamell Jones, a non-African employee, after Mr. Jones committed a theft-of -time infraction. (Slocum Cert. Ex. 4, Lamell Jones Team Member Separation Form). Mr. Jones’ separation form makes clear that he did more than overstay his break or engage in a single instance of misrepresentation. On 12.13 Jamell was scheduled to work from 4am-12:30 pm. He showed up 1 hour late, arriving in department at 5:10. At 6:07 am, Lamell left the department, left the store and went to McDonald’s to get some food. He came back to the store at 6:21 and didn’t return to the department until 6:40. This doesn’t even take into account the wasted time in the department all morning when absolutely nothing was accomplished while on the clock.” Lamell Jones Separation Form, attached as Exhibit T.
- c. *Thierry Jeanpierre*. Whole Foods terminated Thierry Jeanpierre, a non-African team member, after he misrepresented time twice and was extremely tardy in the space of a week. His separation form stated: “On 3/2 Thiery [sic] was scheduled for 2am. He did not punch in. He walked in at 2:13 + filled timekeeper out for 2am. On 3/3 he was scheduled for 2am. He did not punch in. He walked in at 2:13 + filled timekeeper for 2am. On 3/8, Thierry was scheduled for 5 am. He was seen entering the building at 6:27. The first two instances were time theft + falsifying document/timekeeper – subject to separation.” A “timekeeper” is a form an employee could retroactively fill out if they failed to punch in

electronically. In addition, Thierry Jeanpierre was on “Final Written Warning” probation when he was separated, from previous egregious absenteeism. Mr. Jeanpierre’s termination was notably different from my own in another respect. Although Mr. Nakhid and Ms. Morrissey had made reference to video proof of my transgressions, there was never any video produced or attached to my Separation Form. WFM acknowledged in its response to discovery that such video does not exist. WFM Response to Discovery, Exhibit _U_, page 4. Mr. Jeanpierre’s file, by contrast, does include video stills of his misrepresented time. See Relevant Excerpts of Thierry Jeanpierre’s personnel file, Exhibit _V_.

- d. *Jemilla John*. Ms. John, who is not African, was terminated in July 2015. Ms. Jones’ separation form notes that her termination is the result of “record falsification.” On the day in question, Ms. Jones was scheduled to being work at 6:00 a.m. She didn’t arrive for her shift for nearly two hours, at which time she submitted a false time keeper, that said she had arrived at 7 a.m. Ms. Jones’ separation form notes all of these events because each played a role: Ms. Jones’ termination, was brought about by a combination of egregious tardiness and “record falsification.” Jemilla John Separation Form, Exhibit _W_.
- e. *Victor Clotter*. Mr. Clotter, a non-African team member, was only terminated from Whole Foods after having violated the probationary period known as a “Final Written Warning.” Exhibit ___. After having received this warning for attendance infractions, Mr. Clotter “was seen using his cell phone and taking extra time on his breaks.” In addition, “On October 25th, Victor threaten[sic] one of his fellow team member[sic].” Victor Clotter Separation Form, Exhibit _X_.

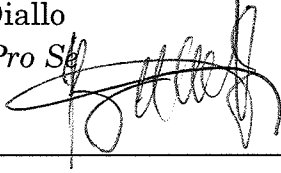
50. Until my own termination, I had never witnessed someone be fired for the violation of which I was accused -- overstaying my rest break. It was common practice at the store for team members to do so, and as a solitary violation, it was not a fireable offense at the MTE location. See attached for relevant portions of the Deposition of Thierno Diallo, Exhibit _Y_, 82:7-16. In the two weeks before I was fired, I witnessed another employee receive a written warning for leaving the store while clocked in, and receive only a written warning. Id. at 83:5-10.

51. Attached hereto as **Exhibit _Y_** is a true and correct copy of selections of the deposition of Thierno Diallo.

52. Attached hereto as **Exhibit Z** is a true and correct copy of selections of the deposition of Nathan Nakhid.
53. Attached hereto as **Exhibit A** is a true and correct copy of the initial Job Information Sheet of Thierno Diallo with WFM.
54. Attached hereto as **Exhibit B** is a true and correct copy of the time sheet indicating Fadel was Diallo's Superviosr.
55. Attached hereto as **Exhibit C** is a true and correct copy of Diallo's evaluation forms.
56. Attached hereto as **Exhibit D** is a true and correct copy of the GIG Book.
57. Attached hereto as **Exhibit E** is a true and correct copy of the Northeast final written warning policy change
58. Attached hereto as **Exhibit F** is a true and correct copy of the email from Jean Swaebe dated December 29, 2013.
59. Attached hereto as **Exhibit G** is a true and correct copy of the timesheet should Arango as team leader.
60. Attached hereto as **Exhibit H** is a true and correct copy of the unsatisfactory work warning for Diallo.
61. Attached hereto as **Exhibit I** is a true and correct copy of the emails from Diallo about job promotions.
62. Attached hereto as **Exhibit J** is a true and correct copy of the employment records of Nicholas Coffee
63. Attached hereto as **Exhibit K** is a true and correct copy of Diallo's final pay stub.
64. Attached hereto as **Exhibit L** is a true and correct copy of the employment records of Priya Ewing.
65. Attached hereto as **Exhibit M** is a true and correct copy of the employment records of Shannon Campbell.

66. Attached hereto as **Exhibit** N is a true and correct copy of the employment records of Kyle Rivers.
67. Attached hereto as **Exhibit** O is a true and correct copy of the employment records of Abraham Peralta.
68. Attached hereto as **Exhibit** P is a true and correct copy of the email sent by Yulianty Oglesby to Diallo.
69. Attached hereto as **Exhibit** Q is a true and correct copy of the correspondence via email Diane Morrissey.
70. Attached hereto as **Exhibit** R is a true and correct copy of the separate form for Diallo.
71. Attached hereto as **Exhibit** S is a true and correct copy of the employment records of Curwin Laurent.
72. Attached hereto as **Exhibit** T is a true and correct copy of the separation form for Lamell Jones.
73. Attached hereto as **Exhibit** U is a true and correct copy of the discovery response of Defendant confirm that the surveillance video of the incident in question no longer exists.
74. Attached hereto as **Exhibit** V is a true and correct copy of the employment records of Thierry Jeanpierre.
75. Attached hereto as **Exhibit** W is a true and correct copy of the separation form for Jemilla John.
76. Attached hereto as **Exhibit** X is a true and correct copy of the separation form for Victor Clotter
77. I have read the foregoing 77 paragraphs and they are true and accurate to the best of my personal knowledge.

Thierno Diallo
Plaintiff *Pro Se*



A handwritten signature in black ink, appearing to read 'Thierno Diallo', written over a horizontal line.

Dated: 06/14/18

EXHIBIT A

(Page 32 of 76)



Job Offer

Dear THIERND S. DIALLO

We are pleased to offer you the position detailed below. Please review these details and indicate your agreement with all the stipulations by signing this offer.

Position Offered: <u>OVER PRD 7M NIGHT</u>	Circle one: FT PT20 PT
Hourly Rate: <u>TSD \$10.50</u> <u>9/4/12</u>	Overtime Rate*: <u>\$15</u>
Overnight Premium**: <u>\$1.50</u>	Weekly Scheduled Hours: <u>up to 89.99</u>
Start Date: _____	

Because we are a grocery store, most of our business happens on the weekends and at night. We ask all Team Members to have a flexible schedule and availability for nights and weekends as an expectation of employment.

* Overtime (paid at 1.5 x your hourly rate) is defined as all hours or portions of hours worked beyond the forty (40) Regular Hours in a given workweek. The Whole Foods Market workweek begins at 12:01 a.m. on Monday mornings and ends at 12:00 a.m. on Sunday nights. There are seven days in the work week. Paid Time Off (PTO) hours (meaning hours accrued and paid to you for illness, vacation or "personal days") and Holiday hours are not considered as hours worked when determining overtime. Certain civil holidays are also paid at "time and one-half," and Thanksgiving Day is compensated at "double-time," if you are scheduled and work any hours on those days.

**Overnight premium (\$1.50/ hour) is paid for shifts where the majority of the hours are worked between 11 PM and 7 AM. This is paid only for those shifts. If an Overnight Team Member returns to day shifts, the hourly wage will be decreased by the amount of the premium. All wage increases are based on the base wage without consideration of the overnight premium.

Based on our interview, we have checked below the days and times when you are able to work.

	MON	TUE	WED	THU	FRI	SAT	SUN
morning (6am-noon)		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
afternoon (noon-6:30 pm)						<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
evening (6:30-11:30pm)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
overnight (11:30pm-7:00am)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

- This job offer is based on the understanding of your availability to work from information you provided in the interview.
- If your availability for work changes, we make no guarantee that we will be able to accommodate your changes.
- The three (3) days prior to Thanksgiving and Christmas are "black -out" dates and request for time off during these days cannot be honored.

Based on our interview, these are (approximate) dates in the next 9 months when you will need more that two (2) days off.

No

I accept the job offer Signature: [Signature] Date: 8-22-2012

Offer Accepted Team Leader: _____ Date: _____

Not valid unless signed by both parties. Any changes made to the offer which are not approved by WFM will make the offer null and void.

Store Leadership approval: [Signature] Date: 8-22-12

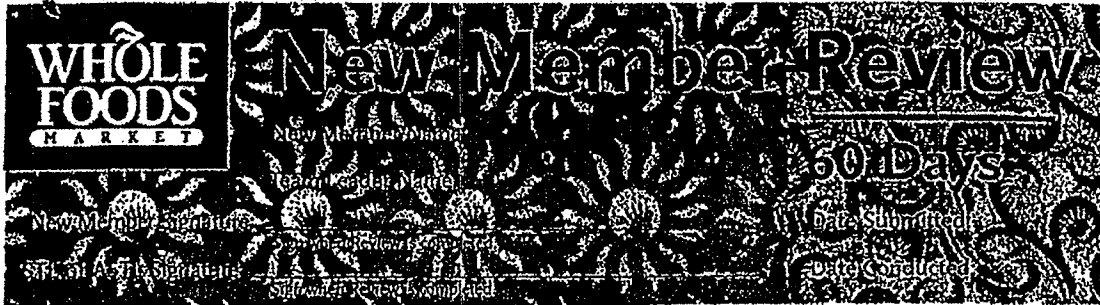
WFM053

WFM00142

EXHIBIT B

Employee	FY	10	Week 4	Labor Budget	Labor Scheduled	OT %	SPLN	SPLN Target	
	FY	2013	Week 4	7.65%				\$ 100.00	
Type holidays in the time for days to be paid at the holiday rate indicated on the Vacation page.									
Start and End Times for Meetings									
	NONE	NONE	NONE	NONE	NONE	NONE	NONE	NONE	
	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday		Total
	7/1/2013	7/2/2013	7/3/2013	7/4/2013	7/5/2013	7/6/2013	7/7/2013		Weekly Hours
Fadie Fadel (TL)	6:30 AM - 3:00 PM	OFF	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	OFF	6:30 AM - 3:00 PM	8:00 PM - 4:30 AM		40.00
Luis Arango (ATL)	OFF	OFF	OFF	OFF	OFF	OFF	OFF		0.00
Guillermo Fores (ATL)	OFF	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	OFF	4:30 PM - 1:00 AM		40.00
Reynaldo Nieves (Buyer)	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	OFF	OFF	OFF	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM		32.00
Opening Shift									
Lhakpa Tsering	3:00 PM - 8:00 PM	3:00 PM - 11:30 PM	3:00 PM - 8:00 PM	OFF	6:30 AM - 3:00 PM	OFF	6:30 AM - 3:00 PM		40.00
Gabriel Carballo	3:00 PM - 8:00 PM	OFF	OFF	OFF	3:00 PM - 8:00 PM	3:00 PM - 8:00 PM	3:00 PM - 8:00 PM		32.00
Nathan Nakhid	3:00 PM - 8:00 PM	3:00 PM - 11:30 PM	3:00 PM - 8:00 PM	OFF	3:00 PM - 8:00 PM	OFF	4:30 PM - 1:00 AM		40.00
Moussa	6:30 AM - 3:00 PM	OFF	6:30 AM - 3:00 PM	3:00 PM - 8:00 PM	OFF	3:00 PM - 8:00 PM	3:00 PM - 8:00 PM		40.00
Todd Pierce	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	OFF	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	OFF		40.00
Karma Gurung	OFF	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	OFF	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM		40.00
Wet Wall									
Roberto Rodriguez	3:00 PM - 8:00 PM	OFF	3:00 PM - 8:00 PM	OFF	6:00 AM - 2:30 PM	6:30 AM - 3:00 PM	4:30 PM - 1:00 AM		40.00
Sulemana Aji	OFF	3:00 PM - 11:30 PM	3:00 PM - 8:00 PM	3:00 PM - 8:00 PM	3:00 PM - 8:00 PM	3:00 PM - 8:00 PM	OFF		40.00
Jamall Valdes	OFF	OFF	OFF	OFF	OFF	OFF	OFF		0.00
Daga Daga	6:00 AM - 2:30 PM	6:00 AM - 2:30 PM	6:00 AM - 2:30 PM	6:00 AM - 2:30 PM	OFF	OFF	6:00 AM - 2:30 PM		40.00
Closing Shift									
Tejudeen Wonpini	OFF	3:00 PM - 11:30 PM	3:00 PM - 8:00 PM	3:00 PM - 8:00 PM	OFF	3:00 PM - 8:00 PM	4:30 PM - 1:00 AM		40.00
Andre Marin (PT)	OFF	OFF	OFF	OFF	OFF	OFF	OFF		0.00
Charles Lyons (PT)	3:00 PM - 8:00 PM	3:00 PM - 11:30 PM	OFF	6:30 AM - 3:00 PM	OFF	OFF	6:30 AM - 3:00 PM		32.00
Abraham Peralta	OFF	3:00 PM - 11:30 PM	OFF	3:00 PM - 8:00 PM	3:00 PM - 8:00 PM	3:00 PM - 8:00 PM	OFF		28.00
Shiniqua Simmons	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	3:00 PM - 8:00 PM	OFF	OFF	3:00 PM - 8:00 PM	3:00 PM - 8:00 PM		40.00
Thierno Diallo (PT)	3:00 PM - 8:00 PM	OFF	3:00 PM - 8:00 PM	OFF	3:00 PM - 8:00 PM	OFF	3:00 PM - 8:00 PM		32.00
Over Night Shift									
Devon Mitchell (PT)	OFF	OFF	1:00 AM - 9:30 AM	1:00 AM - 9:30 AM	2:00 AM - 8:00 PM	2:00 AM - 8:00 PM	3:00 AM - 8:00 PM		40.00
Yakuba Barrow	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	OFF	OFF	OFF	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM		32.00
Sean Griffin (PT)	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	OFF	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	OFF	OFF		28.00
Abdoul Abraham	1:00 AM - 9:30 AM	1:00 AM - 9:30 AM	OFF	OFF	OFF	2:00 AM - 8:00 PM	3:00 AM - 8:00 PM		40.00
Sharod Delain	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	OFF	OFF		40.00
Papa	OFF	1:00 AM - 9:30 AM	1:00 AM - 9:30 AM	OFF	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM		40.00
Prep Team									
Gloria Cabrera	6:30 AM - 3:00 PM	OFF	OFF	OFF	OFF	OFF	OFF		8.00
Navidad Vargas	OFF	6:30 AM - 2:00 PM	5:30 AM - 2:00 PM	OFF	6:30 AM - 3:00 PM	OFF	5:30 AM - 2:00 PM		32.00
Sajeda Aktar	5:30 AM - 2:00 PM	5:30 AM - 2:00 PM	OFF	5:30 AM - 2:00 PM	OFF	5:30 AM - 2:00 PM	5:00 PM - 1:30 AM		40.00
Estevez Jose	OFF	5:30 AM - 2:00 PM	6:30 AM - 3:00 PM	OFF	5:30 AM - 2:00 PM	6:30 AM - 3:00 PM	2:00 PM - 8:00 PM		40.00
Kyle Rivers (PT)	5:30 AM - 1:00 PM	OFF	5:30 AM - 1:00 PM	OFF	5:30 AM - 2:00 PM	5:30 AM - 1:00 PM	OFF		28.00
Zokten Donersur	OFF	5:30 AM - 2:00 PM	6:30 AM - 3:00 PM	8:00 AM - 4:30 PM	5:30 AM - 2:00 PM	OFF	5:30 AM - 2:00 PM		40.00
Ysamel Guerrero	5:30 AM - 2:00 PM	6:30 AM - 3:00 PM	OFF	5:30 AM - 2:00 PM	OFF	5:30 AM - 2:00 PM	7:00 PM - 8:00 PM		40.00
Haronid Dominques (PT)	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	5:30 AM - 2:00 PM	OFF	OFF	1:00 PM - 8:30 PM	8:00 AM - 2:00 PM		37.00
Tenzin Dakyong (PT)	OFF	8:00 AM - 1:00 PM	8:00 AM - 4:30 PM	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	OFF	5:30 AM - 2:00 PM		37.00
Floral									
Pria Ewing	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	OFF	OFF	7:00 AM - 3:30 PM	8:30 PM - 6:00 AM		40.00
Christopher Stoica	OFF	2:00 PM - 10:30 PM	2:00 PM - 10:30 PM	6:30 PM - 3:00 PM	7:00 AM - 3:30 PM	OFF	4:00 PM - 8:00 PM		40.00
Yudelka Patey (PT)	1:30 PM - 8:00 PM	OFF	OFF	8:00 AM - 4:30 PM	2:00 PM - 8:00 PM	2:00 PM - 8:00 PM	7:00 AM - 3:30 PM		40.00
Notes									
Actual Sales									
Projected Daily Sales	\$29,000	\$76,000	\$17,500	\$75,500	\$20,000	\$25,000	\$30,000	\$183,000	
Scheduled Labor Hours	182.00	196.00	160.00	150.00	159.00	173.00	222.00	1281.00	
Sched Overtime Hrs	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	
Scheduled Holiday Hours	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	
Scheduled OT Hours	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	
Scheduled/Actual SPLN	\$119,013	\$121.65	\$110.17	\$170.00	\$77.79	\$113.41	\$115.14	\$147.69	
Target SPLN	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	
Variance SPLN	\$59.34	\$32.65	\$38.19	\$70.00	\$25.79	\$44.51	\$35.14	\$47.69	
Labor Dollars based on Schedule	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	
Labor Dollars based on Proj/Act Sales	\$2,276.50	\$2,041.00	\$2,158.75	\$2,001.75	\$1,570.00	\$1,862.50	\$2,355.00	\$14,365.50	
Variance Dollars	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	
Total Shift Count	23	23	25	19	20	22	26	182	
Open - Starts Before	12	12	13	11	10	11	13	81	
Mid - Starts Between	2	4	2	2	2	2	0	18	
Close - Starts After	9	7	10	6	8	9	13	83	

EXHIBIT C



Core Values at Work

This section to be filled out by the New Member.
Use the back of this page if more room is needed.

