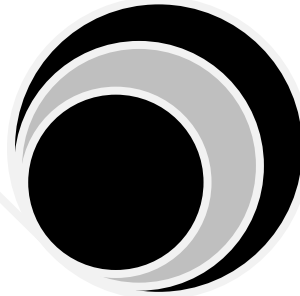


David F. Miller Center for

Retailing

Education & Research

Developing Tomorrow's Retail Leaders



Career Opportunities in Retailing

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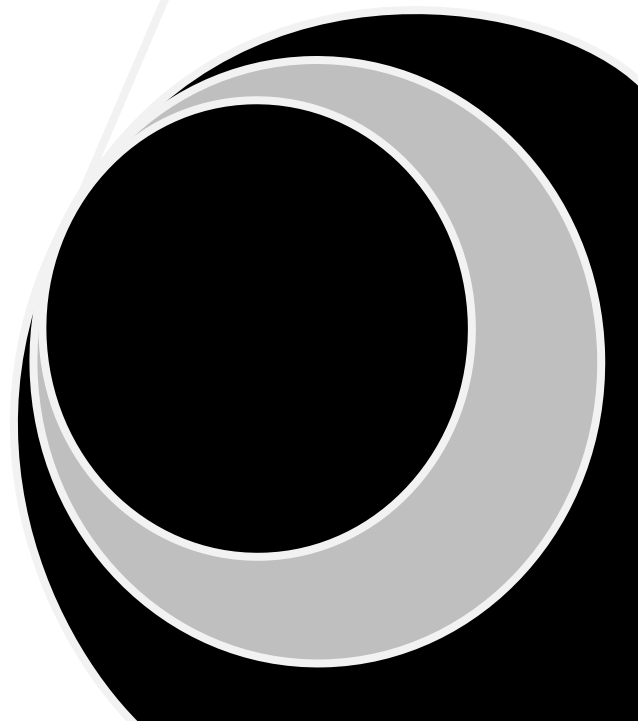


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Welcome to the World of Retailing!

Retailing is one of the most exciting, dynamic businesses in the world. There are few industries that grant as many responsibilities to young managers as retailing does. Where else can someone be fully responsible for the profit and loss performance of a full business unit in just a few years? Also, few industries provide the opportunity to be as entrepreneurial as retailing. Where else can an individual have an idea in the market, bring it back to the store and execute it in a few months, often at great financial risk, and at the same time have the indispensable support functions of colleagues at his or her call?

Retailing offers a variety of career paths such as buying, store management, sales promotion and advertising, personnel, operations/distribution, loss prevention, and finance in several different corporate forms such as department stores, specialty stores, food stores, and discount stores.

In addition, retailing offers almost immediate accountability for talented young men and women to reach key management positions within a decade. Starting salaries are competitive, and the compensation of top management ranks with the highest in business and in any industry.

Types of Retail Institutions

Department Stores

Department stores are retailers that carry a broad variety and deep assortment, offer considerable customer services, and are organized into separate departments for displaying merchandise. A department store is organized into departments selling men's, women's, and children's clothing and accessories; home furnishings and furniture; toys and games; consumer electronics such as TVs, VCRs, and stereos; and kitchenware and small appliances. Since women's wear typically accounts for over half the sales volume, women's merchandise is divided into departments based on size (petite, full-figure), usage occasion (sportswear, business attire, evening wear), life-style (conservative, traditional, update), or age (juniors, misses).

Department stores are unique in terms of the services they provide to customers. Their labor costs are higher than other types of general merchandise retailers because they employ more sales associates to offer information and assistance to customers. Most department stores offer the full range of customer services. To make the shopping experience exciting, department stores also emphasize promotions such as elaborate displays during the Christmas season.

The nature of traditional department stores has changed considerably over the years. With few exceptions, traditional department stores have eliminated many of the departments they originally had. No longer can a customer buy a new outfit and then walk to the next aisle for a record album, refrigerator, best-selling book, or toy. Traditional department stores are concentrating more on apparel and soft home furnishings (sheets, bedspreads, pillows) and cutting back or eliminating toys and games, furniture, and consumer electronics.

Department stores' overall sales have stagnated in recent years due to increased competition from discount stores and specialty stores. Discount stores offer lower prices and are beginning to sell

some of the same brand-name clothing as department stores. In response to this increased competition, department stores are improving their customer service and altering their merchandise mix and presentation of merchandise. Besides focusing more on apparel, department stores are developing unique, private-label merchandise that consumers can buy only at their stores. They are creating “merchandise concepts” directed toward specific consumer groups. For example, buyers are responsible for a merchandise concept rather than a specific category of merchandise. Rather than buying just men’s trousers or women’s blouses, buyers are responsible for a specific designer or a specific shop, such as young men’s sports-wear. This type of organization focuses buyers on the needs of a group of customers and -makes them more market-oriented than merchandise-oriented.

Most department stores in the US are part of a national chain. Department stores offer the greatest number of buying positions due to the decentralized operation of the some major chains. For example, Macy’s will have ten buyers for women’s slacks, one each regional division; while The Gap will have one women’s slack buyer at the corporate headquarters. Some department stores that recruit on campus are Macy’s, JC Penney, Sears Holdings and Kohl’s.

Three Generations of Alumni

Robert “Bob” Beall, II is Executive Chairman of Beall’s, Inc., the parent company to Beall’s Department Stores (80 stores) and Beall’s Outlet Stores (470 stores). Bob’s grandfather opened the first clothing store in 1915 in downtown Bradenton.



In 1939, Bob’s father, Egbert R. Beall, graduated from the University of Florida with a degree in Accounting and subsequently joined the family business. In 1955 he opened a second store in Bradenton’s first shopping center and continued to lead the phenomenal growth of the chain over the next 39 years, serving as Chairman Emeritus until his death in March 2000.

Bob Beall earned a BSBA in Marketing from the University of Florida in 1965. After completing his service in the U.S. Army, he continued his education at New York University where he graduated with distinction with a MBA Degree.

In 1970, after working at Bloomingdale’s as an assistant buyer, Bob began his employment with Beall’s as a store manager. With this field experience, he moved back to Beall’s corporate headquarters in Bradenton, where he worked with his father to continue the growth of the company and assemble the talented management team, which is now in place. When his father retired in 1994, Bob became Chairman and CEO of the company, assuming the title of Executive Chairman in 2006.

Bob’s son, Robert “Matt” M. Beall, III, graduated from the University of Florida in 2001. He worked for Ross Stores in New York for a year, returning to Florida to attend Stetson University where he earned his MBA in May 2004. Following his graduation, Matt joined Beall’s, currently working for Beall’s Department Stores, Inc.

Bob enjoys the challenges of retailing, working on developing people as well as new concepts to create growth and opportunity for those people. He also believes in giving back to the community and has established a charitable foundation with an emphasis on supporting education. Bob serves on the boards of SunTrust Banks, Inc., FPL Group, and Blue Cross Blue Shield of Florida. He is especially proud that over 1,000 Beall’s employees have chosen to become fellow Beall’s stockholders through the companies’ 401K plan.

Discount Stores

The two types of discount stores are: general merchandise discount stores like Wal-Mart and Kmart and category specialists like Best Buy, Office Depot, and PetSmart. The general merchandise discount stores have a broad variety of merchandise, while the category specialists focus on one category.

Discount stores have limited service and low prices. Discount stores tend to concentrate on lower- to middle-income consumers. They offer national brands, but these brands are typically less fashion-oriented than brands in department stores.

Discount stores can charge lower prices than department stores because they provide less service at low-cost locations in a more spartan atmosphere. Discount stores emphasize self-service: customers pick out their merchandise, put it in their cart, and take it to the checkout counter at the front of the store. Salespeople are available only in departments where they are absolutely needed, such as photography, consumer electronics, and jewelry.

Most of the job opportunities in discount stores and category specialists are in store management. Some of the discount stores recruiting on campus are PetSmart, Target, Brandsmart USA and Office Depot.

Specialty Stores

A specialty store concentrates on a limited number of complementary merchandise categories and provides a high level of service in relatively small space. In contrast to department and discount stores, specialty stores focus on a narrow market segment or niche. With a narrow focus, they offer customers a better selection and sales expertise in that category than department or discount stores provide. Consumers are attracted to specialty stores by deep assortments, personal attention, and intimate store atmosphere. Some of the specialty stores recruiting on campus are Walgreens, Famous Footwear, Chico's, Hess and TiresPlus.

Career Opportunities

Did you know that the retailing industry is the nation's single largest employer? Within each type of retailing environment, career opportunities are found in the merchandising/buying, store management, and corporate. Corporate positions include such areas as accounting, finance, promotions and advertising, computer and distribution systems, and human resources.

When you look at career opportunities, you must look at what is commonly considered a career path. A career path can be thought of as the route taken between positions within a particular organization. This pattern of advancement depends on the company's organizational structure as well as many other factors. For example, in a highly centralized retail organization, most executive-level opportunities exist at the corporate headquarters, while in a more decentralized organization, most opportunities are at the store level.

The primary opportunities and entry level positions for a career in retailing are in the areas of buying and store management. More of the limited opportunities exist at the corporate level. The corporate side supports the organization's merchandising and operating efforts and a strong familiarity with merchandising is generally required so that each executive in a support role can perform that function well. Most executives in these support roles typically begin their careers in store management or buying.

Store Management

Successful store managers have the ability to lead and motivate employees as well as an eye for detail — whether it be stock status reports or housekeeping and display. Store management involves all the disciplines necessary to run a successful business: sales planning and goal setting, overall store image and merchandise presentation, budgets and expense control, customer service and sales supervision, personnel administration and development, and community relations. The store manager works directly in the retail environment. Remote locations isolate him from the home office and create a sense of independence. Their hours generally mirror their store's and can therefore include weekends and evenings. In addition, they spend much time during non operating hours tending to administrative responsibilities. Their primary function is to manage the store's resources (products, services, equipment, and personnel) with an end goal of satisfying the customer while maintaining a healthy retail operation. This requires good human management skills, general knowledge of several business disciplines (accounting, management, etc.), sales skills, creative decision-making skills, and common sense.

Gator Advances Rapidly at Macy's



Santiago Velez graduated from The University of Florida with a Bachelors of Science in Business Administration. Recruited to Macy's, he completed the Executive Development Buying and Planning Program and started his retail career in Buying. Rapidly advancing through various positions as an Assistant Buyer in Men's Sportcoats and an Associate Buyer in Men's Suits and Overcoats. In just 4 years, Santiago was promoted to Buyer of Men's Neo Traditional Collections at Macy's East. He wanted to experience the planning side of retail and became the Planner for Men's Designer Collections, after a year of gaining extremely useful knowledge, he was then given the opportunity to become the Tailored Clothing Buyer for Macy's Inc. the area that he started his career in. Santiago is a great ambassador to Macy's Inc. and actively participates in College Recruitment events across the entire country.

The typical career path in a specialty store usually begins in the position of assistant store manager—responsible for such areas as staff supervision and sales. Next, you become a store manager, with complete responsibility for the activities of a single store—from managing sales associates to merchandise display. After this position, you might become a district manager—responsible for the activities of several individual stores.

The typical career path in a department store usually begins as a department manager—responsible for merchandise presentation, customer service, and inventory control. Next, you advance to a position as area or group manager—responsible for executing merchandising plans and achieving sales goals for several departments, as well as supervising training, and developing department managers. After these positions, you might become a general manager or store manager and eventually end up at corporate headquarters.

Merchandising/Buying

Merchandise management attracts people with strong analytical capabilities, an ability to predict what merchandise will appeal to their target markets, and a skill to work with vendors as well as store management to get things done. As a buyer, you must constantly be aware of your customers' needs and wants; you must also know what goods your competitors are offering. You will spend most of your time traveling and searching for new merchandise; however, the buying function involves a great deal more than simply acquiring merchandise. As a buyer, you must project sales and plan budgets for each department and classification of merchandise, price the merchandise to maximize volume and profitability, determine distribution of the merchandise to branch stores, and train and evaluate subordinates.

