

LETTER TO IMPACTED TEAM MEMBERS

TO BE SIGNED/RETURNED

Date: September 25, 2015  
From: Omar Gaye, Regional President  
Subject: Regional Restructures

As our company continues to evolve, we must continually look at our business processes and structure to maximize efficiencies, particularly as we grow and open new stores. To grow more strategically, we are restructuring some positions and teams, primarily at the store level. As part of this restructure, your position will be eliminated effective September 25, 2015.

We realize this change is not an easy one, and we're doing all we can to make this transition easier for all Team Members who are impacted. We've made the following three options available to you, so that you can make the decision that works best for you:

- Option 1: You may choose to leave Whole Foods Market immediately. If you choose this option, you will be eligible for severance benefits under the Whole Foods Market Severance Pay Plan in exchange for signing a release. You will also be eligible for an additional eight weeks' notice pay in exchange for an agreement not to reapply for employment at Whole Foods Market for six months.
- Option 2: You may apply for an open position at Whole Foods Market, and continue to work in your current capacity while you interview for the new position. Team Members are not on a final warning may apply for open positions, regardless of where they are located. No relocation expenses will be paid for successful candidates moving from their current location. We are committed to holding interviews and making offers for these positions within the next 30 days.

If selected for an equal or higher level position, you will transition directly into that role from your current role. If you apply but are not selected for an equal or higher level role, you will be eligible for severance benefits under the Whole Foods Market Severance Pay Plan. Additionally, you may be eligible for the additional notice pay equal to eight weeks less however much time has passed since you were notified of the elimination of your position, in exchange for an agreement not to reapply for employment at Whole Foods Market for a period of 6 months (except in California).

- Option 3: In the event that you interview for and are offered a position at a lower pay rate, you may choose what is known as a "bridge" option. In this case, you accept a lower level position (possibly in order to train for a higher paying position in the future), and Whole Foods Market will make up the difference in pay between your current position and your new one through a bridge account until the bridge account is exhausted.

The starting balance of your bridge account will be the equivalent of one half of your severance eligibility at your current rate of pay. The pay differential will be paid out of this bridge account