- 1) **We sell the highest quality natural and organic products available.**
What are GMOs?
What's the difference between organic and natural?
- 2) **We satisfy and delight our customers.**
Why do you think our customers choose to shop here?
What is the FIVE-IN-FIVE rule?
What should you do when a customer asks you where product is?
What should you do when you see a spill?
- 3) **We care about Team Member happiness and excellence.**
How do you think your team could help you achieve excellence in your role?
What programs are in place to enrich Team Member happiness?
- 4) **We create wealth through profits and growth.**
Why do we have Everyday Deal signage?
Name five best-selling items from your department.
What does it mean to be self-motivated/proactive?
- 5) **We care about the environment and our communities.**
What materials are recycled/composted by your team?
Where can you find recycling bins in the store?
What is a Five Percent Day?
- 6) **We create ongoing win-win partnerships with our suppliers.**
What is good about LOCAL products?
How does LOCAL support this core value?
What LOCAL vendors do we carry on your team or in the store?
- 7) **We promote the health of our stakeholders through healthy eating education.**
What does ANDI mean?
What is HSH?
What resources support our healthy-eating incentive?

New Member at Work

This section to be filled out by the Team Leader.
Scale: 5 (almost always does) to 1 (almost never does)

New Member is a team player.
5 (4) 3 2 1
Comments/Plan of Action:

New Member follows work schedule and understands how, when and where breaks are taken.
5 (5) 4 3 2 1
Comments/Plan of Action:

New Member is dressed and ready for work at the start of his/her shift: (5) 4 3 2 1
Comments/Plan of Action:

New Member "satisfies and delights" customers:
5 (4) 3 2 1
Comments/Plan of Action:

New Member demonstrates safe work practices (includes requirements such as cutting gloves, safety shoes, PPE, etc.):
5 (5) 4 3 2 1
Comments/Plan of Action:

New Member handles product in a safe and responsible manner (includes monitoring temps, keeping product off of floor, wearing gloves, etc.):
5 (5) 4 3 2 1
Comments/Plan of Action:

Total Score = 20
Average Score = 4.7

frontpage

Rsp's Ex. I

WFM005

WFM00092

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8) *What do the Core Values mean to you?*

9) *What do you love about your job and working at Whole Foods Market?*

backpage

WFM006

WFM00093

THIERNO S. DIALLO

CORE VALUES AT WORK:

1. G.M.O.s stands for Genetically modified organism which are organisms whose genetic material has been altered by using the biotechnology engineering.

There are many differences between organic and natural or conventional but the main difference is that the organics one use only biologic fertilizers such as manure and compost but the naturals we also chemical fertilizers as well.

2. I think our customers make that choice because they are sure that we will always satisfy their expectations and needs and also delight them.

The rule of "Five-in-five" is when and in which distance we are supposed to greet our customers.

When a customer ask me where a product is, I have to take the customer to where that product is located and always ask the customers if they need any other help.

When I see a spill, I have to protect customers and other TM by making an obvious sign first and make sure it is clean as soon as possible to avoid any accident.

3. I think, my team could help me achieve excellence in my role by working as real team with complementarity and work hand in hand toward our same goal.

"Team Member Tipline" is the program in place to enrich Team Member happiness, another one is

4. We have "Everyday Deal" signage because we always think about our customer by giving them opportunities and advantages everyday they shop with us.

Salads (Satur), Grapes, Fuji Apples, mushrooms, Oranges are some of best-selling items from my department.

Being self-motivated/proactive means, I think is participate in accomplishing the duties that make our company successful with our own motivation of being successful.

WFM007

WFM00094

5. Many materials are recycled/composted by my team such as fruits and vegetables that are not usable by selling or as food, also boxes too wet be thrown in the baller.

Almost in any place in the store, we can find recycling bins like in the break-room, in the Prep-room, in the coffee bar, ... because recycling is very important in WFM.

! Five Percent Day is the percentage of sales the company allow for the protection of the environment.

6. What is good about local products is that it gives a meaning to one of our main core values with an ongoing win-win partnerships with our suppliers.

7. ANDI means Aggregate Nutrient Density Index. It score how much is the nutrient density of a food on a scale of from 1 to 1000.

The WFM Wellness program is one of the resources which supports our healthy-eating incentive. Another one is a yearly test on some indexes like glucose rate to earn some percentage of price reductions.

8. The core values means to me rules and principles that needs to be understand, followed and protected to assure a very successful future to the company. Since its establishment, we have seen how they lead WFM to a bright success added to the environment protection.

9. I love my working environment, the job in general. I love specially the knowledge I am getting each day and also the support that I am receiving from George TM during this sensitive period of the start of a job.

WFM008

WFM00095

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New Member Review

New Member Name: Thierno Diallo

Team Leader Name: Fodie

New Member Signature: Thierno S. Diallo

Team Leader Signature: [Signature]

Date Submitted: [Date]

Date Conducted: [Date]

Produce

Core Values at Work

This section to be filled out by the New Member. Use the back of this page if more room is needed.

What is the difference between organic and conventional? How do you handle organic produce?
 The difference between organic and conventional is the fact that the organic use only biologics and natural but the conventional use chemicals and metals during the process.
 Name three local items.
 Holiday Raisin-Challah, tote apples, Honeycrisp.

What should you do when you first get on the sales floor?
 Have the most welcoming smile.

When should you greet a customer?
 I should greet a customer 5 feet and 5000 miles.
 5 seconds of your location.

What does "Heirloom" mean? GMO?
 Heirloom means a cultivar that was commonly grown during earlier periods in human history, but which is not used in modern large-scale agriculture.
 GMO means Genetically Modified Organisms.
 When should you take a break?
 For at least 4 hrs but less than 6 hrs in a shift, a TM may receive one paid 15 mins. And for at least 6 hrs but less than 8 hrs, a TM will receive 1 paid 15 mins and 1 unpaid 30 mins "lunchtime".
 What is an ANDI score?

ANDI stands for Aggregate Nutrient Density Index. It scores the nutrient density of a food on a scale from 1 to 1000. It is calculated by evaluating the range of micronutrients: vitamins, minerals, antioxidants, etc.

New Member at Work

This section to be filled out by the Team Leader. Scale: 5 (almost always does) to 1 (almost never does)

New Member works as part of a team.
 5 (4) 3 2 1
 Comments/Plan of Action:

New Member follows work schedule and understands how, when and where breaks are taken.
 5 (4) 3 2 1
 Comments/Plan of Action:

New Member is dressed and ready for work at the start of his/her shift.
 5 (3) 4 3 2 1
 Comments/Plan of Action:

New Member "satisfies and delights" customers:
 5 (4) 3 2 1
 Comments/Plan of Action:

New Member demonstrates safe work practices (includes requirements such as cutting gloves, safety shoes, PPE, etc.):
 5 (4) 3 2 1
 Comments/Plan of Action:

New Member handles product in a safe and responsible manner (includes monitoring temps, keeping product off of floor, wearing gloves, etc.):
 5 (4) 3 2 1
 Comments/Plan of Action:

WFM009

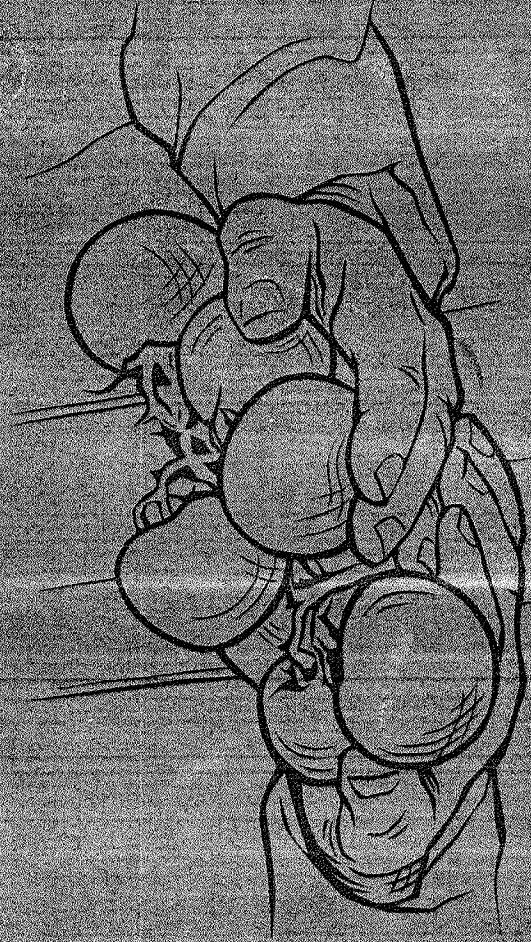
WFM00096

EXHIBIT D



General Information Guide

Northeast Region



STORE LEADERSHIP

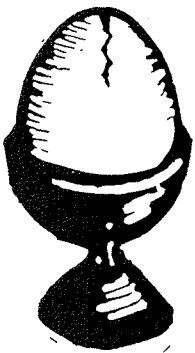
Each store has a Store Leadership Team, usually consisting of a Store Team Leader and one or more Associate Store Team Leaders. Some stores may also have a 2nd Associate Store Team Leader.

The Store Leadership Team is responsible for five key areas of store focus: smooth operations, profitable financial performance, excellent customer service, admirable merchandising, and Team Member happiness and excellence. The Store Leadership Team works with all Team Leaders in the store and determines their individual wages, holding each Team Leader accountable for their own performance as well as the overall performance of their teams.

TEAM LEADERS

Each team has a Team Leader who works with Team Members and holds each member accountable for achieving their own objectives and performance standards. Team Leaders set high standards of excellence for their Team Members. They serve as mentors, help Team Members set realistic goals, give regular feedback on performance and reward fairly.

Team Leaders hire for their teams and also have the authority to remove someone from the team who is not performing satisfactorily, with future employment opportunities for that person to be determined by the Store/Facility Team Leader.



Team Leaders represent the viewpoint of their teams at regular meetings with the Store or Facility Leadership Team and participate in consensus decisions regarding store or facility goals and objectives. Each Team Leader is responsible for implementing those decisions at the team level.

TEAM MEMBERS

The most basic and important level of decision-making is with the Team Members. They are the front line of activity in dealing with products, customers, vendors or fellow Team Members. Team Members determine their personal work goals together with their Team Leader and are accountable to them for their performance in meeting those goals.

Everyone on the team (Leaders and Members), within their specific areas of focus, works together to formulate and carry out team goals. Regular team meetings are held to facilitate consensus decisions on issues relating to the team's common concerns.

Team Members are expected and encouraged to hold fellow Team Members accountable for their performance.

FACILITY ORGANIZATION

Our non-retail facilities provide significant support to our many store locations through distribution of our products, preparation of food, etc. Typically each region has several non-retail facilities which can include a distribution center, bakehouse, commissary/kitchen, seafood processing center or others.

A typical non-retail facility may have the following teams:

- Facility Leadership and Administration
- Buying/Inventory
- Warehouse
- Order Selecting
- Shipping
- Receiving
- Production
- Packaging
- Sanitation/Maintenance
- Drivers

Global Support

Located in Austin, Texas, our global headquarters provide support services for all stores, non-retail facilities, and other company locations. Global Support consists of several teams, which work in cooperation and support our regional teams:

- Administration and Investor Relations
- Accounting and Operational Finance
- Construction and Store Development
- Distribution
- Global Communications
- Global Data
- Growth and Business Development
- Information Technology (IT)
- Internal Audit
- Legal
- Purchasing – Non-Perishables
- Purchasing – Perishables
- Quality Standards and Healthy Eating
- Team Member Services (TMS)
- Whole Kids Foundation
- Whole Planet Foundation

TEAM MEMBER SERVICES

The Global Team Member Services (TMS) Team provides support services to our Team Members and to the regional TMS teams. TMS is comparable to the Human Resources (HR) departments in other organizations. Global team is made up of several sub-teams:

Administration – Provides strategic direction and alignment with Whole Foods Market's Core Values and culture, global business objectives and goals. Also provides financial analysis and special reporting and office facilities services for Global Support, and handles employee relations and recruiting programs.

Benefits – Designs, develops and administers all global health and welfare benefits programs.

Compensation – Develops, updates and provides market pay research for wage guidelines; provides 401(k) retirement plan and global stock administration; designs and administers incentive programs such as Gainsharing and EVA™.

Operations – Processes payroll and benefits for all Team Members, including leaves of absence; handles payroll tax remittance a

GENERA

ou speak English and are in the
sence of customers, it is essential that
conversation be in English.
ou speak English and are in the
sence of Team Members, it is essential
t the conversation be in English any
e you are on the clock and discussing
k-related tasks or subjects. Remember
reat your co-workers with the same
pect you would extend a customer.

rules shall not apply to conversations
Team Members or with customers if all
t prefer to speak a language other than
1. You are free to speak any language
your breaks, meal periods and before
ter work. If you do not speak English,
inform a Team Leader so that all work-
l communications may be translated
language you understand to ensure a
rd productive work environment.

ommunication is essential to a safe
ficient work environment. We can bet-
sure customer safety, food safety and
tent quality when we ensure that all
Members understand one another and
struction they are given.

h any other company policy, if these
ines are not observed, the company
es the right to take whatever corrective
ures it feels are appropriate.

king Decisions

Food Market is committed to partici-
management structures and consensus
on-making whenever possible. There are
however, when consensus decisions
ot be appropriate. We use and recog-
he value of all three types of decision-
ing:

Command Decisions

Command decisions are made by an individual
er of leadership, without discussing
with peers or Team Members. They
to be very short-term operating or crisis
ions. Most command decisions happen
ckly that decision-makers are often not
that they are making them. Deciding

what price to put on an item, when to reorder,
or even when to eat lunch are examples of
appropriate command decisions. Or, a crisis
such as fire, theft, equipment breakdown,
illness or accident may require a quick deci-
sion, with no time for consultation.

Consultative Decisions

These decisions are ultimately made by an
individual leader, but only after discussion
with other members of leadership or persons
who have related knowledge or interests.
Leaders spend more time making consultative
decisions than any other type. They tend to
be of moderate significance and usually re-
quire some investigation, some consideration
of their impact on others in the organization.
Consultative decisions are often made by two
or three individuals in an informal setting. In
most cases, it would be a waste of time for an
entire leadership team to consider them.

Consensus Decisions

These are the least common, but tend to be
the most important. Consensus decisions are
made by a group of peers or subordinates
after full and frank discussion. Each member
of the group agrees to support the decision
as if it were their own. This decision-making
process should be used for any decision that
has strategic implications such as voting in a
new Team Member, providing a new service,
or making any change in the direction of the
company that will impact a majority of stake-
holders. Whole Foods Market has established
the Team Meeting structure to allow time for
group consensus decision-making.



Never Stop Growing

We have developed several programs that
are designed to assist you in developing
your skills and furthering your career here at
Whole Foods Market, should you so desire.

JOB DIALOGUES

Job dialogues are formal one-on-one perfor-
mance evaluations between a Team Member
and their Team Leader.

Although Team Leaders and Team Members
are strongly encouraged to discuss job perfor-
mance and goals on a frequent and informal
basis, formal job dialogues are conducted to
provide both you and your Team Leader the
opportunity to discuss job tasks, encourage
and recognize strengths, identify opportuni-
ties for improvement and discuss positive,
purposeful approaches for meeting goals.

Please check with your Team Leader regard-
ing the procedures for your location. While we
encourage Team Members to initiate their job
dialogues, it is the responsibility of the Team
Leader to ensure that every Team Member
receives a job dialogue at least on an annual
basis. After completing your job dialogue
form and submitting it to your Team Leader,
it is reasonable and customary to allow them
at least two weeks to read it, prepare for the
upcoming dialogue process and schedule the
actual meeting.

A wage review can be requested only in con-
junction with a job dialogue, but not every job
dialogue includes a wage review or results in
a wage increase. Further questions regarding
the job dialogue process should be directed
to your Team Leader, Store/Facility Team
Leader, or Team Member Services.

TEAM MEMBER DEVELOPMENT

Many stores/facilities have Team Member De-
velopment budgets to be spent at the Store/
Facility Team Leader's discretion. Possible
uses for this money include sending Team
Members to classes or trade shows, provid-
ing in-house training seminars, financing
team-building sessions, or buying books or
magazine subscriptions related to the busi-
ness. Any Team Member can request career
development support from the Store/Facility
Team Leader to enhance job skills or perfor-

The Basics

Considerations Team Members Deserve

At Whole Foods Market, we believe that all Team Members deserve the following considerations at all times:

- To be treated fairly regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, ancestry, age, marital status, veteran status, medical condition, physical or mental disability, or any other legally protected characteristics
- Privacy in one's personal life, with respect for differences
- Freedom from harassment by vendors, customers, or anyone employed at Whole Foods Market
- Access to personnel information about oneself
- An "open door" to communicate in person with anyone in the company
- Due process: the freedom to explore all avenues to successful conflict management, and the choice to appeal through dispute resolution procedures if conflict cannot be resolved through any other channels
- Explanations, including clear reasons for discharge
- The freedom to address the store/facility, regional or global leadership team about changing or adding policy
- Encouragement to make suggestions, and to receive replies to suggestions made
- Openness to discuss one's own compensation with leadership.