A buyer generally works in a buying office so they're slightly removed from the retail store environment. To maintain contact with this environment, they must physically visit their stores and the stores of their competitors. Although the buyer's work week is based on a standard Monday through Friday, 8 to 5, there is often overtime and frequent travel. The buyer's primary responsibility is the management of products and distribution. To be successful they must be analytical, organized, decisive, possess strong negotiation skills, and be consistent.

A typical career path of a buyer usually begins after an initial training period. You typically begin as a department manager in a store—the same position held by store management trainees, responsible for merchandise presentation, customer service, and inventory control. This is important because retailers like potential buyers to have experience in managing a department and in dealing with customers and sales associates in a store environment. Next, you return to headquarters as an assistant buyer to learn to plan, acquire, price, distribute, and promote a single classification of merchandise. After this, you might move to an interim position at headquarters or in a branch store before advancing to the position of senior buyer.

Gator as Vice President and Chief Information Officer



Gary A. King is Executive Vice President-Chief Information Officer for Chico's FAS Inc. Mr. King joined the Company in October 2004 after six years at Barnes & Noble, Inc., where he most recently served as Vice President, Chief Information Officer and barnesandnoble.com LLC, where he served as Executive Vice President Operations and Chief Technology Officer. From 1987 to 1998, Mr. King held various positions with Avon Products, Inc. including Vice President, Global Information Technology. From 1979 to 1987, Mr. King held various system management positions with Unisys Corporation and Burroughs Corporation. Gary serves as a member of the Board of Directors/ Advisory Board for the following organizations: Center for Supply Chain Management at the University of Florida, SAS Corporation, The Horizon Council of Lee County and the Uncommon Friends Foundation. He has a BS in Computer Science from the University of Florida and attended graduate studies in Business Administration at Florida Atlantic University. He lives with his wife and children in Ft. Myers, Florida.

Careers in Corporate (support areas)

Because these areas provide opportunities for individuals with more specific skills and interests, related training programs tend to tailor an individual career plan. Although some companies recruit

specifically for these careers, most require that you begin your career in either buying or store management in order to fully understand what the retail business is all about. This means that opportunities in these areas are more limiting.

Computer Systems

Experience in efficient computer applications receive heavy attention. Such areas as data capture and application, quick response (QR) inventory systems to minimize inventory costs, expedient point-of-sale (POS) systems, and electronic data interchange (EDI) ensure retailers a more efficient merchandise flow.

Operations/Distribution

People in this area oversee the movement of merchandise in an accurate, efficient, and timely manner. They are responsible for operating and maintaining the store's physical plant, for providing various customer services, for the receipt, ticketing, warehousing, and distribution of a store's inventory, and for buying and maintaining store supplies and operating equipment.

Many excellent opportunities exist in this area for people who are more interested in operating activities than in merchandising. Some of these opportunities include: store superintendent, warehouse manager, maintenance supervisor, customer service manager, receiving supervisor, and security.

Promotions/Advertising

There are many aspects of sales promotion, with public relations, advertising, visual merchandising, and special events being the fundamental components. The creative departments in sales promotion try to presell the customer on the assumption that the best way to generate sales is to encourage people to want new merchandise. These departments offer stimulating career opportunities to creative men and women.

Loss Prevention

Loss prevention people provide asset protection for associates, facilities, and merchandise by measuring shortage resulting from paperwork errors, and internal and external theft.

Finance/Control

Sophisticated financial management and top financial officers are among the most highly paid in retailing. Many retailers have been involved in complicated corporate restructuring leading to high levels of debt; and retail competition in general has become fierce. Most retailers also operate on a tight net profit margin. With such a fine line between success and failure, retailers continue to require top financial experts — and compensate them generously.

The Finance/Control division is responsible for the financial soundness of the company. This involves preparing the financial reports for all aspects of the business, including long-range forecasting and planning, economic trend analysis and budgeting, shortage control and internal

audit, gross and net profit, accounts payable to vendors, and accounts receivable from charge customers.

Thirty-Five Years and Counting in Business Administration



Bill Alcorn, retired from the position as Senior Vice President, Controller and Chief Procurement Officer for JCPenney in July, 2008. Bill earned his Bachelor of Science Degree in Accounting from the University of Florida in 1971. His career began immediately following graduation as a field auditor with JCPenney. He traveled in the southeast visiting store locations, distribution centers, and credit service offices to evaluate their financial operations.

Alcorn advanced to Corporate Auditor, then Manager of System Data Processing Auditing, next to Controller of the JCPenney Catalog, then to Assistant Controller of JCPenney. He then became Vice President/Director of Credit and THEN Senior Vice President, Controller and Chief Procurement Officer for JCPenney. As Controller, he was

responsible for financial reporting and accounting operations for JCPenney. In addition, as Chief Procurement Officer, Alcorn oversaw all strategic sourcing and purchasing operations and the procurement of all non merchandise goods and services at JCPenney. Bill currently serves on several non profits Boards including the University of Florida Foundation where he Chairs the Audit Committee and serves on the Executive Committee.

Mr. Alcorn gave suggestions for those considering retail, "Before you choose retail as a career, make certain that you enjoy taking risks, having a lot of fun, and working in an exciting environment! RETAILERS are constantly evaluating THEIR customers and what they are looking for, and customers are constantly evaluating RETAILERS. The customer is continually changing; therefore, the merchandise changes, too. Everyday there is something new!"

Store Design

Retailers are finding that clearly defined, comfortable, and visually pleasing stores give them that extra edge over competition. Key elements of store design in the future include easy-to-shop, easy-to-maintain, and flexible store layouts. Talented, creative students in business, architecture, art, and other related fields will have innumerable opportunities for growth in the area of retail store design.

Human Resource Management

Human resource management is responsible for the effective selection, training, placement, advancement, and welfare of employees. Because there are seasonal peaks in retailing, such as Christmas and inventory when many extra people must be hired, personnel must be flexible and highly efficient.

Is Retailing for Me?

Possibly one of the most important decisions a student must make is whether or not to choose a career in retailing. A goal should be to pursue a career whose benefits are important to you and to

avoid those whose disadvantages will impede your ability to succeed and be happy. Every career has its pros and cons. Finding the best fit, however, takes careful planning.

Compensation and Benefits

Retailing can be both financially and personally rewarding. Careers in retailing combine continuous personal development with almost immediate responsibility and new challenges. Each day is different, so sales associates and executives are rarely bored. Starting salaries are competitive, and the compensation of top management ranks with the highest in the industry. For example, store managers with only a few years of experience earn up to \$100,000 or more, depending on bonuses. Top buyers, systems professionals, and other technical experts may earn just as much.

Compensation varies by category. Specialty store managers are generally paid less, but advancements are faster. Aggressive specialty store managers often run 8 to 15 units after a few years so they quickly move into higher pay brackets. Typical compensation range for management trainees is \$36,000 to \$42,000 with some as high as 55,000. A senior buyer for a department store earns from \$50,000 to \$90,000 or more. A department store manager can earn from \$80,000 to \$150,000; a discount store manager makes from \$90,000 to \$100,000+; and a specialty store manager earns from \$45,000 to \$65,000 or more.

Retailers have been strengthening the link between performance and compensation for top executives by supplementing base salaries with significant bonuses. Because promotions in retailing tend to be based on individual performance (not on length of employment), advancement can be more rapid than in most industries. A college graduate with a good performance record could become a buyer for a high-dollar-volume area in a large department store within two to three years, or manager of a specialty store in as little as one to two years.

A compensation package consists of more than salary alone. In retailing, the benefits package is often substantial and may include a profit-sharing plan; savings plan; stock option plan; hospital, major medical, and dental insurance; life insurance; long-term disability protection; income protection plans; paid vacations and holidays; and bonus potential. Two additional benefits of retailing careers are that most retailers offer employees valuable discounts on the merchandise that they sell, and some buying positions include extensive foreign travel.

Working Conditions

Retailing has an often exaggerated reputation of offering long and odd hours. Superficially, this reputation is true. Store managers do work some evenings and weekends. But many more progressive retailers, have realized that if the odd hours aren't offset by time off at other times of the week, many managers become inefficient, angry, and resentful — essentially, burned out. It is also important to put the concept of long hours into perspective. Most professional careers require more than 40 hours per week for the person to succeed. In a new job with new tasks and responsibilities, the time commitment is even greater. People shouldn't go into retailing if they like a calm, orderly, peaceful work environment with no surprises. Retailing is for those who like having exciting days, making quick decisions, and dealing with a variety of assignments, tasks, and people — often all at once.

Responsibility

Retailing is also for people who like responsibility. Starting executives are given more responsibility more quickly than in other industries. Buyers are responsible for choosing, promoting, pricing, distributing, and selling millions of dollars worth of merchandise each season. The department manager, which is generally the first position after a training program, is often responsible for merchandising one or more departments as well as for managing 10 or more full- and part-time sales associates.

From Intern to Director of Planning and Execution

Steve Schulteis is in Wal-Mart's Merchandise division as the Director of Planning and Execution for Shoes. He is responsible for the areas financial planning and product flow. Steve began his retail career in 1987 through an internship with Wal-Mart. During his internship, Steve worked in a warehouse where he discovered a more efficient way to pack boxes. That year he saved Wal-Mart over one million dollars in labor and supplies.

Steve graduated from the University of Florida in 1988 with a Bachelor of Arts Degree in Marketing and a Masters Degree in Management and Leadership from Webster University in 2011. His first position after graduation from University of Florida was with Wal-Mart as a management trainee. In June 1989, he was promoted to assistant manager. Soon after, Steve moved to Bentonville, Arkansas where he worked as a training instructor. He returned to the stores as a co-manager in May 1991.



Steve's first store manager position was offered to him in 1991. He managed stores in several locations: Venice, Bradenton, and Lake Worth, Florida, and Lehighton, PA. Steve has held the position of District Manager supervising multiple stores in south Florida.

He has served as a Regional Personnel Manager, where he oversaw 95 stores. His responsibilities include the management staffing of the store, associate relations acting as a liaison between the home office and the field to uphold the company's culture.

When asked why he chose a retail career, Steve stated that his internship offered a close view of the opportunities in retail. Also, he felt that he could excel in a retail environment. Steve believes that retail is a very satisfying career; he is able to work both the analytical and people aspects of a business.

Steve offers advice to students going into retail as their career, "Choose a stable company that has projected growth when selecting an employer. When you have accepted an offer, remember to pursue and accept various positions within your company. In these positions, you will meet many people and gain tremendous experience."

Employment Security

Retailing in general doesn't suffer from the severe shifts in the economy as badly as other industries such as the automotive industry. During recessions, people don't stop buying. They just buy less and shift their purchase patterns. Thus, sales and profits may suffer in retailing, but overall employment isn't impacted severely.

Retailing, on the other hand, is very results-oriented. Sales results are usually available immediately. Therefore, management knows who is successful and who isn't. Those who don't make the grade in

the executive ranks move on rather quickly. Changes in ownership through mergers and acquisitions coupled with consolidations of systems and staffs have also made employment less secure in retailing. These changes, however, affect store management and human resources less than buyers and others in corporate staff positions.

Decentralized Job Opportunities

Depending on the type of retailer and the specific firm, retailing enables executives to change locations often or not at all. In general, a career path in store management has more opportunity for relocation. Because buying offices are usually centrally located, executives with merchandising and staff positions generally aren't subjected to frequent moves.

Retail Corporate Communications



The entire time Joe Vella majored in Marketing at The University of Florida, he knew he wanted to become a buyer for Burdines Department Stores, based in Miami. Upon graduation from UF in June 1979, Joe began to pursue his dream by entering into the Management Training Program at Burdines that same summer.

Joe worked as an Assistant Buyer in Furniture, Sales Manager in Textiles, Buyer in Gifts and Holiday Trim, and Buyer for Tabletop Housewares. In 1986, Mr. Vella was selected to become the Buyer for Special Corporate Projectswhere he developed the "BEARDINES" plush bears for the Holiday 1986 Season generating almost \$1,000,000 Gross Margin Profit Dollars!!

