

# TEAM APPRECIATION CARDS



The cornerstone of our company’s growth is to value our team members and support their needs. Providing this discount program is our way of saying; “You’re important to us and to thank you for working and shopping at Meijer!”

Team Appreciation Cards are provided to team members in appreciation of your commitment to our company’s continual success. This discount program entitles team members to 10 percent off of taxable general merchandise purchases (with the exception of Health & Beauty Care and disposable baby items). This discount applies to sale and clearance items. Additional exclusions in retail are defined below.

Each team member receives and is responsible for two team appreciation cards. These two cards can be used only by active team members and their immediate family living at the same address. Eligible retirees may also maintain their cards. Team members are expected to adhere to the guidelines of this discount program to maintain eligibility.

The card must be presented at time of purchase. In the retail units exclusions are (and not limited to): supermarket items, gift cards, pre-paid phone and entertainment cards, prescriptions, cigarettes/tobacco, alcoholic beverages, gas, car washes, and Meijer Convenience Store items are not eligible for a discount.

Savings are limited to \$250 *per each transaction*. Cards are company property and must be returned when team members leave Meijer for any reason.

## **MANAGING YOUR TEAM APPRECIATION CARDS**

If your Team Appreciation Card is lost, stolen, or needs replacing (worn, cracked, etc.), or if you have questions about this discount program, please call the Meijer Rewards Service Center:

**1-866-681-6116**

(Monday – Friday 8:30 a.m. to 6:30 p.m. EST)

**Note:** When new cards are ordered, the online ordering system immediately deactivates the old set of cards. New cards arrive at the address shown in PeopleSoft at the time of order. Cards arrive in approximately 7 – 10 business days after new cards have been ordered. Team members are responsible for keeping their address current in PeopleSoft / MYINFO.

***TEAM APPRECIATION CARD PROGRAM GUIDELINES AND  
FREQUENTLY ASKED QUESTIONS ARE ON THE FOLLOWING PAGES.***

## **GUIDELINES AND FREQUENTLY ASKED QUESTIONS**

### **How long does it take to get my new Team Appreciation Cards?**

New Team Appreciation Cards are delivered (via first class U.S. mail) to the team member's home address shown in PeopleSoft on the day the order is placed (tracking is not available). New cards will arrive in approximately 7 – 10 business days (after cards have been ordered). Team Appreciation Cards are ordered automatically for new-hires. Team members will receive a set of two cards; one card is credit card size; the other card is "key chain" size.

### **Who can use my second card?**

Only active team members and members of your immediate family living at the same address are entitled to use the cards. All other usage of this discount program is prohibited and considered fraudulent. See information below for more details.

### **Can I get extra cards for other members of my family?**

Team members are entitled to a maximum of two cards. Only active team members and your immediate family living at the same address are entitled to use the cards. All other usage of this discount program is considered fraudulent.

### **Can I use my Team Appreciation Card to purchase products with the specific intention of either re-selling the product to make a profit or to compete with Meijer?**

No. Receiving a discount on products with the specific intention of earning a profit via re-sale / wholesale, or to undermine Meijer sales, is a direct a conflict of interest with continued employment at Meijer.

### **Are there any restrictions on how much of a product I can purchase when using my discount?**

Usually, there are no limit restrictions on the amount of a product that can be purchased when using the discount. However, when special offers are made to team members and there is a product limit, like one per employee, purchases in excess of a stated limit is an abuse. Special offers involve greater company expense, and any restriction on the quantity purchased must be followed. Meijer also reserves the right to limit bulk quantity sales at any time.

### **Are there any restrictions on how much I can save?**

There is a \$250 maximum savings amount per each transaction.

### **Can I let people outside of my immediate family members living in my household use my card?**

No. The card is only for immediate family members living at the same address as the team member. All other usage of this discount program is prohibited and considered fraudulent. Team members are responsible for informing their families about the rules for using these cards. Any misuse of these cards will be subject to discipline up to and including termination of employment of the team member.

**Can I use my card for someone else’s order at checkout?**

No. The card is only for immediate family members living at the same address as the team member. All other usage of this discount program is prohibited and considered fraudulent. Team members are responsible for informing their families about the rules for using these cards. Any misuse of these cards by the team member, or others, will be subject to discipline up to and including termination of employment of the team member.

**Do these rules apply to my immediate family members living in my household who use my card?**

Yes. The card is only for immediate family members living at the same address as the team member. All other usage of this discount program is prohibited and considered fraudulent. Team members are responsible for informing their families about the rules for using these cards. Any misuse of these cards by the team member, or others, will be subject to discipline up to and including termination of employment of the team member.

**What can happen if I let others use my card or I break the rules?**

The Team Appreciation Card program, discount does have cost to the company. The Team Appreciation Card program is a privilege, not an entitlement. Any team member, or others, who misuses this privilege may lose their cards and will be subject to discipline up to and including termination of the team member.

**Can I use my card at other Meijer stores (other than my “home store”)?**

Yes. This also includes the Thrifty Outlet Store in Grand Rapids, Michigan.

**Can I use my cards on general merchandise items in the Gas Station/Convenience Stores?**

No. Items in the Gas Station/Convenience Stores are not eligible for a discount.

**If I go on a leave of absence, will I still be able to use my card?**

Yes. All guidelines defined in this document apply when a team member is on a leave of absence.

**If I forget my card, is there some way I can still get a discount?**

The discount card must be presented at the time of purchase.

**Can contractors, freelancers, or Meijer Credit Union employees get a discount?**

No. Only team members in the Meijer payroll system are eligible for a discount.

**If I arrange to purchase a “special order” item (through a buyer), can I use my Team Appreciation Card and get a discount?**

Special orders are not eligible for a discount.

## **Some retiring team members may be eligible to keep their cards. How is a “retiree” defined?**

When a team members leaves Meijer:

- They must be active, and must be age 55 or older, and must have a minimum of 10 years of continuous service, or;
- They must be active, and must be age 65 or older, and must have a minimum of 5 years of continuous service, or;
- Disabled team members, must be age 40 or older with 10 years of continuous service.

## **I am divorced and my child, who is a minor, lives with my former spouse. Can my child use my other card?**

Yes, the child is entitled to use the card. However, the former spouse is not entitled to use the card and it is the responsibility of the team member to manage their cards to ensure that the child and former spouse adhere to the program guidelines (as defined above) to maintain eligibility. Any misuse of these cards by the team member, or others, will be subject to discipline up to and including termination of employment of the team member.

## **Can my teenager who is away at school use my second card?**

Yes. It is the responsibility of the team member to manage their cards and adhere to the program guidelines (as defined above) to maintain eligibility. Any misuse of these cards by the team member, or others, will be subject to discipline up to and including termination of employment of the team member. Team members are entitled to a maximum of two cards.

## **Can my parents who live elsewhere use my card?**

No. This discount privilege is solely intended for use by Meijer team members and their immediate family residing at the same address. Any misuse of these cards by the team member, or others, will be subject to discipline up to and including termination of employment of the team member.

## **Can I use my Team Appreciation Card to get a discount off the price of a Meijer gift card?**

Meijer gift cards are not an eligible item for a discount.

## **Are phone cards/entertainment cards eligible for a discount?**

No. Pre-paid phone cards and entertainment cards are not eligible item for a discount.

## **When a team member’s name changes, will new discount cards be issued?**

A new set of cards are issued automatically (and old cards are automatically deactivated) when a **Change of Status** is processed. It is the team member’s responsibility to notify the company of any change in their status (address change, name change, divorce, etc.).

### End of Document ###