Your Employment Status

NEW MEMBERS AND TEAM MEMBERS

When you first come to work at Whole Foods Market, you are classified as a New Member. Once you are "voted" on to a

team, you are then classified as a Team Member. If you transfer to another team, you are still considered a Team Member, even though you will need to be "voted" on to the team to which you are transferring. (See *New Team Member Information* and *Moving Around* sections for more information on the team voting process and transfers.)

FULL-TIME AND PART-TIME

If you are regularly scheduled to work at least 30 hours per week, you are considered Full-Time. If you are regularly scheduled to work 29.99 hours or fewer per week, you are considered Part-Time. Part-Time Team Members who are regularly scheduled to work between 20 and 29.99 hours per week are "PT20" and are eligible to receive additional benefits. (See *Team Member Benefits and Policies* section for more information.)

SEASONAL

Some Team Members work for Whole Foods Market on a "seasonal" basis. All locations do not offer Seasonal status – please check with your Store/Facility Team Leader to determine if Seasonal status is offered in your location. A good example of "seasonal" is a college student who works in our stores only during summers and other breaks in the school schedule. A person who is hired to help out only during a busy holiday season would also be a Seasonal Team Member. A Seasonal Team Member can work full-time or part-time hours, but is not guaranteed hours and must work within the scheduling needs of our business. Whole Foods Market reserves the right to grant or deny Seasonal status at our discretion. If a Seasonal Team Member is inactive for more than 12 months, they will be discharged. Seasonal Team Members are eligible for certain benefits while actively working. Please refer to the *Team Member Benefits and Policies* section of this guide to gain more information on those benefits.

Orientation

To help you get started out on the right foot, we offer orientation classes for all New Members. These classes are scheduled frequently and cover at least the following areas:

- Company overview
- Customer service
- Safety
- Teams, team meetings, benefits and compensation
- Nutrition and product awareness
- Required training specific to your role.

Before you can be "voted on" to your team, you must complete your location's orientation class and any required training. So, be sure to see your Team Leader about signing up today

New Team Member Information

Please refer to the *Regional Policies* section for information regarding the New Member orientation period.

TEAM VOTE

If your work proves satisfactory and you complete all the tasks set forth, your Team Leader may recommend that you be considered for Team Membership, and your Team Members will vote on whether to add you to their team. This vote may not take place without the Team Leader's support. You will not be recommended for team membership unless your Team Leader feels that you would be a good addition to the team. If the Team Leader cannot support your status as a Team Member, you may have your orientation period extended and be counseled on appropriate steps to succeed, which may include a written corrective action plan. If significant progress is not made within your orientation period, you may be discharged.

A quorum of 3/4 of the eligible Team Members must vote, and the New Member must receive a positive 2/3 vote to become a Team Member. During the team vote process, eligible Team Members are asked by the Team Leader for feedback about your ability to perform work to the standards of the team. Team Members voting are encouraged to

GENERAL INF

Examples of conduct that may lead to corrective action include, but are not limited to:

- Minor safety violations
- Excessive personal use of a company phone, or personal phone, while at work
- Conducting personal business during working hours
- Harassing, inappropriate or uncooperative behavior in dealing with fellow Team Members, vendors or customers
- Making maliciously false statements regarding other Team Members, the company or its products
- Violation of *Time and Attendance* policy including excessive tardiness and/or absenteeism, and/or failure to follow reporting procedures
- Unsatisfactory work performance, excessive errors or failure to meet acceptable levels of productivity
- An attitude that adversely impacts team performance and/or morale, or business activities
- Conduct that disrupts business activities
- Insubordination, including improper or disrespectful conduct toward a Team Leader or refusal to perform tasks assigned by a Team Leader in the appropriate manner
- Unauthorized use of company equipment such as cell phones/PDAs, copier machines, fax machines, computers/laptops, postage machines, or the e-mail and voice mail systems
- Rude or discourteous conduct towards others. Creating disorder or lack of harmony among others
- Abusive, vulgar, obscene or indecent language or behavior towards a Team Leader, Team Member, customer or others
- Violation of regional *Cash Variance* or *Cash-Handling* policies
- Violation of the company's *Dress Code Policy*
- Missing mandatory store or facility/team meetings
- Violation of the company's *Customer Service* policies
- Failure to observe the company's *Information Security Guidelines*

• Sleeping while on the clock, except during authorized breaks in non-work areas.

MAJOR INFRACTIONS

Examples of conduct that may lead to discharge include, but are not limited to:

- Theft of any kind, including but not limited to violation of the Team Member *Theft* policy; violation of the *Team Member Purchases* policy; violation of the Team Member *Product Sampling* policy
- Falsifying reports or records, including but not limited to financial and payroll reports/timercards
- Using or being under the influence of alcohol or controlled substances at work
- Selling, possessing or using controlled substances on company property
- Harassment, including sexual harassment
- Repeated or gross insubordination
- Unapproved absence from work
- Flagrant or repeated disregard of safety procedures, including food safety
- Possessing or bringing firearms, weapons, explosives or similar items onto company property
- Lying or being dishonest in connection with the job; concealing mistakes; abuse of Paid Time Off (PTO); taking any type of leave under false pretenses; or reporting an injury under false pretenses
- Misusing, destroying or damaging property, records or other material of the company, co-workers, customers, vendors or anyone on company property
- Purchasing alcohol under the state legal age, or otherwise taking part in the violation of public law on alcohol purchases
- Soliciting another Team Member, customer or vendor to purchase alcohol for you
- Selling or otherwise providing alcoholic beverages to a minor
- Abuse of Team Member Discount Card or Healthy Discount Card
- Plagiarism
- Misuse of any time-recording procedure and/or misrepresentation of time worked
- Violent or threatening behavior or physical assault of others
- Unauthorized possession or use of

company property

- Outragously repeated inappropriate behavior in dealing with a customer, Team Member or vendor, or to a degree that causes harm to the company
- Misuse or violation of your Personal Wellness Account (PWA)
- Disclosure of confidential company information to unauthorized persons
- Malicious or flagrant abuse of the WFM global and regional *Travel and Expense* policies
- Malicious or flagrant abuse of the WFM *Information Security Guidelines*
- Abuse of the *WFM Personal Protective Equipment Policy* which is located in the Injury and Illness Prevention Program documents on Grapevine
- Any altercation or fighting, verbal or physical of any kind, on or near company premises or at a company function/meeting
- Any willful act that might endanger you, co-workers, customers, vendors or proper company meetings, phone calls or recording device without prior approval consent
- Violation of Whole Foods Market's *Code of Business Conduct*
- Releasing confidential information related to a Team Member including divulging private or confidential information discussed in an interview.

THEFT

Team Members who engage in any of the following conduct will be subject to discharge

- Taking merchandise without authorization or paying for it
- Giving away, bartering or "hooking" or up with product
- "Sweethearting" product (To encourage equal treatment of all our customers, we may request that Team Members redirect their family and friends to other Team Members for assistance at service counters, registers, etc.)
- Intentional ringing up of incorrect prices (such as "under-ringing") and intentional incorrect labeling of price

Sleeping while on the clock, except during authorized breaks in non-work areas.

WORK INFRACTIONS

Examples of conduct that may lead to discipline include, but are not limited to:

Theft of any kind, including but not limited to violation of the Team Member *Theft* policy; violation of the *Team Member Purchases* policy; violation of the Team Member *Product Sampling* policy
Falsifying reports or records, including but not limited to financial and payroll reports/timecards

Using or being under the influence of alcohol or controlled substances at work
Selling, possessing or using controlled substances on company property
Harassment, including sexual harassment
Repeated or gross insubordination
Unapproved absence from work
Flagrant or repeated disregard of safety procedures, including food safety
Possessing or bringing firearms, weapons, explosives or similar items onto company property
Lying or being dishonest in connection with the job; concealing mistakes; abuse of Paid Time Off (PTO); taking any type of leave under false pretenses; or reporting an injury under false pretenses
Misusing, destroying or damaging property, records or other material of the company, co-workers, customers, vendors or anyone on company property

Purchasing alcohol under the state legal age, or otherwise taking part in the violation of public law on alcohol purchases
Soliciting another Team Member, customer or vendor to purchase alcohol for you
Selling or otherwise providing alcoholic beverages to a minor
Abuse of Team Member Discount Card or Healthy Discount Card
Plagiarism
Misuse of any time-recording procedure and/or misrepresentation of time worked
Violent or threatening behavior or physical assault of others
Unauthorized possession or use of

company property

- Outrageous or repeated inappropriate behavior in dealing with a customer, Team Member or vendor, or to a degree that causes harm to the company
- Misuse or violation of your Personal Wellness Account (PWA)
- Disclosure of confidential company information to unauthorized persons
- Malicious or flagrant abuse of the WFM *global and regional Travel and Expense* policies
- Malicious or flagrant abuse of the WFM *Information Security Guidelines*
- Abuse of the *WFM Personal Protective Equipment Policy* which is located in the Injury and Illness Prevention Program documents on Grapevine
- Any altercation or fighting, verbal or physical of any kind, on or near company premises or at a company function/meeting
- Any willful act that might endanger you, co-workers, customers, vendors or property
- Recording conversations, phone calls or company meetings with any audio or video recording device without prior approval or consent
- Violation of Whole Foods Market's *Code of Business Conduct*
- Releasing confidential information related to a Team Member including divulging private or confidential information discussed in an interview.

THEFT

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- Giving away, bartering or "hooking" others up with product
- "Sweethearting" product (To encourage equal treatment of all our customers, we may request that Team Members redirect their family and friends to other Team Members for assistance at service counters, registers, etc.)
- Intentional ringing up of incorrect prices (such as "under-ringing") and/or intentional incorrect labeling of prices

- Unauthorized consumption of product without paying for it
- Unauthorized or fraudulent use of your or another Team Member's discount card
- Unauthorized or fraudulent use of credit/debit cards – including corporate credit cards, credit/debit card numbers or other electronic benefit cards
- Discounting purchases without authorization
- Manipulating register sales, including unsubstantiated voids or refunds or coupons
- Misappropriation of any cash-equivalent tender
- Abuse of Whole Foods Market gift certificates, scrip or gift cards.

In addition to the above list, any action by a Team Member that results in the intentional and/or deliberate act to defraud and/or steal product, tender or property of Whole Foods Market or any of its Team Members, customers or vendors will subject the individual(s) to discharge. In addition to discharge, individuals who violate this policy will be subject to criminal prosecution to the full extent of the law.

REASSIGNMENTS AND PAY REDUCTIONS

It is important to note that no Team Member is guaranteed employment in any particular position. Reassignments and/or pay reductions may be made when deemed appropriate at the discretion of the Store/Facility Team Leader.

Reassignments and pay reductions are means by which Team Members may be reassigned to a job position commensurate with their job skills and/or job availability. Should a Team Member be reassigned to a position at a lower pay amount due to poor performance or elimination of their current position, their pay may be reduced to an appropriate level as determined by the Store/Facility Team Leader. Should a salaried Team Member change from full-time to part-time status, their salary will be reduced proportionately to maintain an equivalent hourly rate. The Store/Facility Team Leader must approve all reassignments and/or pay reductions.

WORKING FOR OUR COMPETITORS

any person in a key strategic or leadership position who leaves Whole Foods Market to work for one of our food retailing competitors will not be eligible for rehire.

Regional leadership will determine which organizations are considered "competitors." Anyone in a leadership position who resigns to work for a competitor may be separated immediately with no notice, nor pay in lieu of notice. In such event, the Team Member resigning to work for a competitor will not be eligible to receive any unrealized bonus that might normally be paid beyond the date of separation.

In some circumstances, a company that is not considered a competitor at one time subsequently may become a competitor. If you resign from WFM to work for such a company, your eligibility for rehire by WFM in the future will be determined at the sole discretion of regional leadership.

Except where prohibited by law, this policy applies to all former as well as current Team Members who hold or held key strategic or leadership positions. If you have any questions as to whether you hold a key strategic or leadership position, please consult with your regional President or Global Vice President.



Team Member Benefits and Policies

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This General Information Guide (the "GIG") reflects the Whole Foods Market Team Member benefits and policies that are in effect as of January 1, 2011. Whole Foods Market will periodically review all Team Member benefits and policies, which may change the accuracy and applicability of the following information. Whole Foods Market reserves the right to change, amend, or discontinue any of these benefit plans or programs or adjust the eligibility criteria at any time without notice. You should check with your location's PBS, Team Member Services or Grapevine for current benefits and policy information.

Information contained in this GIG is only an overview of the Retirement Benefits and Welfare Benefits and is not intended to be a complete description or a substitute for the official plan documents and applicable Summary Plan Description (SPD). In the event that there is a discrepancy between this GIG and the foregoing documents, the official plan documents or SPD will prevail. SPDs for the Whole Foods Market Group Benefit Plan, the Whole Foods Market Texas Occupational Injury Benefit Plan, and the Whole Foods Market Growing Your Future 401(k) Plan are available on Grapevine or you can ask the PBS at your location for a copy.

General Information

	Service Hour Requirements					Other Requirements
	None	At least 400 service hours	At least 800 service hours	At least 1,000 service hours	2,000 or more service hours	
Medical Plan		X				
Dental Plan		X				
Vision Plan		X				
Short-Term Disability Plan		X				
Long-Term Disability Plan		X				
Life, AD&D Plan		X				
Health Care Reimbursement Account Plan (HCRA)		X				
Dependent Care Reimbursement Account Plan (DCRA)		X				
Tax-advantaged health savings/ reimbursement accounts (HSA, PWA)			X			Full-Time Team Members only
Cafeteria Plan		X				
Growing Your Future 401(k) Plan	X					Must be age 18 or older to participate. Auto-enrollment into the 401(k) following 6 months of service
Team Member Stock Purchase Plan		X				Seasonal, non-U.S.-based, and Section 16 insiders are not eligible.
Stock Incentive Plan	X					Must be voted-on Team Member

	Service Hours		
	None	At least 400 service hours	At least 800 service hours
Position-Related Service Hours	X		
Paid Time Off	X		
Credit Union Membership	X		
Team Member Discount	X		
Team Member Emergency Fund	X		
Leaves of Absence			

Eligibility to participate in any benefit plan requirements and certain restrictions and provisions of the GIG and, if applicable, the Note: Seasonal Team Members are eligible for the Team Member Discount while actively



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a Team Member's anticipated return-to-date changes and it becomes necessary the Team Member to take more or less than originally anticipated, the Team Member must provide the company with reasonable notice (i.e., within two business days) of the Team Member's changed circumstances and a new return-to-work date. If the Team Member gives the company notice of intent to return to work, the Team Member will be considered to have voluntarily resigned.

Protection
When returning to work from an authorized leave, a Team Member is entitled to be returned to his or her previous position or an equivalent position with equivalent benefits and salary and other terms and conditions of employment.

Protection and Accrual
Your care benefits will continue while a Team Member is on New Jersey Family Leave at the same level and under the same conditions as if the Team Member had continued employment as long as the Team Member continues to pay the contribution to the plan. Employment benefits, such as Paid Time Off, will not be accrued while a Team Member is out of work on New Jersey Family Leave. Employment benefits accrued by the Team Member up to the day on which the leave begins will not be lost.

Out New Jersey Disability
If covered under New Jersey's family leave, a Team Member may be entitled to temporary disability benefits for his or her leave under the New Jersey State Temporary Disability Law. Forms may be obtained from PBS and should be returned to PBS within 30 days of the onset of the disability. The Team Member and the Team Member's physician have completed the form. For more information or clarification about the leave, please contact your PBS.

References

Lexicon of Lingo

Over the years, we have developed our own vocabulary. When you're new to the company, this "language" can be a little confusing. Here's a quick reference guide to terms that may be unfamiliar to you. Many are discussed in detail in the text of this *General Information Guide*.

Admin: Short for Administration Team or for Administrative Assistant

Administration Team: The team at each location that is primarily responsible for the administrative operations (payroll, accounting, facilities, etc.) of that location

AFTL: Associate Facility Team Leader – Second in charge at a facility

All*Star: An individual Team Member recognized as the best in their field regionally and/or globally

ASTL: Associate Store Team Leader – Second in charge at a store

At-Will Employment: An employment relationship that may be terminated at any time, by the employer or the employee

Coordinator/Leader: A person who serves as regional or national/global leader for all teams in a specific area (for example, Produce or Team Member Services)

Declaration of Interdependence: The official mission statement of Whole Foods Market

Discharge: The termination of your employment, whether voluntary or involuntary

EVA™: Economic Value Added – A tool that allows leadership to analyze important business decisions by measuring how effectively the company uses its financial resources. EVA is calculated by subtracting the cost of capital from operating profits.

EVP: Executive Vice President

Fiscal Period (FP): An accounting period of 28 days (four weeks) beginning on a Monday and ending on a Sunday. There are 13 fiscal periods in a year.

Fiscal Year (FY): The official year used for accounting and tax purposes.

Generally, Whole Foods Market's fiscal year starts at the beginning of October and ends at the end of September.

FTL: Facility Team Leader – The individual primarily responsible for the daily operations of a distribution center, bakehouse or commissary

Gainsharing: Programs that make it possible for Team Members to share the rewards of their most successful efforts

GIG: General Information Guide – The Whole Foods Market Team Member handbook that you are reading

Global Support: The global headquarters for Whole Foods Market, located in Austin, Texas

GVP: Global Vice President

Job Dialogue: A formal one-on-one performance evaluation between a Team Member and their Team Leader

Major Infraction of Rules: Serious violation(s) of company policies and procedures on the part of a Team Member, which may result in discharge

New Member: A new Team Member who has been hired by Whole Foods Market but hasn't yet been voted on to his or her team

Outplacement: A generic term for an action that leads to a mandatory change in position. Outplacement from a position may include demotions. Outplacement from a team may mean a transfer to another team. Outplacement from the company would mean discharge.