In late 1992, Joe worked as a Buyer for Pier 1 Imports. For 2 years, he traveled the globe to India, China, the Philippines, Indonesia, Thailand, Greece, and even Ghana in search of and developing unique items for Pier 1. Joe remained committed to the United Way, serving on the Pier 1 Imports Corporate United Way Committee for 2 years.

Joe then moved to Atlanta in 1995 and worked as a Produced Design Director for Trade Am International, a privately owned wholesaler of Area Rugs and Home Textile Products. In addition to product development & design, he was responsible for the merchandising of Trade Am's showrooms in Atlanta, High Point and New York.

Joe returned to Federated Department Stores, now Macy's, Inc., in December of 1997 as the Home Fashion Director. He currently is the Director of Corporate Giving for Macy's, Inc. where he is responsible for the administration of the Macy's Foundation for the country. Joe was selected for this position not just because of his leadership skills, but also for his passion for Community and serving others.

An alumnus of Leadership Atlanta Class of 2006, Joe serves on the Board of Directors of Project Open Hand, Atlanta; Camp Best Friends; and is the current President of the Metro Atlanta Corporate Volunteer Council.

Joe believes that "we are only on this earth for a short period of time it's important to learn as much as can, work as hard as we are able to, and make life for others more tolerable however possible!"

Career Advancement

Many opportunities for rapid advancement exist simply because of the sheer size of the retail industry. There are millions of retail establishments, and the larger ones have many different

positions and multiple managerial levels. Yet in choosing a particular retailer, take care to choose a growth firm. Firms that have recently undergone corporate restructuring may have a glut of middle management positions. If store operations in an appealing career area, then chains with multiple outlets, should be pursued. But these stores don't present particularly good opportunities for people who seek a buying career, because they have relatively small buying staffs compared to the number of outlets. If buying is your primary career interest, choose a firm with a large buying staff or a firm with decentralized purchasing.

Women and Minorities in Retailing

Many people consider retailing to be among the most race and gender-blind industries. Retailers typically think that their managers and executives will make better decisions if they mirror their customers. Since most purchases are made by women and because minorities are becoming an increasingly important factor in the market, most retailers have active programs designed to provide the experiences and support that will enable women and minorities to be promoted to top management positions.

Training Programs

Training programs are as different as the retailers that sponsor them. Some training programs service is emphasizing on-the-job-training while others offer a very structured, classroom type environment. Training periods can range from twelve weeks to two years. When you talk to the various important companies, inquire about their specific training program and what it entails.

Characteristics Necessary to be a Successful Retailer

Some of the many skills necessary to be a successful retail executive include:

1. **Analytical Skills:** These skills include such things as the ability to analyze data, develop plans, and alter these plans if set goals are not realized. The ability to analyze past and present performance is critical to developing and modifying plans and producing profits.
2. **Decisiveness:** Retailers must be able to make decisions such as the price of thousands of items, which stores will receive certain items, and when and how much to markdown items. These decisions must typically be made quickly with only a limited amount of information.
3. **Creativity:** Successful retailers have the ability to develop novel and useful solutions to problems by blending imagination with analytical skills to beat the competition.
4. **Leadership:** Retailing is a very people-intensive business. Because retailers manage people, not machinery, successful retailers must be able to inspire their employees, delegate responsibility, and motivate people.
5. **Stress Tolerance:** Because retailers have to make many important decisions in a rapidly changing, uncertain environment, a successful retailer must be able to perform under pressure.
6. **Organization:** To lessen the pressure of decision-making, successful retailers must be good planners. By developing goals and lists of activities to accomplish, successful retailers minimize the time spent on routine decisions, recognize important problems, and can make adjustments.
7. **Communication:** The ability to present ideas and thoughts in a clear and concise manner is also important. In addition to expressing written ideas in an organized manner with proper grammar, successful retailers must be able to make oral presentations with persuasiveness and confidence.

The skills described above are important for someone interested in retailing to possess; however, to be successful and enjoy a career in retailing, the following characteristics are also very helpful:

- Interest in people
- Enjoy a challenge
- Desire early recognition and awards
- Pleasant personality
- Neat appearance

Commonly Asked Questions

Why is a job in retailing good for starting your career?

There are three reasons for this:

1. It provides the best opportunity for getting experience in managing people and having profit & loss responsibility early in your career. These experiences are critical for promotion to upper level management positions in all fields. You do not get this type of responsibility early in a sales career.
2. Retail offers a wide diversity of activities. You don't do the same thing or make the same decisions day after day. It is a very challenging work environment. You don't have to sit behind a desk all the time. The fast paced, diverse environment is a big benefit over banking.
3. You have opportunities to get promoted and make more money if you do a good job, and your company will know you are doing a good job because it's all in the numbers. Objective performance measures can be traced down to the lowest level job.

Will I start out as a sales associate?

No, after completing executive training, management trainees in department stores and discount stores usually start out as department sales managers (DSM). The DSM's are responsible for the presentation of merchandise and the management of sales associates in an entire department. In specialty stores, you would enter as an assistant store manager responsible for all aspects of the store's operations.

Are the hours longer than in other industries?

Although you work some nights and weekends in retailing, the actual hours that you will work are no longer than in other industries. You will typically be scheduled for a 40 hour work week; however, during peak seasons, you may work longer hours. To be successful in any industry, you must be prepared to work hard — retailing is no different. People who want to progress rapidly in any industry frequently work more than 40 hours per week.

How quickly can I be promoted and receive salary increases?

Obviously, the different career paths within the various types of retail institutions will determine your rate and direction of advancement. How fast you advance really depends on your performance and the opportunities within your company; however, if you are above average in performance, you can expect to double your income within 5 years.

How long are the training programs?

This again depends on the company for which you choose to begin your career. Training periods range from several months to a year. Some programs are held strictly in a classroom, while others combine training in a classroom and on the sales floor.

If I want to become a buyer, what type of retail store would provide that opportunity?

It is harder to become a buyer in either a specialty store or a discount store than it is in a department store. Discount stores tend to be of a very large scale with few buyers and many store managers and operations people. Specialty stores also tend to be looking mainly for store managers because of their hundreds of individual stores which all use the same few buyers. Department stores, on the other hand, are looking for both buyers and store managers. It is much easier to become a buyer for one of the many merchandise assortments in a large department store than to become a buyer for one of the limited number of merchandise lines in a specialty store or for one of the large volume lines of a discount store.

How much control will I have over geographic placement?

Although some companies will try to accommodate preferences, most companies are not able to consider personal preferences and emphasize the importance of flexibility. Most companies stress that the more willing you are to move, the faster you will rise within the company since most moves are promotions; however, many companies will not require you to move if you are willing to accept a slower career path.

How do I decide which type of retail store is best for me?

When deciding which type of store environment is the best for you, you must ask yourself several questions including:

What corporate culture will I fit in with best?

Do I want to be in store management, buying or a support function?

What kind of lifestyle do I want to lead?

Do I want the flexibility of switching career paths, say, from buying to store management?

Where do I want to be 5 or 10 years from now?

There are significant differences among the different types of retail institutions. These differences could have an effect on your choice of retail as a career. Make it a point to discover the different career paths within the different types of retailers to determine how your interests and career needs may be better satisfied.

What do you need to do to get promoted?

Do a good job in your present position, and don't worry about your next position until you get it. If you perform well and get good results, you'll be promoted when you're ready — often before you expect it.

COMPANY PROFILES

AT&T

AT&T is bringing it all together for our customers, from the revolutionary iPhone 4 to next-generation TV services and sophisticated solutions for multi-national businesses.

For more than a century, we have consistently provided innovative, reliable, high-quality products and services and excellent customer care. Today, our mission is to connect people with their world, everywhere they live and work, and do it better than anyone else. We're fulfilling this vision by creating new solutions for consumers and businesses and by driving innovation in the communications and entertainment industry.

We're recognized as one of the leading worldwide providers of IP-based communications services to businesses. We also have the nation's fastest mobile broadband network and the largest international coverage of any U.S. wireless carrier, offering the most phones that work in the most countries; the largest Wi-Fi network in the United States; and the largest number of high speed Internet access subscribers in the United States.

And we're making huge advances in the entertainment and communications industry. For example, we've expanded our video offerings to include next-generation television services such as AT&T U-verse® TV and AT&T | DIRECTVSM. Its part of our "three-screen" integration strategy to deliver services across the three screens people rely on most — the mobile device, the PC and the TV.

As we continue to break new ground and deliver new solutions, we're focused on delivering the high-quality customer service that is our heritage.

AT&T Employee Advantages

Just as AT&T strives to exceed its customers' expectations, it strives to exceed employees' expectations.

- **Benefits:** AT&T provides employees with resources and information that enable them to manage life's challenges
- **Culture:** AT&T employees are challenged, rewarded and given every opportunity to be successful in an exciting, energized environment
- **Diversity:** AT&T promotes an inclusive environment that maximizes individual and organizational contributions in the workplace, community and marketplace
- **Learning:** AT&T ensures employees stay current in the marketplace to keep ahead of the curve
- **Opportunity:** AT&T provides employees the chance to work with the latest technology and continuously gain valuable expertise along the way

Other Facts about AT&T

As a world-class company, AT&T receives countless honors in numerous categories. Here are just a few recent accolades:

- Company of the Year by *Forbes Magazine* (2007)
- “America’s Most Admired Telecommunications Company” by *Fortune Magazine* (9 out of last 11 years)
- Among the “World’s 50 Most Innovative Companies” by *Business Week Magazine* (2007)
- Among “The 25 Most Generous Corporate Foundations” by *Forbes Magazine* (2006)
- Among “The 40 Best Companies for Diversity” and “Top Ten Companies for Recruitment and Retention” by *Black Enterprise* (2010)
- Among the “Best Places to Work” by the Human Rights Campaign (2006-2008)

The Retail Sales Leadership Program

Apply for AT&T’s Retail Sales Leadership Program and connect to your future! The program begins with six-month training program based in Atlanta that puts college graduates with outstanding potential on a fast track to retail sales management and future leadership opportunities throughout AT&T. It’s your first step to building an exciting, continually progressing career.

This program offers you a chance to put your potential to work in a company that has a strong culture of opportunity and growth. As the one of the largest communications company in the United States and the world and a leading provider of wireless services in the U.S., AT&T offers innovative communications products and services and the newest technologies to our customers each and every day. On top of that, AT&T provides a challenging and exciting workplace for employees.

Our Retail Strategy: AT&T Experience Stores

If you are interested in retail management and being part of the most innovative approach to retail, AT&T is the place to launch your career. AT&T’s retail strategy is about more than our wireless products and services. Our stores reflect our commitment to seamlessly converge wireless and wireline service and give customers a convenient, streamlined, hands-on approach to experiencing and selecting the AT&T products and services that keep them connected at home and on the go. In our ever-expanding network of AT&T Experience Stores, the company’s extensive portfolio of products is presented in a highly interactive retail setting. Customers can access the best in all categories of telecommunications and entertainment products all in one place and explore all the possibilities they provide. Experiences “stations” within the stores include Entertainment, Home Connections, Music, Gaming, Messaging and Video, Laptop Mobility and much more. It’s all under one roof in an engaging, personalized, fun setting where customers can try and “play” -- assisted by top-notch retail professionals.

Program Structure

The multi-faceted Retail Sales Leadership Program provides participants with training and experiences that will prepare them to step into retail management positions and launch a promising, progressive career with the skills and confidence that ensure success. Core components of the program which is conducted in Atlanta at AT&T’s wireless division headquarters, include:

- Intensive 6-month focus on developing leadership, management and coaching skills
- Classroom training and practical, hands-on assignments – both individual and team-oriented
- On-site, in-store rotations interacting and learning from our very best retail experts

Summary of Program Benefits

AT&T’s Retail Sales Leadership Program is not an internship, but an employment opportunity that provides exceptional candidates with first-class training and leadership development that are the first step in a rewarding career at AT&T.

