



TEAM MEMBER GUIDE

107 PROBATIONARY EMPLOYMENT PERIOD

The probationary period at the Company is a minimum of three (3) months of consecutive employment for full time and part time Team Members. It is intended to give new Team Members the opportunity to demonstrate their ability to achieve a satisfactory level of performance. The Company uses this period to evaluate a Team Member's capabilities, work habits, and overall performance. The successful completion of the probationary period does not entitle the Team Member to a wage adjustment.

The Team Member or the Company may end the employment relationship at will, and at any time during the probationary period, with or without cause or advance notice.