EXHIBIT E

I am acknowledging that I have been notified of the following Policy changes:

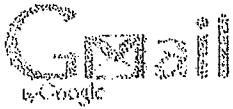
- Effective January 1, 2015, the Northeast Region has implemented a two-time maximum regarding the number of times that a Team Member may be placed on a Final Written Warning during their career with Whole Foods Market. On the occurrence of an event that any Team Member is eligible to be placed on a third Final Written Warning, instead, that Team Member may be separated. Additionally, that Team Member will be considered ineligible for rehire for cause, and must wait a year from the separation date before being considered for rehire. Any Final written warnings that were issued prior to January 1, 2015, are to be counted against the two Final Warnings that a Team Member may receive. Therefore, if a Team Member has already received one Final Written Warning, that Team Member can receive only one additional Final Written Warning in their Whole Foods Market Career. If someone has already received two or more Final Written Warnings in their Whole Foods Market career, that person is unable to receive any more Final Written Warnings and may be subject to termination
- The changes to the Attendance Policy that were effective in September 2014, including the Earned Sick Time Act in NYC, excused medical time in NJ, our Westchester, Long Island and Albany stores, and the procedure and corrective action changes.

These policy changes will be updated in our Northeast Regional General Information Guidebook (GIG) that you will be able to access online at: <http://mycareer/Pages/gigs/gigs-new.aspx>.

Team Member Signature: _____

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke, is written over a solid black horizontal line.

EXHIBIT F



CONFIDENTIAL

Thierno S. Diallo <thiernofigo@gmail.com>

TMIS Inquiry Response from - Jean Swaebe

1 message

CECENTMISSupport@wholefoods.com <CECENTMISSupport@wholefoods.com>

Sun, Dec 29, 2013 at
1:16 PM

Reply-To: CECENTMISSupport@wholefoods.com

To: thiernofigo@gmail.com

Thierno Diallo, A Response from - Jean Swaebe has been entered for a TMIS inquiry that you made on 12/27/2013.

Your Original Inquiry Was: Hello,

Few general questions:

- How many hours (or the length of time) a TM is supposed to have worked to be Full-Time TM?
- What are the conditions a TM need to fulfill to get benefits?
- Is there a hotline number to make a complain, for TMs?

The Response Is: -Full-time positions are offered to TMs in good status as they become available. Please consult with your team's leadership to see if there are FT positions available and if you are in good standing to apply. You may also use Success Factors to search for positions at MyWFMCareer.com .

-Full-Time TMs are eligible for benefits after reaching 400 hours and are offered another enrollment period at 800 hours.

-The # for the TM tipline is 1-888-662-5025. We also have an open door policy in which we encourage you to address your concerns with leadership or Team Member Services directly. Please consider bring your concerns to Monica, Kenny, or Odlon in Store Leadership or myself, Jean In Team Member Services.

Please click on the link below to access TMIS home page:
[/ps/ps/EMPLOYEE/HRMS/h/?tab=WFM_GLOBAL_POWER_USER](http://ps/ps/EMPLOYEE/HRMS/h/?tab=WFM_GLOBAL_POWER_USER)

This is an automated email message from the Team Member Information Station. Please do not reply.

EXHIBIT G

Product	PP	12	Year 2	Labor Budget	Labor Scheduled	OT %	RPLH	RPLH Target	
	FY	2018		2000		#NAME?	\$172.01	100.00	
Type holidays in this row for days to be paid at the holidays indicated on the Year page.									
Start and End Times for Meetings									
		NONE	NONE	NONE	NONE	NONE	NONE	NONE	
		Monday 8/13/2013	Tuesday 8/14/2013	Wednesday 8/14/2013	Thursday 8/15/2013	Friday 8/16/2013	Saturday 8/17/2013	Sunday 8/18/2013	Total Weekly Hours
TEAM MEMBER NAME									
Luis Arango (TL)		6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	6:00 AM - 2:30 PM	OFF	OFF	6:30 AM - 3:00 PM	3:00 PM - 6:00 PM	40.00
Guillermo Fores (ATL)		5:30 AM - 2:00 PM	OFF	OFF	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	40.00
Reynaldo Nieves (Buyer)		OFF request	6:30 AM - 2:00 PM BUYER	6:30 AM - 2:00 PM BUYER	6:30 AM - 2:00 PM BUYER	6:30 AM - 2:00 PM BUYER	OFF	6:30 AM - 2:00 PM	40.00
Opening Shift									
Lhakpa Tsering		6:30 AM - 3:00 PM	6:30 AM - 2:30 PM	OFF	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	OFF	6:30 AM - 3:00 PM	40.00
Gabriel Carballo (PT)		3:00 PM - 9:30 PM	6:30 AM - 2:00 PM	6:30 AM - 2:00 PM	OFF	6:30 AM - 2:00 PM	6:30 AM - 2:00 PM	OFF	34.00
Nathan Nakhid		OFF	3:00 PM - 11:30 PM	3:00 PM - 6:00 PM	4:00 PM - 6:00 PM	3:00 PM - 6:00 PM	3:00 PM - 6:00 PM	OFF	39.00
Moussa		OFF vacation	OFF vacation	OFF vacation	OFF vacation	OFF vacation	OFF vacation	OFF vacation	0.00
Todd Pierce		3:00 PM - 6:00 PM	OFF	3:00 PM - 6:00 PM	OFF	3:00 PM - 6:00 PM	3:00 PM - 6:00 PM	OFF	32.00
Karma Gurung		OFF	OFF	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	40.00
Wot Wait									
Roberto Rodriguez		OFF REQUEST	3:00 PM - 11:30 PM	3:00 PM - 6:00 PM	3:00 PM - 6:00 PM	OFF	3:00 PM - 6:00 PM	3:00 PM - 6:00 PM	39.00
Sulemans Ali		6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	OFF	OFF	6:30 AM - 3:00 PM	6:30 AM - 3:00 PM	40.00
Jamall Valdes		3:00 PM - 6:00 PM	6:00 PM - 3:00 PM	OFF	6:00 PM - 3:00 PM	3:00 PM - 6:00 PM	6:00 PM - 3:00 PM	OFF	39.00
Daga Daga		OFF	OFF	OFF	OFF	OFF	OFF	OFF	0.00
Closing Shift									
Tejudeen Wonpln		3:00 PM - 6:00 PM	3:00 PM - 11:30 PM	3:00 PM - 6:00 PM	3:00 PM - 6:00 PM	OFF	OFF	3:00 PM - 6:00 PM	39.00
Andre Marin (PT)		OFF	OFF	OFF	OFF	3:00 PM - 6:00 PM	3:00 PM - 6:00 PM	3:00 PM - 6:00 PM	24.00
Charles Lyons (PT)		OFF	OFF	OFF	OFF	OFF	OFF	OFF	0.00
Abraham Peralta		6:30 AM - 3:00 PM	3:00 PM - 11:30 PM	3:00 PM - 6:00 PM	3:00 PM - 6:00 PM	OFF	OFF	OFF	32.00
Shiniqua Simmons		OFF	OFF	OFF	OFF	OFF	OFF	OFF	0.00
Thierno Diallo (PT)		3:00 PM - 6:00 PM	4:00 PM - 11:30 PM	OFF	OFF	OFF	4:00 PM - 6:00 PM	4:00 PM - 6:00 PM	28.00
HECTOR (MAINT)		OFF	OFF	OFF	OFF	3:00 PM - 6:00 PM	OFF	OFF	8.00
Over Night Shift									
Devon Mitchell (PT)		1:00 AM - 8:30 AM TRUCK	1:00 AM - 8:30 AM TRUCK	1:00 AM - 8:30 AM TRUCK	OFF	2:00 AM - 9:30 AM TRUCK	OFF	3:00 AM - 6:00 PM TRUCK	36.00
Yakuba Borrow		6:30 AM - 3:00 AM FLOOR	6:30 AM - 3:00 AM FLOOR	6:30 AM - 3:00 AM FLOOR	OFF	OFF	6:30 AM - 3:00 AM FLOOR	6:30 AM - 3:00 AM FLOOR	40.00
Abdoul Abrahm		1:00 AM - 9:30 AM TRUCK	OFF	OFF	OFF	OFF	1:00 AM - 9:30 AM TRUCK	3:00 AM - 6:00 PM TRUCK	40.00
Shared Delain		OFF	6:00 AM - 8:00 AM FLOOR	6:00 AM - 8:00 AM FLOOR	6:00 AM - 8:00 AM FLOOR	6:00 AM - 8:00 AM FLOOR	6:00 AM - 8:00 AM FLOOR	OFF	40.00
Papa		OFF	1:00 AM - 8:30 AM TRUCK	2:00 AM - 8:00 AM TRUCK	2:00 AM - 8:00 AM TRUCK	2:00 AM - 8:00 AM TRUCK	2:00 AM - 8:00 AM TRUCK	6:00 AM - 7:00 AM FLOOR	34.00
Prep Team									
Gloria Cabrera		OFF	6:30 AM - 2:00 PM	OFF	6:00 AM - 2:30 PM	6:00 AM - 2:30 PM	6:00 AM - 2:30 PM	6:00 AM - 2:30 PM	40.00
Navidad Vargas		OFF REQUEST	OFF REQUEST	OFF REQUEST	OFF REQUEST	OFF REQUEST	OFF REQUEST	OFF REQUEST	0.00
Sajeda Aktar		6:00 AM - 2:30 PM	6:00 AM - 2:30 PM	OFF	6:00 AM - 2:30 PM	OFF	6:00 AM - 2:30 PM	6:30 AM - 3:00 PM	40.00
Estevez Jose		6:00 AM - 2:30 PM	6:30 AM - 2:00 PM	OFF	6:00 AM - 2:30 PM	OFF	6:30 AM - 3:00 PM	6:00 AM - 2:30 PM	40.00
Kyle Rivers (PT)		5:30 AM - 1:00 PM	OFF	5:30 AM - 1:00 PM	OFF	5:30 AM - 2:00 PM	5:30 AM - 1:00 PM	OFF	29.00
Zokten Donersur		5:30 AM - 2:00 PM	5:30 AM - 2:00 PM	5:30 AM - 2:00 PM	OFF	OFF	5:30 AM - 2:00 PM	5:30 AM - 2:00 PM	40.00
Yaamal Guerrero		OFF	6:00 AM - 2:30 PM	6:00 AM - 2:30 PM	6:00 AM - 2:30 PM	6:00 AM - 2:30 PM	OFF	6:00 AM - 2:30 PM	40.00
Harold Dominguez (PT)		OFF	6:00 AM - 2:30 PM	6:00 AM - 2:30 PM	6:00 AM - 2:30 PM	6:00 AM - 2:30 PM	6:00 AM - 2:30 PM	6:30 AM - 3:00 PM	38.50
Tenzin Dekyong (PT)		6:00 AM - 2:30 PM	OFF	OFF	6:00 AM - 2:30 PM	6:00 AM - 2:30 PM	6:00 AM - 2:30 PM	OFF	29.00
Floral									
Pria Ewing		7:00 AM - 3:30 PM	7:00 AM - 3:30 PM	7:00 AM - 3:30 PM	OFF	OFF	7:00 AM - 3:30 PM	7:00 AM - 3:30 PM	39.50
Christopher Stolca		6:00 AM - 8:30 PM	6:00 AM - 8:30 PM	OFF	6:00 AM - 8:30 PM	7:00 AM - 3:30 PM	6:00 AM - 8:30 PM	OFF	
Yudelka Pateley (PT)		OFF	OFF	3:00 PM - 8:30 PM	7:00 AM - 3:00 PM	3:00 PM - 9:30 PM	OFF	3:00 PM - 9:30 PM	26.00

Notes									
Actual Sales									
Projected Daily Sales	\$31,000	\$27,035	\$27,835	\$25,227	\$25,432	\$30,000	\$27,000	\$20,734	
Scheduled Labor Hours	154.50	160.50	164.50	146.00	154.50	185.00	170.00	1145.00	
Sched EOL-Time hrs	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	
Scheduled Holiday Hours	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	
Scheduled OT Hours	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	
Scheduled/Actual RPLH	\$207.12	\$153.10	\$170.67	\$172.02	\$163.31	\$162.18	\$177.65	\$170.01	
Target RPLH	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	\$100.00	
Variance RPLH	\$107.12	\$53.10	\$70.67	\$72.02	\$63.31	\$62.18	\$77.65	\$70.01	
Labor Dollars based on Schedule	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	
Labor Dollars based on Proj/Del Sales	\$7,676.00	\$2,224.62	\$2,224.62	\$2,031.18	\$2,031.18	\$2,415.00	\$2,078.50	\$10,481.00	
Variance Dollars	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	#NAME?	
Total SHA Count	20	23	20	10	20	24	22	148	
Open - Starts Before	11	11	10	10	10	12	12	75	
Mid - Starts Between	8	4	1	4	2	5	2	21	
Close - Starts After	1	8	9	5	8	7	8	51	

EXHIBIT H

1270142



Unsatisfactory Work Warning

Team Member Name

Social Security # -

Team

Position

Date (month/day/year)

Team Leader

Previous Warning? Yes No

If yes, Oral Written

Date (month/day/year)

Team Leader

Reason(s) for warning notice:

Work Habits:

- Lateness
- Absenteeism
- Untidy Work Area
- Dress Code Violation
- Personal Untidiness/Poor Hygiene

Attitude:

- Poor Relationship with Team Members
- Poor Customer Service
- Insubordination
- Negligence

Performance:

- Carelessness
- Unreliability
- Low Productivity/Work Speed
- Inaccuracy

Other (list)

Details of Above:

Thierno Diallo was witnessed by ASTL Vladimir using his cell phone in the freight elevator on 6/30/15.

According to page 52 of the GIG Book, "the use of personal cellular phones during your shift is not allowed," and "abuse of these policies can result in corrective action."

(Reviewer must explain all that is checked above in detail here.)

(Page 9 of 76)

Unsatisfactory Work Warning

Corrective actions and guidelines to change problems mentioned:

Thierno Diallo needs to be on time for all shifts, report for all shifts, and follow proper reporting procedures for absence/lateness. He must also follow all other Whole Foods Market policies and procedures, as stated in the GIG Book. Failure to do so will result in further corrective action, up to an including separation. Improvement must be immediate and continual.

Probationary Period? Yes No If yes, How long? _____

Team Member's Statement (Optional):

Empty box for Team Member's Statement.

I have read this form.

Team Member's Signature *Refuse to sign* Date _____
Team Leader's Signature *N. Nakhood* Date *7/1/15*

(Check if applicable) THIS IS A FINAL WARNING.
FAILURE TO CORRECT THIS SITUATION WILL RESULT IN TERMINATION.

Team Member's Signature _____ Date _____

(Place Original in Personnel File.)

*Withheld signature in
Roguelo Neves
Produce Aisle*

EXHIBIT I

From:
Sent:
To:
Subject:
Attachments:

Thierno S. Diallo

Début du message transféré :

Expéditeur: "Nathan Nakhid (NE MTE)" <Nathan.Nakhid@wholefoods.com>

Date: 28 février 2015 à 11:06:19 AM UTC-5

Destinataire: "Nicholas Coffee (NE WHP)" <Nicholas.Coffee@wholefoods.com>, NE WHP Produce Team Leaders <NEWHPProduceTeamLeaders@wholefoods.com>, NE MTE STORE LEADERSHIP <NE.MTE.STORE.LEADERSHIP@wholefoods.com>, NE MTE PRODUCE LEADERSHIP <NE.MTE.PRODUCE.LEADERSHIP@wholefoods.com>, "thiernofigo@gmail.com" <thiernofigo@gmail.com>, "Natalia Reyes (NE MTE)" <Natalia.Reyes@wholefoods.com>

Objet: Produce Supervisor

Produce Supervisor MTE Conference Room
Panel Meeting-11AM
First Candidate- Nicholas Coffee 11:05AM-11:30AM
Second Candidate- Thierno Diallo -11:30AM -11:50AM

Panel Discussion -11:55PM

From:
Sent:
To:
Subject: Upper East Side - Whole Body Interviews! (Please Confirm)

Best,
Thierno S. Diallo

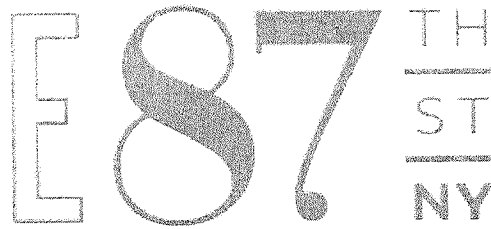
Début du message transféré :

Expéditeur: "Joshua Williams (NE NEO)" <Joshua.Williams@wholefoods.com>
Date: 3 décembre 2014 à 5:28:31 PM UTC-5
Destinataire: "Gabrielle Martinez (NE UWS)" <Gabrielle.Martinez@wholefoods.com>, "Peter Chick (NE BKN)" <Peter.Chick@wholefoods.com>, Reed McDonough <Reed.Mcdonough@wholefoods.com>, "Alliyaonuoha@gmail.com" <Alliyaonuoha@gmail.com>, "Ariel Ciprian (NE MTE)" <Ariel.Ciprian@wholefoods.com>, "Bindu Nath (NE USQ)" <Bindu.Nath@wholefoods.com>, "BrianNewmanKline@gmail.com" <BrianNewmanKline@gmail.com>, "Luis A. Sanchez (NE UWS)" <Luis.Sanchez@wholefoods.com>, "nailynr@yahoo.com" <nailynr@yahoo.com>, "n_castillo94@aol.com" <n_castillo94@aol.com>, "Plynie Williams (NE TRB)" <Plynie.Williams@wholefoods.com>, "thiernofigo@gmail.com" <thiernofigo@gmail.com>, "Ruel Allison (NE MTE)" <Ruel.Allison@wholefoods.com>, "Samuel Franco (NE CIR)" <Samuel.Franco@wholefoods.com>
Objet: Upper East Side - Whole Body Interviews! (Please Confirm)

Congratulations, We have confirmed your interview for the Whole Body department for the upcoming Upper East Side location!! The details for your interview are below; please review this information and confirm your attendance via e-mail. All Whole Body candidates will be meeting at the same time and then, we will break off for one-on-one interviews. Thank you and good luck!