- Customized training curriculum emphasizing management and leadership skills
- Opportunity to develop supportive professional relationships
- Career path to retail management and related leadership roles within AT&T's wireless division
- Future career possibilities throughout AT&T not just in retail, but also in marketing, sales operations, customer care management
- Access to AT&T employee benefits from day one

Program Requirements

- Undergraduate degree (emphasis on Business, Retail Management or Marketing preferred, but not required)
- Demonstrated leadership abilities
- Strong communication skills – written and verbal – and excellent interpersonal skills
- Prior retail experience a plus, but not required
- Computer skills and knowledge
- U.S. citizen or permanent resident status
- **Willingness to relocate to Atlanta, GA for duration of program and travel to markets as needed**
- **Willingness to relocate anywhere within AT&T's U.S. coverage area upon completion of program based upon current business needs**

BEALL'S, INC.

Beall's Inc. is the parent company to two dynamic and fast growing retail chains which specialize in family apparel, footwear, and products for the home: Beall's Department Stores, Inc. and Beall's Outlet Stores, Inc. Family owned and operated for three generations, Beall's offers the best of both worlds: the technology and benefits of a big company plus the small-town values of a family owned operation. In business for more than 95 years, Beall's now has more than 535 stores and generates more than 1 Billion in annual sales.

Both chains have changed tremendously through the years. Shifting populations, a difficult retail environment, and evolving purchasing patterns have driven them to focus on the areas where they experience the greatest success. Yet the two chains have several things in common: both are customer driven and both are committed to growth and profitability through the expansion of existing operations and through the testing and development of new retail concepts and product lines.

New college graduates are hired both by Beall's Department Stores or Beall's Outlet Stores and occasionally by Beall's Inc. in the corporate offices in Bradenton, Florida or in stores throughout our trading area. Depending upon which chain they join, their training and their career paths differ.

About Beall's Department Stores...

Beall's Department Stores seeks to provide name brand merchandise that appeals to the Florida lifestyle. Its focus is on customer service: both on the sales floor and behind the scenes with special in-store services such as Beall's charge card, free gift wrap, special order service and much more!

Beall's has 77 Department Stores, usually located as anchor stores in strip centers throughout Florida. The average department store has 70,000 square feet of selling space; the "Big Store" category, a newer prototype replacing older stores of approximately 30,000 square feet, range in size from 50,000 to 110,000 square feet. The big stores contribute more than 85% of the chain's sales volume. An average department store employs 50 associates. They advertise through a broad range of media including television and radio broadcast, newspaper inserts and direct mail campaigns that target special events.

E-commerce is an important part of Beall's strategy to compete successfully in the future. Beallsflorida.com and an in-store Click-and-Find kiosk have successfully launched Beall's into the cyber-shopping arena. Web-based applications are designed and developed with a team effort between Beall's E-commerce department and Beall's, Inc. Information Systems programmers. Beall's also engages in social media such as Twitter and Facebook to interface with its customer base and the public.

Your training and career path at Beall's Department Stores:

Internship Program: Prior to graduation, valuable experience can be gained through our summer Internship Program. Intern positions are available in our stores – in store management and in our corporate offices – in Buying, Product Development, Advertising and E-commerce offices. Interns are exposed to all aspects of retailing through cross training and classroom style sessions.

Management Training Program: As a member of our Management Training Program, you will jump right in learning first-hand the philosophies and concepts of Beall's retailing.

Corporate: Corporate Management Trainees progress through three positions: Assistant Buyer, Analyst and Store Area Manager. Assistant Buyers work closely with the Buyer, sharing planning and analysis responsibilities, assist with advertising coordination, manage item price control, purchase orders and item data integrity, communicate with stores and develop positive vendor relationships. Analysts work closely with the Planner learning store and product analysis techniques, as well as sales and inventory planning while managing responsibility for merchandise allocation. Store Area Managers work on the sales floor learning day to day store operations including ad set-up, merchandise presentation, receiving, loss prevention and price management. Once all phases of the program have been completed successfully, the Trainee is eligible for promotion to Senior Assistant. A Senior Assistant Buyer is responsible for buying a category of merchandise, travels to market with the buyer and is eligible for promotion to buying positions that become available. Buyers are then ultimately considered for promotion to Divisional Merchandise Manager positions.

Other corporate entry-level management training positions are available in the advertising, product development and Internet offices.

Stores: Store Management Trainees are hired as Area managers responsible for a group of departments covering one third of a stores floor space. Trainees receive on the job training supported by videotapes, training materials and coaching by store management. Area Managers are responsible for store opening and closing, receiving, the office, personnel and maintenance. In addition, they have responsibility for customer service, payroll control, visual presentation, staff motivation and expense control. Once management trainees complete their training and achieve appropriate performance standards, they are eligible for promotion to Operations Manager. The training is continued until requisite levels of performance and experience lead to opportunities for Store Manager slots. Store Managers are ultimately considered for promotion to District Manager and then Regional Manager.

About Beall's Outlet Stores...

The mission of Beall's Outlet Stores is to Wow our customer with innovative, dynamic, branded and relevant assortments of family apparel, footwear, accessories, and products for the home at exceptional values every day. Their focus is on value, price, and a broad selection of product categories at savings up to 60% off of other retailers' prices.

Beall's Outlets are located conveniently in strip malls in small towns and larger metropolitan areas throughout sixteen states from Florida to California in the Sunbelt region of the country. Several Beall's Outlets have also been placed in regional malls. In the chain there are just under 450 stores called Beall's Outlet or Burke's Outlet. The outlets range in size from 10,000 to 35,000 square feet. (New store openings average 26,000 square feet with 24 employees). Chain employment averages around 14 associates per store.

Marketing utilizes a variety of media sources including newspaper, mail, TV, radio, internet, e-mail, and social media. The current marketing strategy as an off-price retailer is to be at everyday low prices. Beall's Outlet utilizes a customer (One Card) loyalty program to promote repeat visits including a Monday Club for customers age 50 or more, a Friday Club for customers under 50, and a rewards program.

Beall's Outlet Stores – Store Operations:

Your Training...

Store Manager training consists of a four week program which is a guided on-the-job training supplemented by a training packet and videos. A Store Manager conducts the program in which the Trainee will learn about merchandising, operations, and personnel.

Your Career Path...

Beall's Outlet Operations fosters a program of promoting management from within the organization. Store managers have the opportunity for promotion to the District Manager position.

Beall's Outlet Stores – Corporate Office:

Your Training:

Students can explore career options at our Corporate Center that is located in Bradenton, Florida. A 90 day training program provides trainees exposure to all facets of business, including product purchasing and sourcing, planning and allocation, and our distribution center. This training takes place in a fast paced environment where a mentor will be assigned to each trainee.

Your Career Path...

The strong foundation that training provides allows for options to pursue a career path in Merchandising or Planning in the position of Associate Buyer, Buyer, Store Analyst or Merchandise Planner.

In Summary...

Beall's, Inc. and its two chains, Beall's Department Stores and Beall's Outlet Stores, offer an exciting and high-energy environment where there's plenty of room to grow! Beall's believes in providing equal opportunities regardless of gender, religion, race, cultural background or physical characteristics. Beall's is committed to the support and encouragement of each employee and believes in training and promotion from within. We know that our success is based on the success of each employee. The future looks bright at Beall's.

College Contact:

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Christine Soto
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Beall's Outlet Stores, Inc.
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Phone 941-744-4568
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BROWN SHOE

We're Brown Shoe

Brown Shoe Company is a global footwear company that inspires people to look and feel good every day, with a compelling portfolio of loved and trusted brands. We put more than 100 million pairs of shoes on the feet of women, men and kids around the world each year through partnerships with department stores, national chains and independent retailers on behalf of our footwear brands, as well as our own retail stores, catalogs and e-commerce sites. Brown Shoe maintains global operations in St. Louis, New York, Canada, China and Italy in order to bring a truly worldwide perspective to our business.

Our Consumer Focus

We understand that now more than ever, consumers seek greater value from the companies with which they do business. Dollars must work harder as people look to get the most from their investment. Brown Shoe offers that value to our customers with the right combination of style, convenience, quality and price. Our portfolio of brands is priced to include something for everyone, no matter what you choose to spend. We're also introducing a variety of unique offerings this year, to add some excitement to your shoe shopping trip. Ultimately, Brown Shoe strives to help you make smart choices when it comes to meeting your footwear needs.

Our Stores, Our Brands

Led by our more than 1,100 store [Famous Footwear](#) chain, Brown Shoe offers attractive and convenient shopping environments in which consumers find excellent value and the fashion they desire. For those who prefer to spend less time shopping for shoes and more time wearing them, our [shoes.com](#) e-commerce site stocks more than 450 brands for women, men and kids.

Because we know every consumer is unique, our brand portfolio fills a broad range of needs - from sophisticated fashion with [Via Spiga](#) and [Vera Wang Lavender Label](#) to comfort and style with [Naturalizer](#) and [Franco Sarto](#), to the trusted comfort heritage of the [Dr. Scholl's](#) family of brands, to exciting celebrity artist collaborations like [Carlos Santana](#) and pop superstar [Fergie](#). Each of our brands, both retail and wholesale, is tailored to fit the lifestyle and passions of a unique footwear consumer, and continually evolves along with them.

Our Promise

Through world-class sourcing and product development organizations, extensive research into marketplace and consumer insights, and collaborative relationships with both leading retailers and manufacturers of footwear, we deliver consummate value to our customers with the right combination of style, convenience, quality and price, wherever you choose to shop.

College Recruiting

Both our Business Internship and Accelerated Career Track Program are designed to attract top entry-level talent. If you're passionate about retail and motivated to learn these programs will provide you with the tools you need to be successful.

Business Internship

The Business Internship gives you real experience in multiple areas, offering the rare opportunity to be immersed in both the wholesale and retail sides of the shoe business within the same company. . You'll have the opportunity to spend time working on various projects with Senior Executives at the conclusion of the internship.

Accelerated Career Track (ACT) Program

The Accelerated Career Track Program provides you the opportunity to earn six figures and be at the Director level position in just 6-8 years! This unique program pays for your MBA, provides you with a Senior Executive Mentor and the opportunity to manage multiple areas of Brown Shoe's brands.

If you're passionate about retailing and looking to move up the ladder fast, Brown Shoe is the place for you! Put some sole in your career! Visit www.brownsheo.com/careers.

BUILD-A-BEAR WORKSHOP®

About our concept

Build-A-Bear Workshop, Inc., is the leading and only global company that offers an interactive make-your-own stuffed animal retail-entertainment experience. Founded in 1997, the company and its franchisees currently operate more than 400 Build-A-Bear Workshop® stores worldwide, including company-owned stores in the United States, Puerto Rico, Canada, the United Kingdom, Ireland, and France, and franchise stores in Europe, Asia, Australia and Africa. In 2007, the interactive experience was enhanced - all the way to CyBEAR™ space - with the launch of buildabearville.com®, the company's virtual world, stuffed with fun. Build-A-Bear Workshop (NYSE: BBW) posted total revenue of \$468 million in fiscal 2008. For more information, call 888.560.BEAR (2327) or visit the company's award-winning Web site, www.buildabear.com.

We offer an extensive and coordinated selection of merchandise, including over 30 different styles of animals to be stuffed and a wide variety of clothing, shoes and accessories for the stuffed animals. Our concept appeals to a broad range of age groups and demographics, including children, teens, parents and grandparents. Our stores, which are primarily located in malls, are destination locations and draw guests from a large geographic reach.

Upon entering our store, you are greeted by an animal bear sentry. The store is divided into stations: Choose Me, Hear Me, Stuff Me, Stitch Me, Fluff Me, Dress Me, Name Me, Take Me Home®.

Each station defines an important step in the bear-making process and adds to the Guest experience. Guests choose from more than 30 different types of animals then they stuff it, give it a heart filled with good wishes, a Build-A-Bear Workshop trademark. Then they can give their furry friend pawsonality by dressing it in hundreds of outfit and accessories.

Build-A-Bear Workshop® is a place where families and kids from 3-103 come together to have fun, while creating a special memory that is their own. This is the reason our Guests come back again and again. Each store is a model for our industry, featuring a stimulating unique design, and a staff of Associates trained to WOW our Guests with pawsome service.

About how we run our business:

Everything we do is based on the belief that people are inherently good, honest, and want to make a difference. We strive to make doing business at Build-A-Bear Workshop as a Guest, an associate, a business partner, or a stakeholder a positive experience.

