



Dear Francisco Semprini,

Congratulations and welcome to Whole Foods Market; we are excited to have you join us!

This letter confirms our offer of employment with Whole Foods Market as a Future Team Member at MI, Ann Arbor - Ann Arbor reporting directly to Frank Zajkowski.

A link to the full job description can be located [here](#).

### **Start Date and Salary**

Your official shift to start with Whole Foods Market will begin week of 8/8/2022. You will need to continue to pick up shifts with Amazon through the A-to-Z app for work prior to the week of 8/8/2022. Your WFM schedule will begin the week of 8/8/2022.

You will have required onboarding steps that need to take place starting 07/05/2022 including completing Section 2 of your I-9 at MI, Ann Arbor - Ann Arbor. Please work with your on-site leadership to sign-up for a time slot to complete your Section 2. These events will occur Monday-Thursday the week of 07/05/2022 anytime from 9 AM-11 AM or 1PM – 3PM local time. No on-boarding will occur Monday 7/4/2022, due to the holiday. As part of your onboarding with Whole Foods Market, you will be required to complete an electronic onboarding packet and Virtual Training on or before 8/7/2022. Onboarding activities are required to ensure proper scheduling and continuous work. **Failure to complete the required onboarding activities could delay your start date with us.**

Your rate of pay will be \$15.00 per hour, payable bi-weekly, and subject to applicable taxes and other withholdings. Because your position is nonexempt, you will be paid for all hours worked, including overtime pay for all overtime worked in a workweek.

### **Benefits**

Your Benefit Category is 1.

In addition, you will be eligible to receive a **20%** discount at Whole Foods Market stores, among other benefits.

Information about our PTO policy can be found in the Whole Foods Market General Information Guide (GIG).

## **Background Check**

Upon your acceptance of this offer, we will schedule your start date. WFM will not initiate a new background check and will accept confirmation of your employment eligibility based on the background check completed at the time of your Amazon hire date.

### **Employment Eligibility**

This offer is contingent upon proof of employment eligibility in the U.S. Should you accept this offer, we must verify your employment eligibility on Form I-9 as required by law. You will be asked on the first day of your employment to provide documentation that establishes your identity and authorization to work in the United States (see the list of acceptable documents at <http://www.uscis.gov/files/form/i-9.pdf>). You are not required to print this form out. It is only to be used to review the list of accepted documents.



Additionally, we ask that you please complete our new hire survey by going to: [Work Opportunity Tax Credit Survey](#). This program is administered by a third party with whom Whole Foods Market has contracted, and the information gathered will be securely collected and maintained. **When asked for a location code during the survey, please enter DEFAULT to continue with the survey.** Upon completion you will be given a Confirmation Code indicating that you have successfully completed the survey. Please document this number and provide it to your Team Member Services representative at the time of hire.

Francisco, on behalf of Whole Foods Market, we genuinely appreciate the interest you have shown and are excited to have you as a part of the team. We hope you will give our offer careful consideration and we look forward to hearing from you.

Please don't hesitate to contact us, should you have any questions.

Sincerely,  
Frank Zajkowski

*This offer letter is not a contract for employment. Employment with Whole Foods Market is at-will. It is not for a specified period of time and can be terminated at any time for any reason, with or without cause or notice, by the Team Member or by the Company. No oral or written statements or representations regarding your employment can alter the foregoing. Except for a Chief Executive Officer of the Company, no Team Leader or Team Member has the authority to enter into an employment agreement--express or implied--providing for employment other than at will.*