Your Interview will be held on:

Tuesday, December 9th
1:00PM Sharp (Please be on time or early)
And will be held at Bowery Store Yoga Room
(95 East Houston St)



TM Name	Current Store	Team Applied For	Position Applied For
Peter E Chick	BKN	Whole Body	Body Care Buyer
Reed T McDonough	MTE	Whole Body	Body Care Buyer
Gabrielle Martinez	UWS	Whole Body	Body Care Buyer
Brian N Kline	PAR	Whole Body	Lifestyles Buyer
Ariel Ciprian	MTE	Whole Body	Lifestyles Buyer
Peter E Chick	BKN	Whole Body	Service Team Member
Thierno S Diallo	BKN	Whole Body	Service Team Member
Brian N Kline	PAR	Whole Body	Service Team Member
Ariel Ciprian	MTE	Whole Body	Service Team Member
Nailyn Reyes	MTE	Whole Body	Service Team Member
Alliya A Onuoha	TRB	Whole Body	Service Team Member
Plynie Williams	TRB	Whole Body	Service Team Member
Bindu Hart	USQ	Whole Body	Service Team Member
Luis A Sanchez	UWS	Whole Body	Service Team Member
Nick Castillo	UWS	Whole Body	Service Team Member
Samuel Franco	CIR	Whole Body	Vitamin Buyer
Ruel Allison	MTE	Whole Body	Vitamin Buyer

-Joshua Williams
 Regional Assistant Recruiter
 Whole Foods Market
 Northeast Region
Now Hiring: Start Your Whole Foods Market Career Today!!

From: Thierno S. Diallo <thiernofigo@gmail.com>
Sent: Friday, May 18, 2018 7:03 PM
To:

... Questions For ...

Best,
Thierno S. Diallo

Début du message transféré :

Expéditeur: "Thierno S. Diallo" <thiernofigo@gmail.com>
Date: 23 février 2015 à 10:42:09 PM UTC-5
Destinataire: "Nathan Nakhid (NE MTE)" <Nathan.Nakhid@wholefoods.com>, "Thierno S. Diallo" <thiernofigo@yahoo.fr>
Cc: NE MTE PRODUCE LEADERSHIP <NE.MTE.PRODUCE.LEADERSHIP@wholefoods.com>
Objet: Rép : Questions For Prescreening

Hi,

Thanks for the questions. Personally I have noticed that major push to minimize Team Member injury liability as a proof of how Team Members' and Customers' safety is always our priority in the company. My contribution to all the policies is permanent and I think being a Produce Supervisor will increase my ability to emphasize more on its importance within my team and outside it, by:

. First of all, making sure Team Members are well informed on the policies and how to apply them continuously and consistently; as for example by watching and sweeping the floor to avoid any injury due to a slip or fall and always use a "Wet floor" sign during the rain.

Another step I would focus on is the permanent use of PPE (Personal Protection Equipment) always it by reminding Team Members on its importance for everyone's safety; for examples the use of "Cut gloves" anytime it is required by the policies and always use a step-ladder to reach for something high.

Further put an emphasis on rules and principles such as to "Avoid using shortcuts" that will put anyone on a great risk of injuries. Also make sure new Team Member is trained well before them using equipment to avoid any misuse and to promote zero risk.

. As I want to grow in the company, being a Produce Supervisor is a first and major step in the leadership and I am sure each shift in that position will offer me the opportunity to gain more experience and face challenges that will prepare me for the next step in higher positions. Being a Team Member in the Produce department (from overnight to the floor, passing by the Prep room) for years gave me an excellent knowledge of the department inside-out and the products. Added to that, a very important thing was working with many leaders with various experiences for each of them and that helped me to encompass the best from one another. I learned to lead and take responsibilities and those are what I would apply to help us grow, as a Produce Supervisor.

Always devoted to my job as Team Member, I would continue to be the same Team player as always and help the Team stay as it every time by supporting each other. Being a Produce Supervisor will offer me a great chance to play that role of higher responsibilities and contribute immediately. As usual, I would continue to do my best and I am certain it will not take me more than a shift to significantly contribute to make my team more successful.

Most of the time starting something new is a challenge but it will be less challenging for me for the fact that I have been doing it by taking the responsibilities of being a leader and making all the work in my department my own job and always making sure the job is done as perfectly as possible, as a Team Member. So, I think my probable challenge would be to adapt to my position as a Supervisor and it might not be one with the support of my leadership.

As in many grocery stores customer service is important but I all the time feel that in Whole Foods Market it is taking to a higher level (as a shopper and Team Member) and I learned and always remember that customers are our priority number one. We offer them an undivided attention whenever needed and most of all we make sure they are satisfy with the help and assistance we provide so we stay their first choice anytime they think about shopping. As one of the company's core value states: "We satisfy and delight our customers", that is what 100% customer service meaning to me. That is also what makes us an attractive and successful business.

Sincerely,

Thierno S. Diallo

On Sun, Feb 22, 2015 at 10:48 AM, Nathan Nakhid (NE MTE)
<Nathan.Nakhid@wholefoods.com> wrote:

As you all know we have a lot of people applying and we need to prescreen and narrow down candidates So based on these questions we will make our decision.

Here are just 5 questions.

- There has been a major push in this region to minimize Team Member injury liability...what plans have you implemented or will you implement that will contribute to all of the new policies being set forth?
- Why do you want to become the next Produce supervisor in MIDTOWN EAST and what would you bring to the table that would help us grow?
- How long would it take you to make a significant contribution?
- What do you think your biggest challenge would be coming on this team?
- What does 100 percent customer service mean to you?

Nathan Nakhid | Produce Team Leader

Whole Foods Market - MIDTOWN EAST

226 E. 57th Street | New York, NY 10022

Tel: 646.497.1222 | Fax: 512.236.4139



please consider the environment before printing this e-mail

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EXHIBIT J



Job Change Form

This form is for recording a change in job code, pay rate, team or department, and level or status. Please complete only the applicable sections. Please fax this form to Global Payroll when complete.

Team Member Name (Print): Nikolas Loffee Team Member ID # 1295761

Team Member's Home Location (e.g. 10145/LMR): 1.0408IMTE

Pay Rate Change Effective Date ____/____/____ (Must be effective for the entire pay period)
Retro Pay Period date ____/____/____ (if current pay period, no retro date needed)

Reason for Change:

- Job Dialogue Job Reclassification
- Market Adjustment Promotion

Current Hourly Rate (\$) _____ New Hourly Rate (\$) _____
 Hourly/ Non-Exempt -or- Salary/ Professional?

Job Code Change Effective Date ____/____/____ (Must be effective for the entire pay period)

Write in a new Job Code and circle a Benefit Category (PRSM) if applicable.

New Job Code _____ (see job code listing in PBS Manual) Effective Date ____/____/____

Benefit Category (is this a promotion?) BC1 / BC2 / BC3 / BC4 / BC5 Effective Date ____/____/____

Team and Department Change(s)

(NOTE: For Team and Department changes within location only! Use "Transfer Form" for transfers between locations)

Effective Date ____/____/____ (Must be effective for the entire pay period)

Current Team _____ New Team _____

Current Department _____ New Department _____

Team Member Level and Status Change(s)

(NOTE: Please complete only the information that is changing)

Team Member (Be sure to check your GIG for all Team Member requirements and PRSM.)

Date of Team Member Vote: 12/12/13

Full/Part time Status (Please Circle One. Check with PBS for applicable PT/FT status)

PT / PT20 / FT / PTSN / ETSN Effective Date ____/____/____ (Must be effective for the entire pay period)

Team Member Signature: _____

Date: _____

Team Leader Signature: _____

Date: 12-12-13

Additional Signature (if required): _____

Date: _____

1295761



Unsatisfactory Work Warning

Team Member Name

Social Security # -

Team

Position

Date (month/day/year)

Team Leader

Previous Warning? Yes No

If yes, Oral Written

Date (month/day/year)

Team Leader

Reason(s) for warning notice:

Work Habits:

- Lateness
- Absenteeism
- Untidy Work Area
- Dress Code Violation
- Personal Untidiness/Poor Hygiene

Attitude:

- Poor Relationship with Team Members
- Poor Customer Service
- Insubordination
- Negligence

Performance:

- Carelessness
- Unreliability
- Low Productivity/Work Speed
- Inaccuracy

Other (list)

Details of Above:

Nicholas Coffee has 4 infractions in 30days. 5/27/14 (Late 11 min),6/03/14 (Late 27min),6/14/14 (Called out) 6/24/14 21 (Late 21Mins) .Per the general information guidebook this is considered excessive, and cause for a Written Warning.

(Reviewer must explain all that is checked above in detail here.)

Unsatisfactory Work Warning

Corrective actions and guidelines to change problems mentioned:

Corrective Actions: This is a Written Warning, Nicholas Coffee needs to maintain a satisfactory level of performance in all areas, including giving good and friendly customer service, following the directions of his supervisors, following all company and store policies and procedures, and behave in a professional manner with all persons associated with our business. Nicholas must also follow all Whole Foods Market policies and procedures. Nicholas must follow the schedule and be on time for his scheduled shift. Failure to do so will result in further disciplinary action, up to and including a Final Warning. Improvement must be immediate and continual.

Probationary Period? Yes No If yes, How long? _____

Team Member's Statement (Optional):

Empty box for Team Member's Statement.

I have read this form.

Team Member's Signature

Nicholas Coffee

Date 6/24/14

Team Leader's Signature

N. D. [Signature]

Date 6/24/14

(Check if applicable)

THIS IS A FINAL WARNING.

FAILURE TO CORRECT THIS SITUATION WILL RESULT IN TERMINATION.

Team Member's Signature

Date

(Place Original in Personnel File.)

witness: *[Signature]* TMS 6/24/14



Corrective Action Notice

Team Member Name: Nicholas Coffee Member ID: 1295761
 Team: Produce Position: Supervisor
 Date: 9/7/16 Team Leader: Joshua Stenseth
 (Month/day/year)

Previous Warning? Yes No Final Written Warnings on File? Yes No

If yes, Oral Written If yes, how many finals are on file? _____

List dates of previous warnings:

Date: _____ Date: _____ Date: _____
 (Month/day/year) (Month/day/year) (Month/day/year)

Reason(s) for corrective action notice:

Time & Attendance Policy violation Customer Service Work Performance

Level of Correction action: (Check applicable box)

Written FINAL Written Warning EGREGIOUS FINAL Warning

(If this is an egregious final being issued, please be advised that due to the nature of the infraction it will not lapse to a lesser warning in accordance with regional policies. Immediate termination will result if another occurrence of this nature happens during the duration of employment.)

(Reviewer must explain all that is checked above in detail here.)

This is a written warning for Nicholas Coffee. He has accumulated 4 attendance infractions in a 30 day period on the following dates: late on 8/14 by 1 hour and 1 minute; late on 8/24 by 1 hour and 7 minutes; late on 8/31 by 1 hour and 12 minutes; and an unexcused call out on 9/6.

According to the GIG page 112, "excessive absenteeism and tardiness can be generally defined as 3 events in 30 days or 4 events in 90 days."

(Scan Original into Personnel File.)

Rev. 5/2016 TMS-NE

Corrective Action Notice

Corrective actions and guidelines to change outlined concerns:

Nicholas Coffee must show up and be on time for all scheduled shifts/meal time and follow correct reporting procedures at all times. Per the GIG on page 111, "Tardiness occurs when a Team Member is over ten minutes late for the start of the shift. We expect Team Members to be punched in, on the sales floor in the department, and in dress code no later than ten minutes from the start of the shift." [He/she] must also follow all other Whole Foods Market policies and procedures. Improvement must be immediate and continual. Failure to do so will result in further disciplinary action up to and including separation.

Team Member's Statement (Optional):

My signature below acknowledges that the contents of this document have been reviewed with me and that this corrective counseling will remain active and on file in my personnel file as per the General Information Guide (GIG). Additionally, I have been advised that in the event of the occurrence of any situation warranting the issuance of a third final written warning (egregious or otherwise), during my tenure with Whole Foods Market, my employment will be terminated.

TM refuses to sign

Team Member: _____

	PRINT NAME	SIGNATURE	DATE
Team Leader:	<i>Brian Garcia</i>	<i>B Garcia</i>	<i>9/9/16</i>

	PRINT NAME	SIGNATURE	DATE
Witness:	<i>ANTHONY SIMMONS</i>	<i>[Signature]</i>	<i>9/9/2016</i>
	PRINT NAME	SIGNATURE	DATE

(Scan Original into Personnel File.)

Rev. 5/2016 TMS-NE



Job/Personal Change Sheet



Use this form to record a change in pay rate, team change, status or personal changes, such as address and phone number. Please complete only the applicable sections. Please fax this form to Central Payroll when complete.

Please Print Legibly

Team Member Name Nicholas Coffee Team Member ID # 1225761

Location (Store) MTE

Pay Rate Change Effective Date 3/30/16 (Rates must be effective for the entire pay period)
Retro pay period date / / (if current pay period, no retro date needed)

Reason for Pay Rate Change: Market Adjustment
 Job Dialogue *** Date of Last Job Dialogue 9/16/15
 Promotion: New Job Code _____ (Is there a benefit category change related to PRSH?)
 Job Reclassification: New Job Code _____ % 16.11

Current Hourly Rate \$ 15.49 New Hourly Rate \$ 16.11

Hourly/Non-Exempt? -or- Salary/Professional?

Team Change (NOTE: For Team changes within location only! Use "Transfer Form" for transfers between locations.)

Effective Date / / (Must be effective for the entire pay period)

Current Team _____ New Team _____ New Job Code _____

Team Level Status Change(s) (Please complete only the information that is changing.)

Team Member (Be sure to check your GIG for all Team Member requirements and PRSH.)

Date of Team Member Vote / /

Full/Part-Time Status (Please Circle One. Please check with PBS for applicable PT/FT status.) **PT** / PT20 / FT / PTSN / FTSN

Effective Date / /

Please write in a new Job Code (a.) & circle a Benefit Category (PRSH) (b.) if applicable.

a. Job code _____ (See Job Code Listing in PBS Manual.) Effective Date / /

b. Benefit Category (Is this a promotion?): **BC1** / BC2 / BC3 / BC4 / BC5 Effective Date / /

Personal Changes Effective Date / /

Team Member Name _____

Address _____ Apt. # _____ City _____

State _____ Zip _____ Home Phone # () _____

Team Member Signature [Signature] Date _____

Team Leader Signature N. Nicholas Date 3/4/16

Additional Signature (if required) [Signature] Date 3/11/16

<p>5. Store/Facility, Product, and Company Knowledge: (Core Value: Educating Customers) Knows location &/or use of store/facility products and how departments function. Can help customers throughout store. Understands Core Values, Good Organics, and GIG book.</p> <p>(E) Exceptional: Knows enough about company to help perform store orientations. Can give input on new concepts for other departments. Generally understands the whole operation of the store and/or facility.</p> <p>(M) Meeting: Knows where all departments are located and the work involved in each department. Knows location of most product categories. Basic knowledge of GIG, Core Values, and Good Organics.</p> <p>(I) Improvement Needed: Doesn't understand how most of the other departments function. Is not sure where all products are in the store or how to use them. Unclear as to what Core Values are and why they matter.</p>	<p>Circle one</p> <table border="1"> <tr> <td>TM</td> <td>TL</td> </tr> <tr> <td><input checked="" type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> </table>	TM	TL	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
TM	TL								
<input checked="" type="radio"/>	<input type="radio"/>								
<input type="radio"/>	<input type="radio"/>								
<input type="radio"/>	<input type="radio"/>								

TM Comments

Through good product knowledge we can ~~improve~~ improve the experience of our customers

TL Comments

<p>6. Communication: (Core Value: Open and Timely Information) How well is leadership kept informed of situations that affect the store/facility? Are pertinent personal issues or schedule issues, such as swapping shifts, communicated to leadership? Is feedback given at meetings? Are appreciations publicly expressed?</p> <p>(E) Exceptional: Communicates about departmental as well as store issues. Finds solutions to issues. Is a publicly supportive and appreciative individual.</p> <p>(M) Meeting: Leadership is informed of all business issues. Contributes at meetings. Publicly appreciates other TMs.</p> <p>(I) Improvement Needed: Doesn't as yet know what is important to tell TL, or forgets to tell TL. Not supportive of other TMs.</p>	<p>Circle one</p> <table border="1"> <tr> <td>TM</td> <td>TL</td> </tr> <tr> <td><input checked="" type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> </table>	TM	TL	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
TM	TL								
<input checked="" type="radio"/>	<input type="radio"/>								
<input type="radio"/>	<input type="radio"/>								
<input type="radio"/>	<input type="radio"/>								

TM Comments

A thorough channel of communication helps the productivity of our departments

TL Comments

<p>7. Customer Service: (Core Value: Shared Fate & Exceptional Customer Service) Enthusiasm for the job. Belief and practice of Core Values. Does TM deal professionally with TMs, leadership, and customers? Does TM give professional impression?</p> <p>(E) Exceptional: Highly enthusiastic. Contributes consistently to a positive workplace. Core Values demonstrated regularly. Exceptional personal presentation; neat and tidy. Excellent interpersonal skills. Excellent customer service skills.</p> <p>(M) Meeting: Positive outlook about work and duties. Demonstrates store values. Dress code is adhered to. Good customer service skills.</p> <p>(I) Improvement Needed: Needs to work on being positive. Interpersonal skills need development. Core Values are not demonstrated consistently. Adherence to dress code may need improvement. Customer service adequate.</p>	<p>Circle one</p> <table border="1"> <tr> <td>TM</td> <td>TL</td> </tr> <tr> <td><input checked="" type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> </table>	TM	TL	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
TM	TL								
<input checked="" type="radio"/>	<input type="radio"/>								
<input type="radio"/>	<input type="radio"/>								
<input type="radio"/>	<input type="radio"/>								

TM Comments

I look forward to coming to work and I try to create a positive work environment

TL Comments

<p>8. Attendance and Punctuality: (Core Value: Self Responsibility) Following the GIG guidelines since last review.</p>	<p>Meets: TM <input checked="" type="checkbox"/> TL <input checked="" type="checkbox"/></p> <p>Does not Meet: TM <input type="checkbox"/> TL <input type="checkbox"/></p>
--	---

Goals and Accomplishments (use a separate page for any category 9 to 14 as needed)

<p>9. Describe Strengths and accomplishments: TM</p> <p>Good Communicator, hard worker, good leader</p>	<p>Describe Strengths and accomplishments: TL</p>
<p>10. Areas for Development: TM</p> <p>Helping others develop into great workers</p>	<p>Areas for Development: TL</p>
<p>11. Future Goals: TM</p> <p>To become A Produce team leader</p>	<p>Future Goals: TL</p>
<p>12. How can your TL help you?</p> <p>Coach to help educate me on Product Knowledge and Company Standards.</p>	
<p>13. TM Comments:</p>	
<p>14. Team Leader Overall Recap of Job Effort and Performance: (use additional page if necessary)</p>	

TM Signature: *Mitchell*

Date: _____

TL Signature: _____

Date: _____

II. Optional Measures for Supervisors/Buyers/ATL's, and Administrative Team

All or just one of the following categories may apply to the individual. The TM and the TL should decide which of these categories require feedback.