Our diverse team of energized, dedicated friendly associates operate in a family-like environment by using principles of collaboration, alignment and positive energy as we work together. We are committed to creating a workplace of choice, where our associates are treated as owners, with all the benefits that would naturally follow.

Build-A-Bear Workshop was named as a Fortune 100 Best Place to Work 3 years in a ROW!!!!

For more information visit the company's award-winning Web sites at www.buildabear.com and buildabearville.com



DICK'S SPORTING GOODS, INC.

Dick's Sporting Goods, Inc. is an authentic full-line sporting goods retailer offering a broad assortment of brand name sporting goods equipment, apparel and footwear in a specialty store environment. The Company also owns and operates Golf Galaxy, LLC, a multi-channel golf specialty retailer. As of May 17, 2011, the Company operated 447 Dick's Sporting Goods stores in 42 states, 81 Golf Galaxy stores in 30 states and e-commerce and catalog operations for both Dick's Sporting Goods and Golf Galaxy.

Dick's Sporting Goods offers three exciting opportunities for juniors or seniors which are described below. Our opportunities range from careers in retail management within our stores throughout the United State to merchandising careers based out of our Pittsburgh, PA Store Support Center. All of our opportunities provide an excellent to start your career and will develop you for long-term success.

At Dick's Sporting Goods you will have the opportunity to work with and learn from the leaders of a Fortune 500 company recognized by *Fortune Magazine* as "Retail's Rising Star."

Retail Management Opportunities

Sales Manager Trainee Program

The goal of the program is to provide you with the skills and experiences that enable you to achieve business results through leading a team while offering exceptional customer service. During this 14-week program, you will receive training in all aspects of store operations and experience a broad range of activities while working in a dynamic store environment. At your successful completion of this leadership program, you will be placed as a Sales Manager in one of our stores.

Some of your experiences will include:

- Working with a Store Manager who acts as your Mentor/Training Guide
- Interacting with Training Partners who are experts in their area of business
- A "Learn-By-Doing" philosophy of training
- Exposure to our Corporate and Distribution Teams to get the big picture of our retail business challenges
- Creating a business driving project that demonstrates your business leadership abilities

We look for potential candidates with:

- A GPA of 3.0 or higher
- All majors can apply, management, marketing or related business major preferred
- Practical work experience, preferably in retail or management

Start date: February 2012, June 2012, and August 2012

Merchandising Opportunities

DICK'S Sporting Goods is offering an exciting training and career opportunity for college students in our Merchandising Programs based out of our Pittsburgh, PA Store Support Center.

Merchandising Trainee Program

During this one-year program, you will be exposed to a broad range of business activities while working through rotations in Buying, Merchandise Analysis (Replenishment and Allocations) and Stores. You will also gain exposure to Merchandise Planning and Product Development. At your successful completion of this leadership program, you will be promoted to an Assistant Buyer or a Merchandise Analyst, based on your performance and interest.

Start date: February 2012, June 2012, and August 2012

Merchandising Internship

As an Intern, you will take on meaningful work assignments and will make a real contribution to your team's success. Our Interns are assigned during the 12-week period to one area within Merchandising; primarily in Buying or Merchandise Analysis. Some interns will also be placed in Product Development or Merchandise Planning. Past interns have worked in areas including: Nike Apparel, Golf, Footwear and NCAA Licensing. The program is structured and includes on the job learning, classroom instruction and an end-of-program project presentation.

You will also participate in professional development workshops to learn more about the company. Our interns also meet with senior leaders including our Chief Information Officer, President and a private breakfast with our Chief Executive Officer. Our 2010 intern class of 25 students interacted frequently throughout the summer at social, sporting and networking events.

We provide fully furnished summer housing for interns from outside of the Metro Pittsburgh area.

Start date: May 2012

Additional Merchandising Information:

Some of your experiences will include:

- An orientation to introduce you to the company, Pittsburgh, the program and your classmates
- Working with Buyers and Managers, who are experts in their area of business
- On the job training specific to your area
- A mentoring program

Skills we're looking for:

- An entrepreneurial spirit with a passion for results
- Demonstrated leadership skills
- Business driving strengths including strong analytical and problem solving skills, organization and planning abilities and solution oriented decision-making
- Dynamic communication style with an interpersonal savvy to clearly and effectively communicate across a wide range of diverse people

We look for potential candidates with:

- A GPA of 3.2 or higher
- A major in Marketing, Management, Finance, Accounting, Supply Chain or other related business major
- Strong proficiency in Excel
- The willingness to relocate to Pittsburgh, PA

Contact:

A. Brooks Renoll
Recruiter, University Relations
DICK'S Sporting Goods
724-273-4544
brooks.renoll@dcs.com
www.facebook.com/DSGcampus



Firestone Complete Auto Care is owned and operated by Bridgestone Retail Operations, LLC (BSRO), and a worldwide leader in the automotive industry. BSRO owns and operates one of the largest, most advanced automotive tire and service retail chains in the nation. We employ over 23,000 people throughout the United States in more than 2,200 stores. We are industry leaders in providing associates with rewarding careers, outstanding opportunities and compensation, a full line-up of benefits, 401(k), many privileges and a commitment to ongoing training and professional development. And given our ongoing growth of locations and services, we're seeking qualified applicants with various skill and experience levels.

Store Manager Trainee

As a Store Manager Trainee at one of more than 1,600 Firestone Complete Auto Care retail stores nationwide, you will become involved in all facets of store operations.

Your responsibilities will include selection, coaching, educating and developing store associates, as well as purchasing, merchandising, advertising and promoting Bridgestone/Firestone products. A strong commitment to building customer satisfaction is a key component of this position. The criteria for measuring your managerial aptitude will be your ability to translate merchandising and marketing into the delivery of a broad range of customer-satisfying products and services. Success at the Store Manager level opens up a wealth of other career opportunities in line management or a functional support group.

As a teammate of Bridgestone Retail Operations, LLC (BSRO) and the Firestone Complete Auto Care chain of stores, you can enjoy outstanding compensation, comprehensive benefits and access to educational opportunities.

Internship (Accelerated Retail Management Program)

At Bridgestone Retail Operations, LLC, your education never stops. Throughout your career you'll have opportunities to learn from training and professional development classes. As an intern, your education for Management and Sales might include; new teammate orientation, certified for excellence modules, sales and product knowledge workshops, administrative workshops, store manager business development workshops

Qualifications

We are looking energetic, self-motivating people who are seeking a career within a large retail organization. These students will preferably be seeking a degree in management, marketing or business administration and working with the center for retailing.

Opportunities Available

In the southeastern United States we operate over 380 company owned stores and have opportunities in the following states: Florida, Alabama, Tennessee, Georgia, South Carolina, North Carolina and Mississippi.

HESS CORPORATION

Hess Corporation, with headquarters in New York, is a leading global independent energy company engaged in the exploration for and production of crude oil and natural gas, as well as in refining and in marketing refined petroleum products, natural gas and electricity.

We are looking for graduates to take on challenging and rewarding entry-level jobs in the following area.

- o **RETAIL MARKETING.** We operate more than 1,350 HESS and HESS EXPRESS branded retail facilities from Massachusetts to Florida, and continue to selectively expand our convenience store network.

Hess is uniquely positioned to meet the total energy needs of our customers in a cost-effective, environmentally friendly manner.

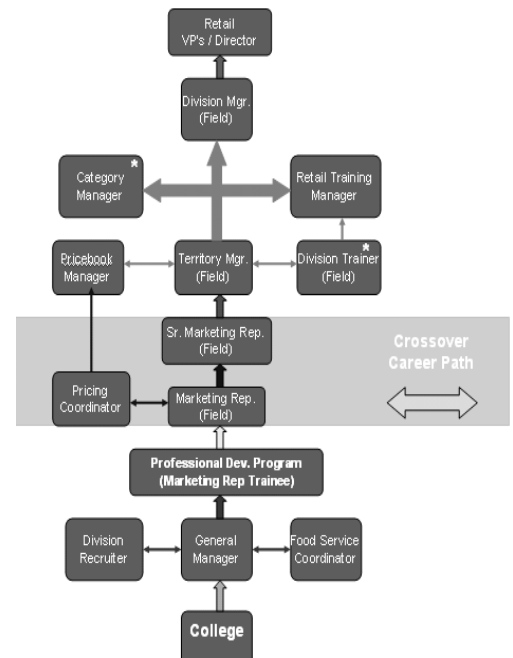
We invite you to Explore More about us at: www.hess.com.

Full Time Retail Opportunities

Marketing Representative Trainee

This position for our Retail Marketing business will go through a 12-18 month training program that will train and prepare employee to run a retail territory within one of our 7 Divisions. Must be able to make on-the-spot decisions related to daily station/store operating issues, evaluate and discipline subordinates, an enthusiastic attitude, availability to be on call 24 hours a day if an emergency arises, excellent communication skills - verbal and written, the ability to motivate employees to achieve goals. Ability to relocate and/or work in Florida, New England, New Jersey, New York or Pennsylvania areas.

Bachelors Degrees in Marketing, Retail, Business, Finance or Liberal Arts



To apply, view our career opportunities on Gator CareerLink.

Make a difference Right Away... and get recognized for it.



careers

sales manager intern

own your runway

- » our identity**
an industry leader Take off on your career runway with one of America's largest department store and e-commerce retailers, employing approximately 150,000 Associates and operating over 1,100 department stores throughout the United States and Puerto Rico. Imagine leveraging the learning power of over 1,100 stores and over 100 years of innovative retailing with jcpenny!
- » the lowdown**
real experience The Sales Manager Internship is a ten week blended learning program focused on immersing the Intern in all aspects of managing multiple departments. The internship takes place in a selected jcpenny store and is divided into weekly assignments that build on each other. Each week the intern will gain exposure to key areas of store operations including providing exceptional customer service, in-store merchandising, sales analysis, and event management.
- » your role**
what to expect As a Sales Manager Intern, you will gain experience getting to know the jcpenny company and its' brands, delivering GREAT! service, working with customerFIRST surveys, learning about merchandise processes, analyzing sales trends and inventory, interacting with new associates, motivating a team, planning a store event, and benchmarking the competition.
- » qualifications**
making the cut To be considered, students must be a Junior or Senior in classification with a preferred 3.0 overall GPA. Skills should include excellent communication, the ability to work well with others, self-motivation, and a results-driven approach to goals and challenges. Students should also have a willingness and availability to relocate. Retail experience is a plus!
- » opportunities**
your big break After successfully completing the 10-week internship, you may receive an employment offer to join jcpenny as a Sales Manager Trainee upon graduation! jcpenny stores are nationwide, so relocation is the norm and a requirement to enter the program.
- » how to apply**
your first step You can find us online at jcpennycareers.com. Click on Campus Recruiting, then learn more under Stores. Then Apply Now!



careers

sales manager trainee

own your runway

- » our identity**
an industry leader Take off on your career runway with one of America's largest department store and e-commerce retailers, employing approximately 150,000 Associates and operating over 1,100 department stores throughout the United States and Puerto Rico. Imagine leveraging the learning power of over 1,100 stores and over 100 years of innovative retailing with jcpenny!
- » the lowdown**
real experience The Sales Manager Trainee program is blended learning focused on immersing the Trainee in all aspects of managing multiple departments. Training takes place in a selected jcpenny store and is divided into weekly assignments that build on each other. Each week the Trainee will gain exposure to key areas of store operations including delivering exceptional customer service, in-store merchandising, sales support functions, sales analysis, and event management.
- » your role**
what to expect As a Sales Manager Trainee, you will begin a career in retail management with an experience that includes, maximizing sales and profits, ensuring customers have a GREAT! shopping experience, leading and motivating a store team, and creating an exciting store environment.
- » qualifications**
making the cut It is preferred candidates have a four-year degree with a 3.0 overall GPA. Skills should include excellent communication, the ability to work well with others, outstanding leadership, self-motivation, and a results-driven approach to goals and challenges. Candidates should also have a willingness and availability to relocate. Retail experience is a plus!
- » opportunities**
your big break After completing the formal 16-week training program you will have the opportunity to fine tune your management skills by running a select department within your training store with the guidance of the Store's Leadership Team. After successfully demonstrating the key competencies of a Sales Manager, you may be promoted to the role of Sales Manager and lead your own department. Leading your own department is only the first step in your management career with jcpenny.
- » how to apply**
your first step You can find us online at jcpennycareers.com. Click on Campus Recruiting, then learn more under Stores. Then Apply Now!

