

**Fare Share Co-op - Working Owner Discount Structure**

|                    |     | Monthly hours* | Preorder markup:<br>Associated Buyers<br>Frontier<br>Select Nutrition<br>United Naturals | Special order discount<br>(all other suppliers) | In-store discount<br>(does not include "pre-order markup" items, deli, alcohol, items already discounted) |
|--------------------|-----|----------------|--|---|---|
| Non-working Owners |     | 0              | 20%  | 0%  | 0%  |
| Working Owners     | W 1 | 2/each adult   | 15%  | 5%  | 5%  |
|                    | W 2 | 5/each adult   | 10%  | 10%   | 10%   |
|                    | W 3 | 10/each adult  | at cost  | 20%   | 20%   |

W = "Working" owners of Fare Share Co-op

\*"Monthly hours" = the number of hours per adult (18 and over) in the household, per month. Fare Share owners in the same household may fulfill the working obligations for each other.

A Fare Share owner working at the W1 level may drop in irregularly to volunteer, but please be aware that staff may not always have a task for you. If you would like a regular task, please check with front end staff or with Claire.

W2 and W3 include Fare Share owners who make a formal commitment by pre-arrangement with General Manager to take on tasks requiring skill, training, and dependability.

Hours may be carried over from month to month, up to a period of one year.

At the beginning of each month, an owner household's discount will default to the highest benefit level for which they qualify. Exceptions may be made through prior written agreement with the General Manager: for example, someone in a one-adult household may work on a specific time-sensitive project which requires 30 hours/work in one month, with the prior understanding that those hours will result in 6 months at W2 rather than 3 months at W3.

Please note – we are working to update our system for recording working owner hours on the Point of Sale computer, but this may not happen for some time. In the meantime, **each working owner is responsible for tracking his/her own hours in the binder kept at the register.**

Thank you!