15. Supervisory Skills (for Shift Supervisors): Take charge of tasks, dept. or shift and completes requirements. Creative problem solver.	Circle one	
	TM	TL
	(E) Exceptional: Exceptional leadership skills. Respected by TMs. Ready to advance to leadership.	(E) E
	(M) Meeting: Reliable leader, good at solving issues. Able to have team follow his or her direction.	M M
(I) Improvement Needed: Unsure of authority, timid about taking charge. Responsibilities not always understood or followed through on.	I I	

TM Comments

Informing tons on dept standards goals, and ways to improve the dept consistently.

TL Comments

16. Safety and Sanitation (perishable teams): Adheres to safety, sanitation compliance, handling equipment, and reporting unsafe conditions. Attention to TM training and willingness to rectify any unsafe conditions.	Circle one	
	TM	TL
	(E) Exceptional: Attended Servsafe, if applicable. Trains new hires on proper safety and sanitation procedures. Have exemplary standards of safety and sanitation execution.	(E) E
	(M) Meeting: Follows all safety and sanitation standards. Reports unsafe equipment and practice. Ensures that all new hires in department under their direction, are aware of safe procedures. Good execution of standards.	M M
(I) Improvement Needed: Not clear on all safety and sanitation guidelines, or has poor execution of safety, and sanitation.	I I	

TM Comments

We do well on avoiding injuries, but improvement in cooler conditions and bucketed clutter.

TL Comments

17. Organization of Work: Organization of work space and time. Meets deadlines. Appropriately handles paperwork.	Circle one	
	TM	TL
	(E) Exceptional: Known as a "go to" person to get things organized and accomplished on time. Tracks things for TL and other TMs. Methodical and prompt. Deadlines met.	(E) E
	(M) Meeting: Rarely misses deadlines. Communicates when deadlines are going to be missed. Does not lose things. Work is complete, neat and accurate.	M M
(I) Improvement Needed: Doesn't know the best way to get things accomplished on time. Work may be somewhat incomplete, or may need to be done over for clarity or to correct errors. Deadlines seldom met.	I I	

TM Comments

Just always remaining informed on standards, inventory, sales, so that when problems arrive we can remedy quickly.

TL Comments

Comments on Supervisory/Leadership Style: Using the following list of attributes, comment on these items in the space below. If necessary, attach another sheet.

Training New Hires	Critical Thinking	Personal Development
Coaching	Approachability	Advancement
Openness to TM ideas	Supporting WFM Philosophy	Respect of Team

TM COMMENTS:

TL COMMENTS:

View Worker

Nathan Nakhid

Nicholas Coffee Produce Supervisor

P2098395 Produce Supervisor

[View Team](#)

Nathan Nakhid
Manager

Nicholas.Coffee@wholefoods.com

10408-MTE 57th Street

Job Contact Personal Compensation Pay Time Off

Compensation Pay Change History

Pay Change History - Items

Effective Date	Compensation Action	Reason	Total Salary & Allowances
09/30/2015	Ad-hoc Compensation Change	Request Compensation Change > Request Compensation Change > Job Catalogue	15.49
03/16/2015	Transfer Compensation Change	Transfer > Transfer > Transfer (New Location, Same Status)	14.75
11/03/2014	Transfer Compensation Change	Transfer > Promotion/Transfer > Promotion/Transfer - Supervisory Organization Change (Location Change or Team Change)	14.00
04/14/2014	Ad-hoc Compensation Change	Request Compensation Change > Conversion > Conversion	11.00
03/16/2014	Ad-hoc Compensation Change	Request Compensation Change > Conversion > Conversion	10.00

Whole Foods Market		TEAM MEMBER JOB DIALOGUE FORM		REVISED Jan. 2009.
Instructions: Step 1: TM should first review each of the categories, reading the description of what is being measured, and then circle the appropriate rating in the left-hand box that most accurately reflects how you are performing your job. If more than half of the traits describe you in each category, circle that box. This completes the self-assessment portion of your Job Dialogue. Step 2: Turn in your self-assessments to your Team Leader. They will complete their portion indicating how they evaluate your work. Step 3: The Team Leader will schedule a meeting with the TM within 5 days of the TM giving this form to their supervisor.				
TM NAME: <u>Nicholas Coffee</u>		TL NAME: <u>Nathan Nettek</u>		DATE OF LAST JOB DIALOGUE
DEPARTMENT: <u>Produce</u>		REASON: (circle one) <u>6 month annual</u> new position		DATE GIVEN TO TL:
1. Knowledge of Job: Core Value: TM Excellence and satisfying customers. Understanding of job responsibilities and other closely related work. How often supervisor and direction required. Adherence to policies.				Circle one TM TL
(E) Exceptional: Thorough, completely informed, broad knowledge of related work in and outside department. (M) Meeting: Good work shop knowledge of the job. Occasionally needs follow-up and direction. (I) Improvement Needed: Needs direction several times a day. Not all aspects of job are known or understood.				<input checked="" type="radio"/> E <input type="radio"/> E <input type="radio"/> M <input type="radio"/> M <input type="radio"/> I <input type="radio"/> I
TM Comments <u>Always trying to learn in any possible way to help my team and the Company</u>				
TL Comments				
2. Productivity: Core Value: TM Excellence and satisfying customers. How much work is actually achieved while maintaining quality standards. Is your direction complete and most beneficial? Do you contribute fully in the department or do others have to complete or redo your assigned tasks?				Circle one TM TL
(E) Exceptional: Top producer of work. Work well ahead of schedule in consistently available in completing tasks ahead of schedule. All are complete with very few errors and a high level of quality. (M) Meeting: Meets goals and is completely good about meeting requirements. Careful attention to detail. Good work habits. (I) Improvement Needed: Will not achieve all assigned tasks in the day. Slowly and usually by the end of the shift. Similar experience has not developed speed. Makes errors more frequently than others in the department.				<input checked="" type="radio"/> E <input type="radio"/> E <input type="radio"/> M <input type="radio"/> M <input type="radio"/> I <input type="radio"/> I
TM Comments <u>Consistent delegating and communication with all leadership on what to track.</u>				
TL Comments <u>Improve.</u>				
3. Decision Making/Judgment: Core Value: Self-Directed Team. TM follows company policy, procedure, and Core Values. Follows direction or decision when making decision or judgment. Other TMs, customers, and self. How do personal issues affect judgment?				Circle one TM TL
(E) Exceptional: Follows company policy and procedure, helps new hire learn correct policy and procedure. Sound decision making skills. Personal issues do not affect job performance. (M) Meeting: Generally follows company policy and procedure. Able to take information and apply it to the job appropriately. Personal issues do not cloud judgment. (I) Improvement Needed: Needs to develop better judgment. Decision-making ability is not consistent. Personal issues sometimes interfere with work.				<input checked="" type="radio"/> E <input type="radio"/> E <input type="radio"/> M <input type="radio"/> M <input type="radio"/> I <input type="radio"/> I
TM Comments <u>Just always make sure to weigh the repercussions of decisions.</u>				
TL Comments				
4. Teamwork: Core Value: Self-Directed Team. Willingness to differ in order to meet department goals. Can be flexible in their schedule. Accepting of change. Willingness to volunteer to help in tasks and follow up on responsibilities.				Circle one TM TL
(E) Exceptional: Reliably steps forward to help in crises. Always available to help to work. Flexible with schedule. Volunteers to help others. Comfortable handling almost any issue. Good follow through. (M) Meeting: Works well on group efforts. Somewhat flexible. Occasionally volunteers to help in team work. Works within schedule. Will usually finish what they start. Communicates what they can't. Good follow-up on issues. Uses power appropriately. (I) Improvement Needed: Needs to develop teamwork & collaboration skills. Resists change. Unwilling to be flexible. Sometimes forgets responsibilities. Needs to be reminding team to get things done.				<input checked="" type="radio"/> E <input type="radio"/> E <input type="radio"/> M <input type="radio"/> M <input type="radio"/> I <input type="radio"/> I
TM Comments <u>Good teamwork just means accomplishing a lot more together.</u>				
TL Comments				

Job Dialogue

1. Knowledge of Job (M/E)

Nick has good knowledge of his duties and responsibilities as produce Supervisor. He comes to work on time, in dress code ready for the day and can do multi task and work on many things at a time.

2. Productivity (M/M)

Nick works fast, neat and very easy to talk to but needs to be more organized and more pro active. He needs to take more ownership instead of waiting for direction from leadership.

3. Decision Making (M/E)

Nick always follows company policies and procedures and has good decision-making skills. He is able to take information and apply it to his job accordingly. He does not allow personal problems to cloud his judgment.

4. Teamwork (M/E)

Nick is a team player. He is always willing to help his fellow produce team members and is happy to do it. He has an open availability and very reliable team, Easy to work with.

5. Store Knowledge (M/M)

He has great working knowledge of the departments in the store and the work involved within them. He has general knowledge of where our products are located and he can easily answer customer inquiries about our products.

6. Communication (M/E)

Leadership wants nick to communicates more. Make sure write recap everyshift about product run out. He makes sure our quality is the best and keeps us in the loop of what's going on in department.

7. Customer Service (E/M)

He is great with customers. He is always willing to go the extra mile for them and get them what they need. We see him interacting with customer.

Strengths

- Good attendance
- Great attitude
- Excellent team player
- Reliable team member
- Great customer service

Development:

- Continue training new team members
- We wish one day he will be in Leadership group
- Own more responsibility in department.

Goals:

We would like Nick to continue his passion with our produce department. Nick is a good Supervisor and would love to see him move up with the company.

Overall recap:

Nick should work on getting trained in other areas like understanding Store Ops and numbers also sign making which is very important to have an accurate sign all the time.

WHOLE FOODS MARKET JOB DIALOGUE

TM Nicholas coffee ID# 1295761

TL Nathan Nakhid TEAM Produce

Date Turned In 9/11/16

Last Job Dialogue 9/16/15

The above TM has turned in a Job Dialogue.
Please take the time to sit down and have a constructive exchange.

It's policy that the TM receives feedback within two weeks of receipt.
If there should be a pay rate increase please fill out a Job/Personal Change Sheet.

Thank you.
PBS

PLEASE RETURN NO LATER THAN

3/30/16

(late returns result in RETRO \$)

EXHIBIT K

Whole Foods Market Group Inc 550 Bowie Street Austin, TX 78703 +1 (512) 4775566							
Name	Company		Employee ID	Pay Period Begin	Pay Period End	Check Date	Check Number
Thierno Diallo	Whole Foods Market Group Inc		1270142	11/10/2014	11/23/2014	11/28/2014	

Current	Gross Pay	Pre Tax Deductions	Employee Taxes	Post Tax Deductions	Net Pay
YTD	955.10	82.84	150.56	4.85	716.85
	15,635.06	851.14	2,151.35	68.97	12,563.60

Earnings						Employee Taxes			
Description	Dates	Hours	Rate	Amount	YTD	Description	Amount	YTD	
Holiday Overtime					553.21	OASDI	58.14	934.36	
Labor Surplus					1,273.24	Medicare	13.60	218.52	
Gainsharing Overtime Adju					0.11	Federal Withholding	33.00	350.65	
OverTime Pay					2.77	State Tax - NY		265.80	
Gainsharing Pool Payout					115.13	State Tax - NY	26.73	103.15	
Paid Time Off					92.00	City Tax - NY	17.89	251.47	
Regular Hourly	11/10/2014-11/23/2014	78.35	12.19	955.10	13,598.60	NY SDI - NYSDI	1.20	27.40	
Earnings					955.10	15,635.06	Employee Taxes	150.56	2,151.35

Pre Tax Deductions			Post Tax Deductions		
Description	Amount	YTD	Description	Amount	YTD
401K %	9.56	155.78	Long Term Disability	4.85	68.97
Life Insurance	2.28	34.20			
Medical Insurance	15.00	30.00			
TBPRE	56.00	631.16			
Pre Tax Deductions	82.84	851.14	Post Tax Deductions	4.85	68.97

Employer Paid Benefits			Taxable Wages		
Description	Amount	YTD	Description	Amount	YTD
Employer Paid Medical	89.60	179.20	OASDI - Taxable Wages	937.82	15,070.36
PWA2	0.00	1,199.90	Medicare - Taxable Wages	937.82	15,070.36
			Federal Withholding - Taxable Wages	872.26	14,783.92
Employer Paid Benefits	89.60	1,379.10			

PTO Amounts			
Description	Accrued	Reduced	Available
WFM US Service Hours Time Off I	78.35	0	2733.52

Payment Information				
Bank	Account Name	Account Number	USD Amount	Payment Amount
BANK NAME	1ST ACCOUNT	*****0983		716.85 USD

EXHIBIT L



Unsatisfactory Work Warning

Team Member Name

Social Security # -

Team

Position

Date (month/day/year)

Team Leader

Previous Warning? Yes No

If yes, Oral Written

Date (month/day/year)

Team Leader

Reason(s) for warning notice:

Work Habits:

- Lateness Absenteeism Untidy Work Area Dress Code Violation
- Personal Untidiness/Poor Hygiene

Attitude:

- Poor Relationship with Team Members Poor Customer Service Insubordination
- Negligence

Performance:

- Carelessness Unreliability Low Productivity/Work Speed Inaccuracy

Other (list)

Details of Above:

Pria and Aminata, another floral tm, had an altercation on the sales floor on June 15th. Pria asked Aminata if she could wrap some flowers for a customer that asked her to do it.

Aminata attended to the customer. Afterwards, Aminata asked her why she couldnt do it and Pria raised her voice and stated that she should 'just walk away'.

(Reviewer must explain all that is checked above in detail here.)

Unsatisfactory Work Warning

Corrective actions and guidelines to change problems mentioned:

Pria needs to conduct herself better under pressure and know how to prioritize her daily job responsibilities. She needs to communicate better with the floral tm's.

Pria s expected to follow all Whole Foods Market policies and procedures. Improvement must be immediate and continual. Failure to do so will result in further disciplinary action.

Probationary Period? Yes No If yes, How long? _____

Team Member's Statement (Optional):

Empty rectangular box for Team Member's Statement.

I have read this form.

Team Member's Signature *Pria D*

Date *06/20/11*

Team Leader's Signature

Date

(Check if applicable)

THIS IS A FINAL WARNING.

FAILURE TO CORRECT THIS SITUATION WILL RESULT IN TERMINATION.

Team Member's Signature

Date

(Place Original in Personnel File.)

✓
KS

Job/Personal Change Sheet

Use this form to record a change in pay rate, team change, status or personal change, such as address and phone number. Please complete only the applicable sections. Please fax this form to Central Payroll when complete.

Please Print Legibly

Team Member Name Ewing Prid Team Member ID # 1235490

Location (State) EW

Pay Rate Change Effective Date / / (Rates must be effective for the entire pay period)
Rates pay period date / / (If across pay periods, no rates date needed)

Reason for Pay Rate Change: Merit Adjustment
 Job Dialogue Date of Last Job Dialogue / /
 Promotion: New Job Code (Is there a benefit category change relative to PRSHP?)
 Job Reclassification: New Job Code

Current Hourly Rate \$ New Hourly Rate \$
 Hourly/Non-Exempt Salary/Professional

Team Change (NOTE: For Team changes within location only! Use "Transfer Form" for transfers between locations.)

Effective Date / / (Must be effective for the entire pay period)
 Current Team New Team New Job Code

Team Level Status Change(s) (Please complete only the information that is changing.)