★ macy's • bloomingdale's

CAREERS AFTER COLLEGE

As America's largest operator of premier department stores, Macy's Inc. offers unrivaled opportunities in the business of retail. Macy's & Bloomingdale's are among the most respected names in American retail, and as part of the Macy's, Inc. family, each of these companies combines a rich heritage of fashion-driven customer service with an innovative outlook that helps keep the industry evolving. Together, Macy's & Bloomingdale's encompass over 850 stores in more than 45 states, Washington D.C, Guam and Puerto Rico with a presence in 63 of the nation's 65 biggest markets.

In addition to being a fashion leader in both apparel and the home, the Macy's name is most commonly associated with events such as the Thanksgiving Day Parade and the 4th of July Fireworks.

Macy's recognizes that training is essential to the development of all new executives. We are fortunate to have an extensive network of executives as well as newly transitioned individuals from either college or outside industries that are eager to assist you in your development. Your pace, your progress, and your success with Macy's are dependent only on your own motivation and personal abilities.

At Macy's, you can learn the business strategies and operations of a Fortune 100 company with about 210,000 employees. We're a frontrunner in the industry and shoppers worldwide recognize our brands.

Store Management Executive Development Program

Macy's is capturing the spirit of America as the nation's department store. By reflecting lifestyle, by providing fashion, by delivering affordable luxury, by putting the customer first, Macy's is distinguishing itself as a very special place to shop.

Through the "My Macy's" initiative, we are investing resources in talent, technology and marketing that will allow us to ensure that each and every Macy's store is "just right" for the customer who shops in that location. This requires having talented people in our store management executive development program who are motivated to lead us in new directions.

- Have a choice in where you work. Macy's is located coast-to-coast.
- Invest career time with a company committed to diversity and giving back to the community.
- Turn over a new leaf with us. At Macy's, we believe that contributing to a more sustainable environment is good business practice and the right thing to do for future generations.

What's in it for you:

- Lead and develop your own selling team of approximately 10 – 20 sales associates to reach their fullest potential while maximizing business opportunities
- Analyze business trends and work with the field merchant teams to influence merchandise selections to better meet your customer needs
- In partnership with management, plan and execute merchandise placement and sales promotion set-up
- Plan and execute exclusive promotional events for your selling areas
- Participate in the selection process to hire new sales associates
- Work in a fast-paced, competitive and constantly changing environment

What to bring to the program:

- Bachelors degree with solid academic record, all majors welcomed
- Leadership skills that include professional business ethics, assertiveness and self-motivation
- Demonstrated ability to solve problems and manage complex relationships
- Ability to prioritize projects and execute multiple tasks to achieve productivity and business goals
- Strong business background with ability to analyze data & draw conclusions
- Willingness to relocate as you advance in your career may increase your chances for more frequent promotions

Store Management Internship Program

What's in it for you:

Learn the inner workings of a multi-million dollar premier retail department store by becoming a key player on our management leadership team. It's more complicated than you probably realize. Are you up to the challenge?

During our 8-week paid Store Management internship, you will be exposed to the day-to-day events of our dynamic, fast-paced industry. Business exposures include customer service, store operations, associate development, human resources, visual merchandising and loss prevention. This internship is offered across the country, offering the opportunity to stay close to home or experience a new city.

Through the "My Macy's" initiative, we are investing resources in talent, technology and marketing that will allow us to ensure that each and every Macy's store is "just right" for the customer who shops in that location. This requires having talented people in our store management positions. This internship program is the first step on your career path to store management and beyond.

Program structure:

- Cross-functional departmental and operational exposures – we want you to experience all facets of running a multi-million dollar department store
- Week-by-week journal guides you through the Store Management internship
- Final project and presentation that focuses on a business development strategy
- Interaction with store managers and field merchants teams to provide greater insight to the multitude of career opportunities available in our organization

What you have the opportunity to do:

- Explore the dynamics of the retail industry in a supportive, challenging and fun setting
- Learn different aspects of the retail store environment including selling and service strategies
- Work closely with management, customers and associates to maximize business potential
- Analyze business trends and track sales and inventory

What to bring to the internship:

- Solid academic record, all majors welcome
- Ability to promote teamwork through problem-solving and managing complex relationships
- Strong communication, interpersonal and time management skills
- Ability to prioritize projects and multiple tasks to achieve productivity and business goals
- Previous customer service skills are a plus
- Strong business background with ability to analyze data & draw conclusions

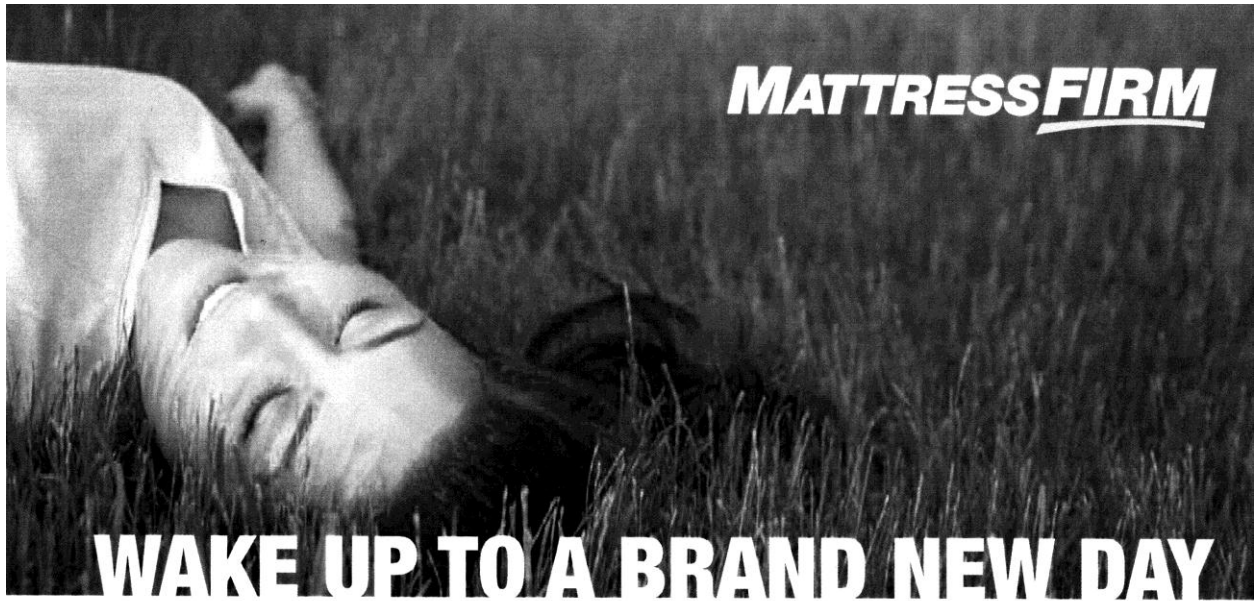
COMPANY WEBSITE: www.macyscollege.com

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MATTRESS FIRM



PATHS PROGRAMS PERKS



Most people start their day by climbing out of bed; our employees start the day by jumping right into them. We are Mattress Firm, one of the country's leading retailers of specialty mattresses and we might be just what you are looking for in a career. We know all too well that real opportunity requires more than just a great benefits package – it demands true growth opportunity within a professional culture conducive to growth; one where the only limitation is your imagination. So if you're looking for more than just a job, and possess the ingenuity, insight and ambition to contribute to a fast-paced corporation, we'd like to hear from you!

A management career with Mattress Firm isn't just the first stop on your resume, it provides a solid career path with one of the most successful retailers in the country. And with an aggressive 5 year expansion plan set in motion, there's never been a better time to see what a mattress can mean to you!

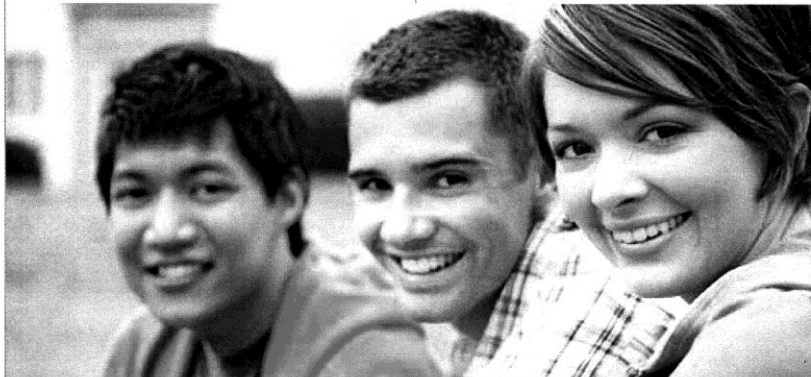


When you join the Mattress Firm Management Training Program, you are dedicating yourself to true personal and professional development. You and your fellow trainees will work side-by-side, developing your selling skills, sharpening your business acumen and cultivating a demonstrable level of management expertise that will set you apart from the crowd – and put your career ahead of the curve. You will train in classrooms with our proven National Training Team – and the training will continue throughout your career, through seminars, sales meetings and off-site retreats.



Mattress Firm offers an extensive range of competitive benefits designed to support you, your family, and your life. Below is a brief overview of the benefits available:

- Health, Dental, Vision & Life Insurance
- 401(k)
- Paid Vacation & Personal Time-Off
- Exciting, collaborative work environment with unlimited growth opportunity



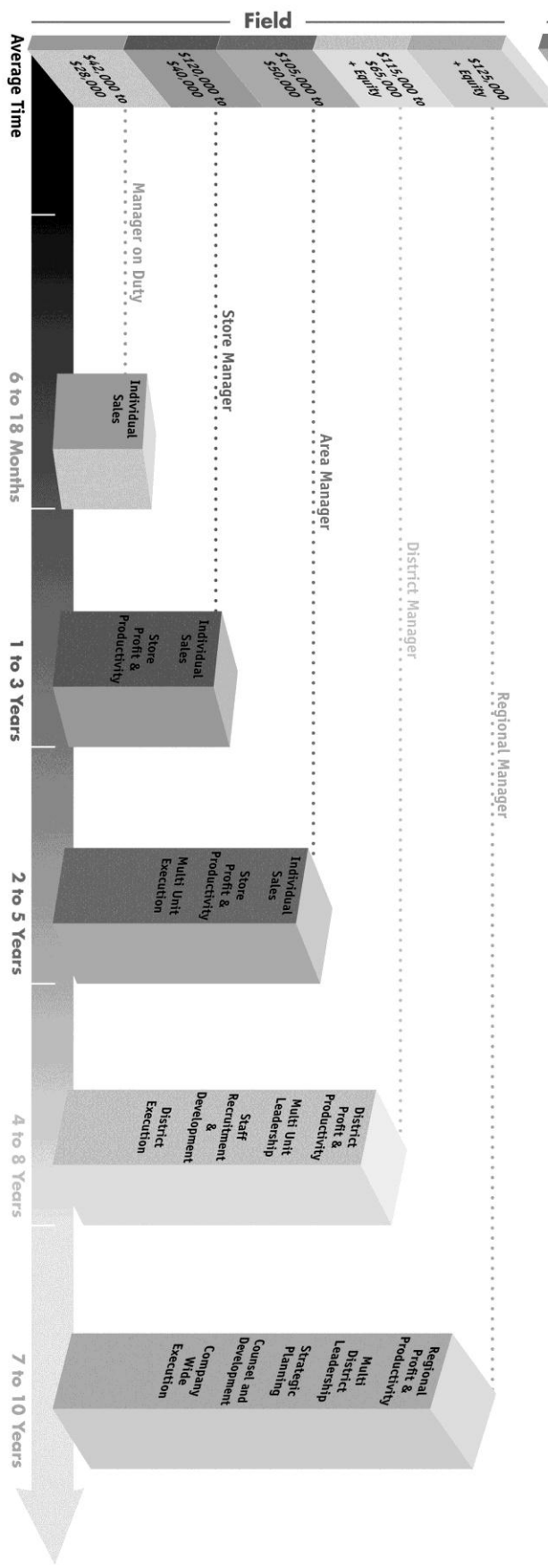
Interested? Let's get started! Email your resume and cover letter to: careers@mattressfirm.com • mattressfirm.com

MATTRESSFIRM Field Leadership Career Path



CORPORATE GLOBAL COMPETENCIES

HQ
Manufacturing
Marketing
Operations
Accounting
Training



WORK AND LIFE COMPETENCIES

MANAGER ON DUTY
IWL 1
Thoroughness
Customer Orientation
Flexibility
Communication
Results Orientation

STORE MANAGER
IWL 2
Thoroughness
Customer Orientation
Managing Performance
Flexibility
Communication
Results Orientation
Personal Credibility
Customer Orientation

AREA MANAGER
IWL 3
Results Oriented
Managing Performance
Customer Orientation
Managing Change
Fostering Team Work
Personal Credibility
Results Oriented
Managing Performance
Customer Orientation
Managing Change
Fostering Team Work

DISTRICT MANAGER
IWL 4
Establishing Focus
Managing Performance
Forward Thinking
Customer Orientation
Interfusing Others
Results Oriented
Interpersonal Awareness
Thoroughness
Providing Methodical Support

REGIONAL MANAGER
IWL 5
Developing Others
Establishing Focus
Customer Orientation
Strategic Thinking
Initiative
Managing Performance
Results Oriented
Interfusing Others
Foster Diversity
Self Confidence

COLLECTIVE BRANDSSM



performance+
lifestyle group



Collectively, we are stronger.

Collective Brands was formed in 2007 when Payless ShoeSource acquired the Collective Brands Performance + Lifestyle Group (formerly the Stride Rite Corporation) and Collective Licensing International. The new company was named “Collective Brands” to reflect the collective spirit – the idea that together, the sum is greater than the individual parts.

Collective Brands has created a diverse "hybrid" business model. Through our three business units, we hold a powerful portfolio of brands, reaching a broad range of consumer segments at multiple price points and through multiple selling channels including retail, wholesale, ecommerce and licensing. We are uniquely positioned in the marketplace to capture market share in growing segments of our industry, including branded, children’s and casual footwear.

Since Collective Brands was formed, the company has expanded its global footprint, and now sells or licenses products in more than 100 countries and territories throughout the world.

Our world headquarters is centrally located in Topeka, KS, facilitating easy travel to all parts of the country. And, Topeka enjoys close proximity to Kansas City and Lawrence, providing our Associates with multiple communities in which to reside.

The name “Collective Brands” was chosen because it represents the collective spirit – the idea that the sum is greater than the individual parts. Collectively, we can grow our business and continue to connect with and inspire our consumers like no other company in the marketplace.

Inspiring Careers @ Payless

Payless ShoeSource is the largest specialty family footwear retailer in the U.S., as well as in the entire Western Hemisphere. Our team at Payless has created an energized, customer-centric organization dedicated to democratizing fashion and design in footwear and accessories for the world. This means making the latest on-trend fashion, design and ideas in footwear available at a great price in Payless stores and online at www.payless.com.

New college graduates can join Payless in a variety of positions:

- Merchandise Distribution Analyst – As a Distribution Analyst you will be responsible for analyzing current product sales trends, allocating product to stores, and maintaining in-stock and inventory levels across unique store groupings. You will work closely with the planning and buying teams to execute departmental strategies.
- Assistant Buyer - As an Assistant Buyer you will support the buying team with order placement and inventory management. You also will assist the team with vendor coordination and product development. This role allows someone to gain exposure to all aspects of the buying process.
- Finance Analyst – As a Financial Analyst you will be developing detailed plans and performing analysis for market share, acquisitions, new ventures, growth initiatives, capital budgeting, advertising, and revenue and profit improvement initiatives.

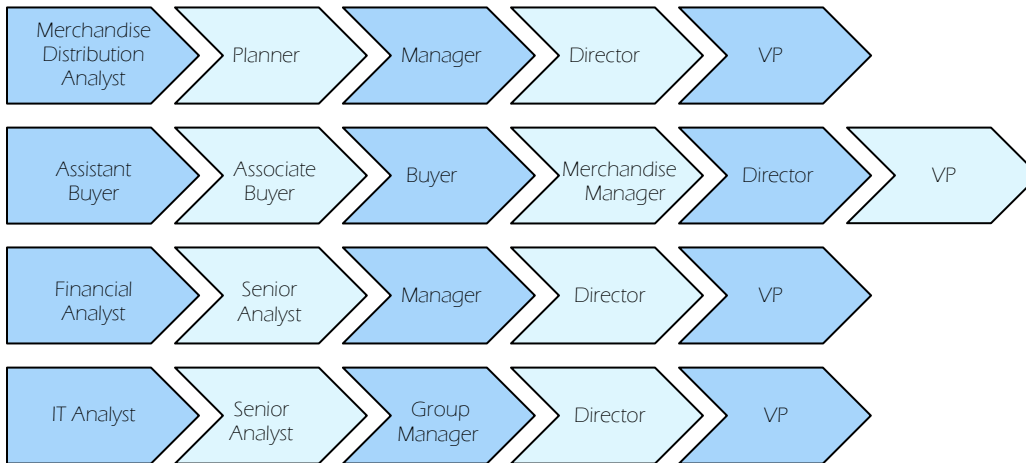
Training

New college graduates join Payless and enter a training program called Collective Career Possibilities. This consists of three phases designed to ease the transition from college to corporate life and set you up for a successful start to your career.

- Phase 1 – Corporate Learning (4 weeks): provides exposure to various Associates and aspects of the organization, including systems, processes, techniques, and philosophies in order to gain a solid foundation upon which to build a successful career at CBI.
- Phase 2 – Functional Job Rotation (3 weeks): introduces functional role in the organization, begins to teach appropriate skills for the job, helps to establish links to future co-workers, and provides an understanding of how the different functions work together.
- Phase 3 – Job Specific Training (3 weeks): you become part of a team, gain technical skills for the position, increase knowledge of your role, and begin making contributions to the organization.

Career Paths

Payless offers a variety of opportunities for development, growth, and career progression. While ample opportunities are afforded across multiple functional areas here are some sample career paths within functions:



In the Community

Payless is committed to our communities, and we encourage our associates to be involved as well. We support both local and national charities through the Collective Brands Foundation, as well as the individual and team efforts of our associates.

- Collective Brands Foundation - strategically invests in communities via grants to nonprofit organizations managing programs within at least one of the Foundation's focus areas: women's preventive health, children's physical activity and fitness, improving the lives of children and youth in need, preserving our environment, and enhancing our industry.
- Payless Gives Shoes 4 Kids - In 2008 we initiated the Shoes 4 Kids program in response to the economic crisis, the significant need across America for children's shoes and to support smaller, localized nonprofits with a tool to assist them in helping those in need during the holiday season. The result? Shoes 4 Kids has invested \$2.5 million in shoes to children of families in need through nearly 150,000 gift coupons distributed via nonprofit organizations across the United States, Canada, Puerto Rico and Latin America. Planning for Shoes 4 Kids 2010 is underway.
- Local Involvement – Countless opportunities are available for our associates to contribute their time and talents. In 2010 we were actively involved in the community supporting: Meals on Wheels, Junior Achievement, Big Brothers/Big Sisters, Project Takeover/Makeover, March of Dimes March for Babies and many other volunteer activities.

We offer a variety of career opportunities across the globe and are committed to attracting, hiring and retaining the best and most diverse talent in the industry. Learn more about our inspiring career opportunities at Payless by visiting our website at www.careersatpayless.com. For more information contact us at collegerelations@payless.com.

Explore our culture, benefits and more at www.collectivebrands.com/careers.

We are an equal opportunity employer and committed to workforce diversity.



Looking for a fast paced career that gives you the opportunity to make a great impact in an ever evolving company? Sears Holdings Corporation is focused on hiring the best and brightest talent that is looking to become a valuable asset to our company. We are constantly focused on training and developing our associates and providing an opportunity for rapid growth throughout the company. Because of this, we are looking for smart, innovative, and energetic Gators like you to join us!

Sears Holdings Corporation is the nation's fourth largest broadline retailer with approximately 3,900 full-line and specialty retail stores in the United States and Canada. Sears Holdings is the leading home appliance retailer as well as a leader in tools, lawn and garden, home electronics and automotive repair and maintenance.

Key proprietary brands include Kenmore, Craftsman and DieHard, and a broad apparel offering, including such well-known labels as Lands' End, Jaclyn Smith and Joe Boxer, as well as the Apostrophe and Covington brands. We are the nation's largest provider of home services, with more than 13 million service calls made annually.

We have many exciting opportunities which we will be bringing to the University of Florida campus this year!

Full-Time Opportunities

- *Sears and Kmart Retail Management Training Programs*
 - o The Retail Management Development Programs are comprehensive 6 month programs designed to develop talented associates into highly skilled managers capable of handling the various operations critical to the success of our stores.

These training programs are made up of critical building blocks that are critical to leadership development: In-Store Rotations, Mentor Relationships, Structured Development, and Networking Opportunities.

What else do we offer our employees?

- Competitive salaries: All of our college programs have salaries between \$45,000 and \$50,000.
- Benefits
 - o Medical, Dental, and Vision Coverage
 - o 401K plans with generous matching
 - o Vacation, Holiday, and Personal Days (Paid Time Off)
- Employee discount: Good at any Sears, Kmart, The Great Indoors, and Lands End location

Internship Opportunities

- *Sears and Kmart Retail Management Interns*
 - o Our management interns spend their time working in one of our retail stores, seeing first-hand what goes into a successful retail business. The internship program is divided into several phases, each lasting from a few days to a few weeks. You'll work directly with an Assistant Store Coach, developing merchandising and leadership skills. You'll rotate through various store functions including receiving, replenishment, loss prevention, in-store support and human resources.

Highlights of our internship program

- Competitive pay: Get paid while you learn!
- 12 week internship: Runs May through August
- Interaction with fellow interns and Senior Leaders in the company

How can you apply???

We'll be at Career Showcase- so come and visit with us at our booth! We'll be doing on campus interviews for all of the above opportunities.

For more information, please visit our website at www.searsholdings.com/careers.

We look forward to seeing you soon- GO GATORS!



See Yourself at Target: See a company like no other.

We're a company living a clear vision: to be the best. In every area of our business. In everything we do.

Our nationwide channel of retail stores, distribution centers, and corporate offices offer you thousands of opportunities to join our diverse team and bring your best.

Imagine a Career in: **Store Leadership**

Take the lead. As a member of the Leadership Team, you'll motivate and inspire store team members to consistently deliver their best. Plus, you'll make sure Target guests get a great shopping experience with every visit.

Executive Team Leader Job Description:

As an **Executive Team Leader**, you will be responsible for one of the following work centers within a store: Logistics, Guest Service, Human Resources, Hardlines, Softlines, Food or Assets Protection. Your three major areas of responsibility include team member management, store leadership, and community service.

See Yourself:

- Driving your business by overseeing a department with average sales of \$13 million dollars.
- Being responsible for leadership during operating hours, as well as opening and closing the store on assigned days.
- Ensuring great guest service by interacting with guests and team members on the sales floor.
- Assisting with recruiting and hiring of your team.
- Providing your team with orientation and training, coaching and counseling, and on-the job support.
- Striving to achieve sales goals and maintain budget controls.

Job Requirements

- 4-year college degree; all majors encouraged to apply
- Desire to pursue a career in retail management
- Conflict management skills
- Leadership and strong decision-making skills
- Assertiveness and initiative
- Team-oriented thinking
- Ability to communicate clearly and effectively in all situations
- Organizational skills with the ability to multi-task
- Strong cognitive skills, including problem analysis, decision making, financial and quantitative analysis.