Team Member (Be sure to check your GIG for all Team Member requirements and PRSHP.)
 Date of Team Member Vote 5 / 27 / 11

Full/Part Time Status (Please Circle One. Please check with PBS for applicable PT/FT status.) PT / PT20 / FT / FT20 / FT25

Effective Date / /


Please write in a new Job Code (a.) & circle a Benefit Category (PRSHP) (b) if applicable:
 a. Job Code (See Job Code Listing in PBS Manual) Effective Date / /
 b. Benefit Category (Is this a promotion?): BC1 / BC2 / BC3 / BC4 / BC5 Effective Date / /

Personal Changes Effective Date / /

Team Member Name
 Address Apt. # City
 State Zip Home Phone # ()


Team Member Signature [Signature] Date / /
 Team Leader Signature [Signature] Date 6/7/11
 Additional Signature (if required) [Signature] Date 6-7-11

Job Personal Change Sheet/PBS Word Page 1 of 1 Rev. 12/21/06 TMS - TJC

[New Window](#) | [Help](#) | [Customize Page](#) | 

Summary | Job History | Paycheck History

Job History

Location	10408 / MTE	Period Begin Date	05/26/2014	
Name / TM ID	Pria Ewing / 1235490	Period End Date	06/08/2014	
Status / FTPT	Active / Full-Time	Rate	\$16.79 / Hourly	
Address	3480.3rd Ave Apt 9a Bronx, NY 10456 718/427-4886			

Effective Date	Action Date	Action	Description	Job Code	Job Code Description	Comp Rate	Employee Status	First	Acco Code
03/17/2014	03/28/2014	Data Change	Job Code Change	S313	Perishable Buyer/Spec	\$15.79	Active	9120	
01/06/2014	02/28/2014	Return from Leave	Return from Leave w/Benefits	S105	*Floral Buyer/Specialist	\$15.79	Active	9120	
11/10/2013	11/12/2013	Data Change	PWA Level Change	S105	*Floral Buyer/Specialist	\$15.79	Leave W/Py	9120	
11/07/2013	12/02/2013	Paid Leave of Absence	Family Medical Leave	S105	*Floral Buyer/Specialist	\$15.79	Leave W/Py	9120	
05/27/2013	06/07/2013	Pay Rate Change	Job Dialogue	S105	*Floral Buyer/Specialist	\$15.79	Active	9120	
11/12/2012	11/25/2012	Pay Rate Change	Promotion	S105	*Floral Buyer/Specialist	\$14.76	Active	9120	
08/26/2012	08/28/2012	Data Change	PWA Level Change	S016	Floral Service Team Member	\$11.24	Active	9120	
08/13/2012	08/23/2012	Pay Rate Change	Transfer	S016	Floral Service Team Member	\$11.24	Active	9120	
08/13/2012	08/23/2012	Transfer	Transfer - No Benefits Impact	S016	Floral Service Team Member	\$10.70	Active	9120	
03/26/2012	04/02/2012	Pay Rate Change	Job Dialogue	S016	Floral Service Team Member	\$10.70	Active	9120	
12/18/2011	12/20/2011	Data Change	PWA Level Change	S016	Floral Service Team Member	\$10.00	Active	9120	
11/07/2011	11/19/2011	Data Change	P20 to Full Time	S016	Floral Service Team Member	\$10.00	Active	9120	
09/02/2011	09/01/2011	Data Change	Benefits Eligible	S016	Floral Service Team Member	\$10.00	Active	9120	
08/28/2011	08/30/2011	Data Change	Service Hours Eligibility Met	S016	Floral Service Team Member	\$10.00	Active	9120	
08/15/2011	08/19/2011	Data Change	Bedrock Data Conversion	S016	Floral Service Team Member	\$10.00	Active	9120	
06/06/2011	06/09/2011	Data Change	New Member / Team Member	S016	Floral Service Team Member	\$10.00	Active	9120	
03/22/2011	04/05/2011	Hire	New Hire	S016	Floral Service Team Member	\$10.00	Active	9120	

http://hrprd.wholefoods.com/psc/hrprd/EMPLOYEE/HRMS/c/WFM_CUSTOM_PROCES... 5/26/2014

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PRIA EWING

JOB DIALOGUE

A. KNOWLEDGE AND QUALITY OF JOB DUTIES PERFORMED AS THEY RELATE TO THE JOB REQUIREMENTS.

Pria has great knowledge of job duties and is always available in any area of the store for all types of assistance. She currently is managing the floral dept which has high comps and is taking extra responsibility in the Produce Department.

B. GENERAL FACTORS

PRODUCTIVITY- pria's work ethic is great..works in both floral and produce and the job always get done on time.

CREATIVITY- she loves to create beautiful displays and show case her work. Always trying to improve the appearance of the dept.

SAFETY- she is actually incharge of safety in both produce and floral and takes it very serious.

DECISION MAKING- pria makes good decisions based on the needs of the department and always brings it to leadership if she doesn't know.

TEAM WORK- always available to help out in any area needed being floor or office duties

COMMUNICATION- pria does communicate with leadership and now will start to communicate with store leadership and regional leadership as well.

CONFIDENTIAL

WFM 01179

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C. ATTITUDE

DEDICATION / COMMITMENT- 100% dedicated to Produce & Floral Wholefoods Market

MOTIVATION- Never shows tiredness and always comes ready for action. Doesn't need supervision and completes all tasks.

ADHERENCE TO POLICIES / PROCEDURES — Follows all company policies and makes sure everyone else does too.

D. CUSTOMER SERVICE

INITIATIVE W/CUSTOMERS- She is great with customers and loves to interact and get to know them. Always makes customers her first priority and won't stop till they are satisfied.

ATTENTIVENESS- She is always attentive and knows who needs help and who needs delegation. Gives customers undivided attention all day.

COMMUNICATION W/CUSTOMERS- Customers come just for her..this is the type of relationship she has with customers, if they mention something or have request she will make sure we are all on same page and following up with customer.

PRODUCT / AREA KNOWLEDGE- Pria has great product knowledge and knows she can keep learning more and more and is hungry for knowledge.

APPEARANCE- Approachable and well groomed. Shows leadership qualities.

E. TRAINING- Pria always trains new tms first then makes sure supervisors are working with them buddled up. Pria is also key part of PWA and buying training.

F. EXTRA RESPONSIBILITY- pria helps produce out a lot on whatever needs to be done...team player.

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WFM 01180

WHOLE FOODS
M A R K E T
JOB DIALOGUE

TM Pria Ewing ID# 1235490

TL Nathan Nakhid TEAM Produce

Date Turned In 5/26/15

Last Job Dialogue 5/26/14

The above TM has turned in a Job Dialogue.
Please take the time to sit down and have a constructive exchange.

It's policy that the TM receives feedback within two weeks of receipt.
If there should be a pay rate increase please fill out a Job/Personal Change Sheet.

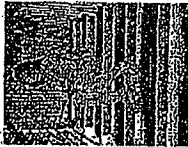
Thank you.
PBS

PLEASE RETURN NO LATER THAN

6/9/15
(late returns result in RETRO \$)

View Worker: Pria Ewing -
P1235490 Perishable Buyer/Spec

06:27 PM
05/27/2015
Page 1 of 1



Perishable Buyer/Spec
10400-MTE 57th Street
Nathan Nakhid
Pria.Ewing@wholefoods.com

Table of Contents
Pay Change History
Compensation

Pay Change History						
Pay Change History						
Effective Date	Compensation Action	Reason	Total Salary & Allowances	Total Base Pay	Currency	Frequency
06/23/2014	Ad-hoc Compensation Change	Request Compensation Change > Conversion > Conversion	16.74	16.74	USD	Hourly
03/17/2014	Ad-hoc Compensation Change	Request Compensation Change > Conversion > Conversion	16.79	16.79	USD	Hourly

Compensation Totals			
Total Salary & Allowances	Total Base Pay	Currency	Frequency
16.74	16.74	USD	Hourly
Compensation Compensation Package: WFM Comp Package Grade: 3 Grade Profile: US Stores NE Hourly Company: 004 Whole Foods Market Group Inc			
Plan Assignments			
Effective Date	Plan Type	Compensation Plan	Assignment
06/23/2014	Hourly	US - Hourly Plan	16.74 USD Hourly

Whole Foods Market		TEAM MEMBER JOB DIALOGUE FORM		REVISED Jan. 2003
Instructions:				
Step #1: TMs should first review each of the 8 categories. Read the description of what is being measured, and then circle the appropriate rating in the right-hand box that most accurately reflects how you are performing your job. If more than half of the traits describe you in that category, circle that box. This completes the "self assessment" portion of your Job Dialogue.				
Step #2: Turn in your "self assessment" to your Team Leader. They will complete their portion indicating how they evaluate your work.				
Step #3: The Team Leader will schedule a meeting with the TM within 15 days of the TM giving this form to their supervisor.				
TM NAME: PRIA EWING	TL NAME: NATHAN NAHKID	DATE OF LAST JOB DIALOGUE 5/26/2014		
DEPARTMENT: FLORAL SPECIALIST	REASON: (circle one) 6 month annual new position	DATE GIVEN TO TL: 5/26/2015		
1. Knowledge of Job: (Core Value: TM Excellence and Satisfying Customers) Understanding of job responsibility and other closely related work. How often is supervision and direction required? Adherence to Dress Code.				Circle one TM TL
(E) Exceptional: Thorough; completely informed; broad knowledge of related work in and outside department.				E E
(M) Meeting: Good working knowledge of the job. Occasionally needs follow-up and direction.				M M
(I) Improvement Needed: Needs direction several times a day. Not all aspects of job are known &/or understood.				I I
TM Comments My understanding of the job is outstanding. I know what is expected of me and what the job needs. I am always in dress code and my leadership can trust that the work will get done.				
TL Comments				
2. Productivity: (Core Value: TM Excellence, Creating Wealth, and Satisfying Customers) How much work is actually achieved while maintaining quality standards? Is work thorough, complete, and neat? Does this person contribute fully in the department or do others have to complete or redo his or her assigned tasks?				Circle one TM TL
(E) Exceptional: Top producer of work; works well under pressure. Is consistently reliable in completing tasks ahead of schedule, tasks are complete with very few errors and a high level of quality.				E E
(M) Meeting: Meets deadlines; competent; good output; satisfies requirements; is careful; amount of errors reasonable.				M M
(I) Improvement Needed: Might not achieve all assigned tasks for the day. Quantity or quality less than TMs of similar experience. Hasn't developed speed. Makes errors more frequently than other TMs or repeats errors.				I I
TM Comments I am knowledgeable in the different types of floral items, I work extremely well under pressure and I merchandise well. My leadership can trust that any task I take on will get completed in a timely manner.				
TL Comments				
3. Decision Making/Judgment: (Core Value: Self Directed Team) TM follows company policy, procedures, and Core Values. Follows leadership directions when making decisions for department, other TMs, customers, and self. How do Personal Issues affect judgment?				Circle one TM TL
(E) Exceptional: Follows company policies and procedures; helps new hires learn correct policy and procedures. Sound decision-making skills. Personal issues do not affect job performance.				E E
(M) Meeting: Generally follows company policies and procedures. Able to take information and apply it to the job appropriately. Personal issues do not cloud judgment.				M M
(I) Improvement Needed: Need to develop better judgment. Decision-making ability is not consistent. Personal issues sometimes interfere with work.				I I
TM Comments My leadership can trust that I will make the best decision for the team and the store. All policies are followed and leadership is also informed if something changes. Personal issues have not affected my job performance or the ability to train team members.				
TL Comments				
4. Teamwork: (Core Value: Self Directed Team) Willingness to pitch in to meet department goals. Can be flexible in their schedule. Accepting of change. Willingness to volunteer. Do they finish tasks and follow-up on responsibilities				Circle one TM TL
(E) Exceptional: Reliably steps forward to help in crises. Always available for extra work; flexible with schedule. Volunteers to help often. Competent and comfortable handling almost any issue. Good follow through.				E E
(M) Meeting: Works well on group efforts. Somewhat flexible. Occasionally volunteers for extra work; works with TL on schedule. Will usually finish what they start, communicates when they can't. Good follow-up on issues. Uses power appropriately.				M M
(I) Improvement Needed: Needs to develop teamwork &/or cooperation skills. Resists change. Unwilling to be flexible. Sometimes forgets responsibilities. Needs TL to remind them. Doesn't use initiative.				I I

5. Store/Facility, Product, and Company Knowledge: (Core Value: Educating Customers) Knows location &/or use of store/facility products and how departments function. Can help customers throughout store. Understands Core Values, Good Organics, and GIG book.		Circle one TM TL	
(E) Exceptional: Knows enough about company to help perform store orientations. Can give input on new concepts for other departments. Generally understands the whole operation of the store and/or facility. (M) Meeting: Knows where all departments are located and the work involved in each department. Knows location of most product categories, basic knowledge of GIG, Core Values, and Good Organics. (I) Improvement Needed: Doesn't understand how most of the other departments function. Is not sure where all products are in the store or how to use them. Unclear as to what Core Values are and why they matter.		E M I	E M I
TM Comments I am aware of store policies and company knowledge. I can converse with an employee or customer about history or store policies.			
TL Comments			
6. Communication: (Core Value: Open and Timely Information) How well is leadership kept informed of situations that affect the store/facility? Are pertinent personal issues or schedule issues, such as swapping shifts, communicated to leadership? Is feedback given at meetings? Are appreciations publicly expressed?		Circle one TM TL	
(E) Exceptional: Communicates about departmental as well as store issues. Finds solutions to issues. Is a publicly supportive and appreciative individual. (M) Meeting: Leadership is informed of all business issues. Contributes at meetings. Publicly appreciates other TMs. (I) Improvement Needed: Doesn't as yet know what is important to tell TL, or forgets to tell TL. Not supportive of other TMs.		E M I	E M I
TM Comments Communication needs to improve with my leadership team. I am working closely with them to improve this. My floral team members have no problem communicating with me and I have no problem communicating with them. I also communicate well with the team and store leadership.			
TL Comments			
7. Customer Service: (Core Value: Shared Fate & Exceptional Customer Service) Enthusiasm for the job. Belief and practice of Core Values. Does TM deal professionally with TMs, leadership, and customers? Does TM give professional impression?		Circle one TM TL	
(E) Exceptional: Highly enthusiastic. Contributes consistently to a positive workplace. Core Values demonstrated regularly. Exceptional personal presentation, neat and tidy. Excellent interpersonal skills. Excellent customer service skills. (M) Meeting: Positive outlook about work and duties. Demonstrates store values. Dress code is adhered to. Good customer service skills. (I) Improvement Needed: Needs to work on being positive. Interpersonal skills need development. Core Values are not demonstrated consistently. Adherence to dress code may need improvement. Customer service adequate.		E M I	E M I
TM Comments Excellent customer service! No complaints or misunderstandings. Also train team members how to upsell and suggestive selling.			
TL Comments			
8. Attendance and tardiness: (Core Value: Self Responsibility) following the GIG guidelines since last review. TM: Improving TL:			
Goals and Accomplishments (use a separate page for any category 9 to 14 as needed)			
9. Describe Strengths and accomplishments: TM <ul style="list-style-type: none"> Trainer: I have trained 2 specialist and currently training another Buyer certified 		Describe Strengths and accomplishments: TL	
10. Areas for Development: TM <ul style="list-style-type: none"> Aggression Communication Working closely with my leadership 		Areas for Development: TL	
11. Future Goals: TM <ul style="list-style-type: none"> Become an ATL 		Future Goals: TL	
12. How can your TL help you? My TL can help me by allowing me to work in produce and get out of floral, so I can become an ATL. I would like to become an ATL in the next 3 months.			
13. TM Comments:			

14. Team Leader Overall Recap of Job Effort and Performance: (use additional page if necessary)

TM Signature: *Amia Evans* Date: 5/21/15 TL Signature: _____ Date: _____

II. Optional Measures for Supervisors/Buyers/ATL's, and Administrative Team

All or just one of the following categories may apply to the individual. The TM and the TL should decide which of these categories require feedback.

15. Supervisory Skills (for Shift Supervisors): Take charge of tasks, dept. or shift and completes requirements. Creative problem solver.	Circle one TM TL	
(E) Exceptional: Exceptional leadership skills. Respected by TMs. Ready to advance to Leadership.	E E	
(M) Meeting: Reliable leader, good at solving issues. Able to have team follow his or her direction.	M M	
(I) Improvement Needed: Unsure of authority, timid about taking charge. Responsibilities not always understood or followed through on.	I I	
TM Comments I am ready to be on ATL. My team respects me and loves to work with me. I am reliable, passionate, and can solve issues on hand.		
TL Comments		
16. Safety and Sanitation (perishable teams): Adheres to safety, sanitation compliance, handling equipment, and reporting unsafe conditions. Attention to TM training and willingness to rectify any unsafe conditions.	Circle one TM TL	
(E) Exceptional: Attended Servsafe, if applicable. Trains new hires on proper safety and sanitation procedures. Have exemplary standards of safety and sanitation execution.	E E	
(M) Meeting: Follows all safety and sanitation standards. Reports unsafe equipment and practice. Ensures that all new hires in department, under their direction, are aware of safe procedures. Good execution of standards.	M M	
(I) Improvement Needed: Not clear on all safety and sanitation guidelines, or has poor execution of safety and sanitation.	I I	
TM Comments Safety is key in the floral department. We deal with sharp items, heavy buckets, and lifting. I make sure all of the team members working in floral know how to use the tools and are aware of the safety precautions.		
TL Comments		
17. Organization of Work: Organization of work space and time. Meets deadlines. Appropriately handles paperwork.	Circle one TM TL	
(E) Exceptional: Known as a "go to" person to get things organized and accomplished on time. Tracks things for TL and other TMs. Methodical and prompt. Deadlines met.	E E	
(M) Meeting: Rarely misses deadlines. Communicates when deadlines are going to be missed. Does not lose things. Work is complete, neat and accurate.	M M	
(I) Improvement Needed: Doesn't know the best way to get things accomplished on time. Work may be somewhat incomplete, or may need to be done over for clarity or to correct errors. Deadlines seldom met.	I I	
TM Comments I am an extremely organized person. My communications log is clearly written and understandable. My leadership group can find anything in the floral department and in the TL files I work with cleanliness and neatness.		
TL Comments		
Comments on Supervisory/Leadership Style: Using the following list of attributes, comment on these items in the space below. If necessary, attach another sheet.		
Training New Hires	Critical Thinking	Personal Development
Coaching	Approachability	Advancement
Openness to TM ideas	Supporting WFM Philosophy	Respect of Team

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TM Comments I have a flexible schedule and am willing to come in when I am needed. I work well with my team and they enjoy working with me. I follow up on all issues that may have occurred.
TL Comments

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TM COMMENTS:

- Training New Hires: I train all new team members in the floral department. Recently 2 team members have been promoted to specialist in other stores.
- Coaching: Working side by side with team members to show them the right way of handling the department.
- Openness to TM ideas: The team members are able to set the floor and merchandise new product that comes in. Team members have been trained to do this.
- Critical Thinking: I am able to make decisions to help benefit the team, store and customers.
- Approachability: This is something that I am working on so all people are able to approach me and there is no second thought or pause.
- Supporting WFM Philosophy: I support and use the philosophy that WFM has installed in me. I also make sure new team members are aware of the philosophy.
- Personal Development: I am working on myself with my aggression because I want to move into an ATL role. Working closely with leadership will allow me to show my aggression as passion.
- Advancement: Looking to move into an ATL role to eventually become TL.
- Respect of Team: I respect the team and the team respects me.

TL COMMENTS:

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Job Dialogue: Pria Ewing

Reviewed by: Nathan Nakhid (TL)

1. **Knowledge of the Job:** *(Core Value: TM Excellence and Satisfying Customers)* Understanding of job responsibility and other closely related work. How often is supervision and direction required? Adherence to Dress Code.

TL Comments: Pria has good knowledge of the Maintenance team member job. She always adheres to the dress code, follows all WFM policies and regulations and helps to maintain the cleanliness of the department in an efficient manner.

2. **Productivity:** *(Core Value: TM Excellence, Creating Wealth, and Satisfying Customers)* How much work is actually achieved while maintaining quality standards? Is work done thorough, complete and neat? Does this person contribute fully in the department or do others have to complete or redo his or her assigned tasks?

TL Comments: Pria is a good worker and completes her assigned duties. In addition, she is always willing to help out when asked to do something in the department etc. Pria completes his assigned tasks well and works well independently.

3. **Decision Making/ Judgment:** *(Core Value: Self Directed Team)* TM follows company policy, procedures and Core Values. Follows leadership directions when making decisions for department, other TMs, customers, self. How do Personal issues affect judgment?

TL Comments: Pria always has a pleasant disposition and a good attitude at work. He always is smiling and gladly obliges to leadership direction. When a decision needs to be made regarding the department, he looks to leadership for guidance.

4. **Teamwork:** *(Core Value: Self Directed Team)* Willingness to pitch in to meet department goals. Can be flexible in their schedule. Accepting of change. Willingness to volunteer. Do they finish tasks and follow-up on responsibilities?

TL Comments: Pria is a good team player and is very willing to help out according to the needs of the Floral department. When asked to do something different, she gladly agrees sometimes disagree. She helps out in making sure we are ready to open, and also in maintaining the cleanliness of the department throughout the day.

Store/Facility, Product and Company Knowledge: *(Core Value: Educating Customers)* Knows location and or use of store/facility products and how departments function. Can help customers throughout store. Understands Core Values, Good Organics and GIG book.

TL Comments: Pria can improve her Company and Product knowledge and we would like to see her improve on produce product knowledge. She could also show more initiative in learning

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about Green Mission efforts and WFM environmental programs since they are directly related to her job duties.

5. **Communication:** *(Core Value: Open and Timely Information)* How well is leadership kept informed of situations that affect the store/facility? Are pertinent personal issues or schedule issues such as swapping shifts, communicated to leadership? Is feedback given at meetings? Are appreciations publicly expressed?

TL Comments: Pria is a good communicator and conveys issues when they arise. She is always diligent with letting leadership know of schedule changes, etc.

6. **Customer Service:** *(Core Value: Shared Fate and Exceptional Customer Service)* Enthusiasm for the job. Belief and practice of Core Values. Does the TM deal professionally with TMs, Leadership, and Customers? Does the TM give professional impression?

TL Comments: Pria is friendly with customers Builds and enjoy talking with them, walking them to the item when on the floor and also learning more about the products in order to create better customer service and educate our clients and TMs.

Describe Strengths and Accomplishments: Pria Ewing is a good team member and is always willing to help. She helps to facilitate the movement and daily business of the department by keeping the back of the house in a tidy manner consistently throughout the day. In addition he is always willing to help out according to the needs of the department and does so with a pleasant disposition.

Areas of Development: Pria can focus on increasing her overall knowledge of the produce department and of the store in general. As a floral team member, she should focus on the impact her duties have and the overall environmental mission of Whole Foods Market. She should become more versed in all the varieties of produce that we carry, how to use them, seasonal items, etc. In order to become a more knowledgeable and informed team member. Pria needs to accept feedback on her daily job with making it affect her work performance.

Future Goals: We would like to see Pria grow as a team member by increasing her knowledge of the job and showing initiative for growth and eventually apply for buyer Or ATF position.

Team Leader Overall recap of job effort and performance: Pria pleasant disposition, willingness to help above her duties and ability to maintain the cleanliness of the department are her strengths. she can concentrate on enhancing her knowledge of the products in produce and of the company overall, and also on incorporating more of the core values into her everyday work.

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WFM 01191

Whole Foods Market		TEAM MEMBER JOB DIALOGUE FORM		REVISED Jan. 2003	
Instructions:					
Step #1: TMs should first review each of the 8 categories. Read the description of what is being measured, and then circle the appropriate rating in the right-hand box that most accurately reflects how you are performing your job. If more than half of the traits describe you in that category, circle that box. This completes the "self assessment" portion of your Job Dialogue.					
Step #2: Turn in your "self assessment" to your Team Leader. They will complete their portion indicating how they evaluate your work.					
Step #3: The Team Leader will schedule a meeting with the TM within 15 days of the TM giving this form to their supervisor.					
TM NAME: Pric Ewing		TL NAME: Luis Arango		DATE OF LAST JOB DIALOGUE 5/27/13	
DEPARTMENT: Floral Specialist / Produce		REASON: (circle one) 6 month 6 month new position		DATE GIVEN TO TL: 5/26/13	
1: Knowledge of Job: (Core Value: TM Excellence and Satisfying Customers) Understanding of job responsibility and other closely related work. How often is supervision and direction required? Adherence to Dress Code.				Circle one TM TL	
(E) Exceptional: Thorough; completely informed; broad knowledge of related work in and outside department.				E E	
(M) Meeting: Good working knowledge of the job. Occasionally needs follow-up and direction.				M M	
(I) Improvement Needed: Needs direction several times a day. Not all aspects of job are known &/or understood.				I I	
TM Comments I am fully aware of the job responsibilities. As a specialist, I have to know 95% of the work, for customers and training team. My Team leader or ATL does not need to supervise me; however I do ask them to walk the floral department for improvements. I am always in dress code and make sure my team members are also in dress code.					
TL Comments					
2: Productivity: (Core Value: TM Excellence, Creating Wealth, and Satisfying Customers) How much work is actually achieved while maintaining quality standards? Is work thorough, complete, and neat? Does this person contribute fully in the department or do others have to complete or redo his or her assigned tasks?				Circle one TM TL	
(E) Exceptional: Top producer of work; works well under pressure. Is consistently reliable in completing tasks ahead of schedule; tasks are complete with very few errors and a high level of quality.				E E	
(M) Meeting: Meets deadlines; competent; good output; satisfies requirements; is careful; amount of errors reasonable.				M M	
(I) Improvement Needed: Might not achieve all assigned tasks for the day. Quantity or quality less than TMs of similar experience. Hasn't developed speed. Makes errors more frequently than other TMs or repeats errors.				I I	
TM Comments I make sure the department is neat, clean, organized, and quality is at its best. Task are always split between the team members so that we are all taking care of the department.					
TL Comments					
3: Decision Making/Judgment: (Core Value: Self Directed Team) TM follows company policy, procedures, and Core Values. Follows leadership directions when making decisions for department, other TMs, customers, and self. How do Personal issues affect judgment?				Circle one TM TL	
(E) Exceptional: Follows company policies and procedures; helps new hires learn correct policy and procedures. Sound decision-making skills. Personal issues do not affect job performance.				E E	
(M) Meeting: Generally follows company policies and procedures. Able to take information and apply it to the job appropriately. Personal issues do not cloud judgment.				M M	
(I) Improvement Needed: Need to develop better judgment. Decision-making ability is not consistent. Personal issues sometimes interfere with work.				I I	
TM Comments Being a floral specialist, I have to make the decisions for the department. I conduct the inventory, merchandising plan, and the product mix for the department. Personal issues do not affect the decision making of the department.					
TL Comments					
4: Teamwork: (Core Value: Self Directed Team) Willingness to pitch in to meet department goals. Can be flexible in their schedule. Accepting of change. Willingness to volunteer. Do they finish tasks and follow-up on responsibilities				Circle one TM TL	
(E) Exceptional: Reliably steps forward to help in crises. Always available for extra work; flexible with schedule. Volunteers to help often. Competent and comfortable handling almost any issue. Good follow-through.				E E	
(M) Meeting: Works well on group efforts. Somewhat flexible. Occasionally volunteers for extra work; works with TL on schedule. Will usually finish what they start, communicates when they can't. Good follow-up on issues. Uses power appropriately.				M M	
(I) Improvement Needed: Needs to develop teamwork &/or cooperation skills. Resists change. Unwilling to be flexible. Sometimes forgets responsibilities. Needs TL to remind them. Doesn't use initiative.				I I	

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TM Comments I have a flexible schedule, and I am all for the department. Task is always finished on time, and I am willing to help team members with training or schedule change if necessary.
IL Comments

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16. Store/Facility, Product, and Company Knowledge: (Core Value: Educating Customers) Knows location &/or use of store/facility products and how departments function. Can help customers throughout store. Understands Core Values, Good Organics, and GIG book.		Circle one TM TL	
(E) Exceptional: Knows enough about company to help perform store orientations. Can give input on new concepts for other departments. Generally understands the whole operation of the store and/or facility.		E	E
(M) Meeting: Knows where all departments are located and the work involved in each department. Knows location of most product categories. Basic knowledge of GIG, Core Values, and Good Organics.		M	M
(I) Improvement Needed: Doesn't understand how most of the other departments function. Is not sure where all products are in the store or how to use them. Unclear as to what Core Values are and why they matter.		I	I
TM Comments I understand the core values and the culture of the company. I make sure my team members understand and uphold the core values and culture of Whole Foods Market.			
TL Comments			
17. Communication: (Core Value: Open and Timely Information) How well is leadership kept informed of situations that affect the store/facility? Are pertinent personal issues or schedule issues, such as swapping shifts, communicated to leadership? Is feedback given at meetings? Are appreciations publicly expressed?		Circle one TM TL	
(E) Exceptional: Communicates about departmental as well as store issues. Finds solutions to issues. Is a publicly supportive and appreciative individual.		E	E
(M) Meeting: Leadership is informed of all business issues. Contributes at meetings. Publicly appreciates other TMs.		M	M
(I) Improvement Needed: Doesn't as yet know what is important to tell TL, or forgets to tell TL. Not supportive of other TMs.		I	I
TM Comments My communication with my team members is awesome. I can improve on communicating with my Produce Leadership more. I make sure I appreciate the team by saying thank you and great job.			
TL Comments			
18. Customer Service: (Core Value: Shared Pate & Exceptional Customer Service) Enthusiasm for the job. Belief and practice of Core Values. Does TM deal professionally with TMs, leadership, and customers? Does TM give professional impression?		Circle one TM TL	
(E) Exceptional: Highly enthusiastic. Contributes consistently to a positive workplace. Core Values demonstrated regularly. Exceptional personal presentation, neat and tidy. Excellent interpersonal skills. Excellent customer service skills.		E	E
(M) Meeting: Positive outlook about work and duties. Demonstrates store values. Dress code is adhered to. Good customer service skills.		M	M
(I) Improvement Needed: Needs to work on being positive. Interpersonal skills need development. Core Values are not demonstrated consistently. Adherence to dress code may need improvement. Customer service adequate.		I	I
TM Comments Customer service is a must in the floral department. Team members are always on the floor assisting customers. Professionalism is a must. I do not encourage my team/department to be unprofessional. Corrective action is taken if necessary.			
TL Comments			
19. Attendance and Punctuality: (Core Value: Self Responsibility) Following the GIG guidelines since last review. Meets: TM _____ M _____ TL _____ Does not Meet: TM _____ TL _____			
Goals and Accomplishments (use a separate page for any category 9 to 14 as needed)			
9. Describe Strengths and accomplishments: TM <ul style="list-style-type: none"> • Training TM to become Specialist • Merchandising • Leading a team • Customer Service • Communication 		Describe Strengths and accomplishments: TL	
10. Areas for Development: TM <ul style="list-style-type: none"> • Communication • Attendance 		Areas for Development: TL	
11. Future Goals: TM <ul style="list-style-type: none"> • Becoming a Produce ATL • Becoming a Produce TL • Training to join the regional team 		Future Goals: TL	
12. How can your TL help you? My TL can help me by training me to become an ATL in the Produce department. I would also like my TL to keep informing me on how I can improve myself and the floral department.			
13. TM Comments: As a specialist, my job is to train, teach, and maintain the floral department.			

14. Team Leader Overall Recap of Job Effort and Performance: (use additional page if necessary)

TM Signature: Pia F. Wang Date: 5/26/14 TL Signature: _____ Date: _____

II. Optional Measures for Supervisors/Buyers/ATL's, and Administrative Team

All or just one of the following categories may apply to the individual. The TM and the TL should decide which of these categories require feedback.

<p>15: Supervisory Skills (for Shift Supervisors): Take charge of tasks, dept. or shift and completes requirements. Creative problem solver.</p> <p>(E) Exceptional: Exceptional leadership skills. Respected by TMs. Ready to advance to Leadership. (M) Meeting: Reliable leader, good at solving issues. Able to have team follow his or her direction. (I) Improvement Needed: Unsure of authority, timid about taking charge. Responsibilities not always understood or followed through on.</p>	<table border="1"> <tr> <th colspan="2">Circle one</th> </tr> <tr> <th>TM</th> <th>TL</th> </tr> <tr> <td><input checked="" type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> </table>	Circle one		TM	TL	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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TM	TL										
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<p>TM Comments</p> <p>As a floral specialist I must make sure the department is in great condition at all times. The team respects me and is willing to work with me. I sometimes take charge in the Produce department when there is no leadership in Produce.</p>											
<p>TL Comments</p>											
<p>16: Safety and Sanitation (perishable teams): Adheres to safety, sanitation compliance, handling equipment, and reporting unsafe conditions. Attention to TM training and willingness to rectify any unsafe conditions.</p> <p>(E) Exceptional: Attended Servsafe, if applicable, Trains new hires on proper safety and sanitation procedures. Have exemplary standards of safety and sanitation execution. (M) Meeting: Follows all safety and sanitation standards. Reports unsafe equipment and practice. Ensures that all new hires in department, under their direction, are aware of safe procedures. Good execution of standards. (I) Improvement Needed: Not clear on all safety and sanitation guidelines, or has poor execution of safety and sanitation.</p>	<table border="1"> <tr> <th colspan="2">Circle one</th> </tr> <tr> <th>TM</th> <th>TL</th> </tr> <tr> <td><input checked="" type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> </table>	Circle one		TM	TL	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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TM	TL										
<input checked="" type="radio"/>	<input type="radio"/>										
<input type="radio"/>	<input type="radio"/>										
<input type="radio"/>	<input type="radio"/>										
<p>TM Comments</p> <p>In floral safety is a big thing. Team members are aware of what safety precautions must be taken and used during their shifts. The team is aware of how to use the floral cutter, floral scissors, and other floral equipment.</p>											
<p>TL Comments</p>											
<p>17: Organization of Work: Organization of work space and time. Meets deadlines. Appropriately handles paperwork.</p> <p>(E) Exceptional: Known as a "go to" person to get things organized and accomplished on time. Tracks things for TL and other TMs. Methodical and prompt. Deadlines met. (M) Meeting: Rarely misses deadlines. Communicates when deadlines are going to be missed. Does not lose things. Work is complete, neat and accurate. (I) Improvement Needed: Doesn't know the best way to get things accomplished on time. Work may be somewhat incomplete, or may need to be done over for clarity or to correct errors. Deadlines seldom met.</p>	<table border="1"> <tr> <th colspan="2">Circle one</th> </tr> <tr> <th>TM</th> <th>TL</th> </tr> <tr> <td><input checked="" type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> <tr> <td><input type="radio"/></td> <td><input type="radio"/></td> </tr> </table>	Circle one		TM	TL	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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TM	TL										
<input checked="" type="radio"/>	<input type="radio"/>										
<input type="radio"/>	<input type="radio"/>										
<input type="radio"/>	<input type="radio"/>										
<p>TM Comments</p> <p>This is a must in the floral department. Working in a mess is a hazard and unacceptable in the floral department. All team members are aware that the department must be clean, neat and organized at all times.</p>											
<p>TL Comments</p>											

Comments on Supervisory/Leadership Style: Using the following list of attributes, comment on these items in the space below. If necessary, attach another sheet.

Training New Hires	Critical Thinking	Personal Development
Coaching	Approachability	Advancement
Openness to TM ideas	Supporting WFM Philosophy	Respect of Team

TM COMMENTS:

I have been a floral specialist for 18 months now. During my time of being a floral specialist, I am required to train, merchandise, maintain the department, buy for the department, and handle all financial matters in floral. I have coached two team members to become floral specialist in the Northeast Region. The floral department is comping, and increasing sales each period. All of my team members have great ideas for the floral department. I am open to new tm ideas and I implement the ideas in the floral department.

My personal development is to work closely with my TL and ATL's to become an ATL. In my opinion, I am ready, but I still would like all the training possible to become an ATL. I would also like my TL or ATL to do a monthly recap with me to discuss the financials of the department, areas of improvement in floral, and a visual appreciation for the floral team members.

Some areas that I can improve on are approachability. The Produce and Floral team members respect me and they love working with and for me, but I can learn to be a little more humble so team members can easily approach me.

I plan to advance in the produce department within the next 3-6 months.

TL COMMENTS:

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WHOLE FOODS
MARKETS
JOB DIALOGUE

TM Pria Gwing ID# 1735490

TL Luis Arango TEAM Produce

Date Turned In 5/26/14

Last Job Dialogue 5/27/13

The above TM has turned in a Job Dialogue.
Please take the time to sit down and have a constructive exchange.

It's policy that the TM receives feedback within two weeks of receipt.
If there should be a pay rate increase please fill out a Job/Personal Change Sheet.

Thank you:
PBS

PLEASE RETURN NO LATER THAN

6/19/14

(late returns result in RETRO \$)

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