See the Rewards:

Eligible team members will receive one of the best earnings packages anywhere, including competitive pay, all-around insurance coverage, 401(k), flexible scheduling, training and development and many other perks and benefits. See a place of exciting challenges and rewards. See a place where you'll feel empowered to do something brilliant. See a place filled with creativity and unlimited opportunity. See a place where 'work' could easily be called play. See yourself here.

Target is an Equal Employment Opportunity Employer and is a drug-free workplace.

Please apply on www.target.com/careers and also visit us at the career fair.

Executive Intern Job Description:

The objective of **the Executive internship** is to give you an overview of Target Stores' operations and company programs while strengthening your leadership skills, enabling you to be an effective executive and strategic business partner for the Stores pyramid. As a Store Executive intern, you will receive support from all areas within the store as you develop your leadership skills in our three part program; Target Fundamentals, Basic Leadership and Hands-on Special Project.

See Yourself:

- Reviewing our brand strategy and discovering what it takes to lead a team
- Understanding merchandising, guest service and inventory management and how to maximize sales
- Discovering how the Human Resources position impacts staffing, development, retention and brand management
- Learning about the product supply chain while working through inventory management and productivity issues
- Receiving training on how to discourage theft and fraud while maintaining store safety
- Developing your leadership skills
- Completing a hands-on project requiring you to implement the knowledge you acquire during your internship

Job Requirements

- Desire to pursue a career in retail management
- Leadership and strong decision-making skills
- Assertiveness and initiative
- Team-oriented thinking
- Ability to communicate clearly and effectively in all situations
- Strong organizational skills with the ability to multi-task

TRAINING AND SUPPORT WE OFFER:

- 10-week internship program
- 400 total hours
- Paid training and opportunity to receive school credit

See the Rewards:

FOLLOWING YOUR INTERNSHIP – IMAGINE AN OFFER TO START A CAREER WHERE YOU WILL:

- Receive 6 weeks of training in our Business College program
- Manage a \$10-\$15 million + work center
- Oversee the staffing, development and retention of 25-40+ team members
- Strive to achieve financial success for you and your store
- Be on a career path to run a \$30-\$50+ million business with 200-400+ team members within 3-5 years

Target is an Equal Opportunity Employer and is a drug-free workplace.

Please apply on www.target.com/careers and also visit us at the career fair.

TIRES PLUS TOTAL CAR CARE

Tires Plus Total Car Care, based in Clearwater, Florida attributes its success to beating back old stereotypes of the automotive industry. Visit a Tires Plus store and you immediately notice the brightly lit, colorfully merchandised showroom. You are greeted by a clean, well dressed, and highly trained service professional. With the philosophy "We won't sell you tires, we help you buy them", you can be confident tires and services will never be recommended if they are not needed. This straight forward, honest approach is the basis of Tires Plus's success and has helped make them one of the largest tire retailers in the country.

Tires Plus's roots trace back to 1972. Over the next 19 years the chain grew to 35 locations throughout Florida. From 1991 to 2000 the company experienced tremendous growth with the additions of Michel Tire in the central states, Avellino's in the Northwest, Hibdon Tire in Oklahoma, Wheel Works in California and a 120 store chain in the Mid-west called "Team Tires Plus". Each acquisition brought greater buying power and vast synergies of knowledge. Much of the Tires Plus philosophy was applied nationwide, including the name. Rather than do business as 6 different store names across the country, the time had come for a national brand: "Tires Plus Total Car Care".

By the year 2000 there were over 500 stores in 24 states.

In 2001 the company was acquired by Bridgestone Retail Operations, LLC.

Today, Tires Plus Total Car Care is a vital division of Bridgestone Retail Operations, LLC. It's President and CEO, Stu Watterson, spent over 30 years with Firestone serving most recently as the Vice-President for the Northeast Region. Tires Plus has gained all the benefits of being part of a worldwide organization, and retained its own independent feel. As part of a family of over 2,200 locations, the buying power, employee training and customer service has reached levels unmatched by our competition.

Positions available include retail sales management trainee and a summer internship in retail sales management.



Toys“R”Us, Inc. is the world’s leading dedicated toy and juvenile products retailer, offering a differentiated shopping experience through its family of brands. Merchandise is sold in 873 Toys“R”Us and Babies“R”Us stores in the United States, and in more than 520 international stores and over 200 licensed stores in 33 countries and jurisdictions. In addition, it exclusively operates the legendary FAO Schwarz brand and sells extraordinary toys in the brand’s flagship store on Fifth Avenue in New York City.

With its strong portfolio of e-commerce sites including Toysrus.com, Babiesrus.com, eToys.com, FAO.com and babyuniverse.com, it provides shoppers with a broad online selection of distinctive toy and baby products.

Headquartered in Wayne, New Jersey, Toys“R”Us, Inc. employs approximately 70,000 associates worldwide. The company is committed to serving its communities as a caring and reputable neighbor through programs dedicated to keeping kids safe and helping them in times of need.

Brands



For more than 60 years, Toys“R”Us has been a favorite destination for kids and grown-ups alike with its impressive assortment of toys, games, sporting goods, electronics, software, baby products, children’s apparel and juvenile furniture. With nearly 600 stores throughout the United States, Toys“R”Us offers a broad selection of new toys, old favorites, Toys“R”Us exclusives and many other great values under one roof. With knowledgeable and toy-trained staff members always ready to help customers, Toys“R”Us is THE authority when it comes to finding the perfect toy.

Since 2001, Toys“R”Us Times Square, the company’s international flagship store, has delighted customers from around the globe as one of New York City’s top tourist destinations. Featuring a 60-foot Ferris wheel, a 20-foot animatronic T-Rex dinosaur and a life-sized Barbie dollhouse, the world’s largest toy store showcases spectacular attractions and a unique toy shopping experience.

With more than 520 international stores and over 200 licensed stores in 33 countries and jurisdictions outside of the United States, Toys“R”Us, Inc. is a company that has successfully translated its business abroad. Since joining the international scene in 1984 with stores in Canada and Singapore, Toys“R”Us has become a toy destination around the world, embodying a customer philosophy of quality, value and selection that resonates with parents around the globe.

As a testament to the company’s expanding global presence, former President George H. Bush traveled to Japan to christen the premiere Toys“R”Us store in that country. Today, Toys“R”Us celebrates more than 25 years as the international toy authority and hit an exciting milestone in 2006 when the company commemorated its fifteenth year in Japan. The company currently operates nearly 170 stores in that country.



Babies“R”Us is the nation’s leading dedicated juvenile products retailer. Since opening its first store in Westbury, NY in early 1996, the company has since grown to approximately 260 locations nationwide. Babies“R”Us features a wide selection of products for newborns and infants, including cribs and furniture, car seats, strollers, formula, diapers, bedding, clothing for preemies through size 48 months, toys and plenty of unique gift ideas. Babies“R”Us also offers a convenient online and in-store baby registry that eliminates guesswork and geographic barriers from gift-buying so friends and relatives can easily go to any store location or Babiesrus.com to select, buy and send the right gift directly to the expectant parents.



Founded in 1998, Toysrus.com is the leading online specialty store for toys, video games and merchandise for babies, providing moms, dads and other toy-buying adults access to a vast assortment of toys at their fingertips. In order to meet the needs of new and expectant parents, Babiesrus.com was launched in June 2000. The site offers a wide selection of baby products and supplies, informational resources and tools, as well as its best-in-class online baby registry.

F·A·O·SCHWARZ Toys“R”Us, Inc. obtained the exclusive right to operate the iconic toy retailer FAO Schwarz in May 2009. FAO Schwarz is well-known as a purveyor of extraordinary toys and for providing a truly unique shopping experience. The famous FAO Schwarz flagship store on Fifth Avenue in New York City, which attracts millions of visitors annually, is the only one of its kind anywhere in the world. Its quality assortment of products, including a line of toys marketed under the FAO Schwarz brand name, may also be found at FAO.com and in Toys“R”Us stores in the United States.



In February 2009, Toys“R”Us, Inc. acquired the highly regarded e-commerce site, eToys.com. This site offers a broad assortment of unique toys and juvenile products.



In March 2009, Toys“R”Us, Inc. acquired the Internet domain, Toys.com; one of the most commonly used URLs when consumers search online for toys. This site provides a powerful way to redirect customers to the company’s family of e-commerce sites, which includes Toysrus.com, Babiesrus.com and eToys.com. Today, Toys.com exists as a destination for online shoppers to locate a wide range of unadvertised and exclusive deals, many of which are posted to Toys.com before anywhere else on the web.



In August 2009, Toys“R”Us, Inc. acquired the KB Toys™ brand, which includes its URL, KBToys.com, its trademarks and other intellectual property rights. Founded in 1922, KB Toys was once well-known as the largest mall-based toy retailer in the United States. It closed its doors in February 2009, following a bankruptcy filing. While Toys“R”Us, Inc. works to determine the role KB Toys will play in its growing portfolio of family-friendly brands over the long term, visitors to KBToys.com are invited to shop Toys.com, where they will find exclusive savings and daily deals offered by the company’s other e-commerce sites.

Opportunities

Summer Internships

Field Interns - Various Opportunities Nationwide

Toys“R”Us, Inc. has numerous store and distribution center internship opportunities around the nation. Paid internships are available in the field for a 10-week period starting in June.

Corporate Interns - Wayne, New Jersey

Toys“R”Us, Inc. has numerous corporate internship opportunities at the global headquarters, located in Wayne, New Jersey. Paid internships are available in Marketing, Logistics, Product Development, Human Resources, Corporate Communications/Public Relations and other various departments for a 10-week period starting in June.

Full-Time Entry Level

Store Management Trainee - Various Opportunities Nationwide

Toys“R”Us and Babies“R”Us stores have numerous Store Management Trainee opportunities around the nation. Qualified students join the Trainee On-boarding Program, an 18-month program designed to give you both on-the-job experience and formal training, which includes classroom and e-Learning. In addition to your direct supervisor, trainees will be paired with a mentor to develop the skills you need to run a multi-million dollar business and the leadership skills required to serve the needs of our guests and our team members.

Assistant Store Manager - Various Opportunities Nationwide

Toys“R”Us and Babies“R”Us stores have numerous Assistant Store Manager opportunities around the nation. Qualified students join the Management On-boarding Program, a 6-week program designed to give you both the experiences that you need to run a multi-million dollar business and the leadership skills required to serve the needs of our guests and our team members.

Department Manager – Distribution Center - Various Opportunities Nationwide

Toys“R”Us, Inc. distribution centers have several opportunities to join the Logistics team as Department Manager. Department Managers ensure an efficient and productive department by guiding, directing, and developing supervisors, team members, and processes.

Assistant Human Resources Manager – Distribution Center - Various Opportunities Nationwide

Toys“R”Us, Inc. distribution centers have several opportunities to join the Logistics team as Assistant Human Resources Manager. Assistant Human Resources Managers are accountable for supporting all Human Resources functions within the facility.

Headquarters - Various Opportunities - Wayne, New Jersey

Toys“R”Us, Inc. has numerous corporate opportunities at the global headquarters, located in Wayne, New Jersey in the areas of Merchandise Planning and Allocation, Logistics, Information Technology, and Product Development.

Toys“R”Us, Inc. seeks students with:

- Bachelors degree for full-time hires and completion of sophomore or junior year towards a Bachelors degree for interns
- Minimum GPA of 3.0
- Proficiency in MS Word, Excel and PowerPoint
- Excellent communication including verbal, written and presentation skills
- Strong analytical skills

We are an equal opportunity employer, dedicated to promoting a culturally diverse workforce and drug-free environment.

APPLY at RUsCareers.com
Like “Us” at [facebook.com/ruscareers](https://www.facebook.com/ruscareers)

Contact Information

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Manager, Campus Recruiting & University Relations



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Retail Leadership Development Program

If you embrace new challenges, yearn for success and welcome the responsibility of leadership—why not accelerate your career at Verizon Wireless? Our Retail Leadership Development Program provides you award-winning training and the dynamic experience to move from entry-level to a supervisory role in just two years.

You'll begin your journey at Verizon Wireless in a retail store operations role learning the essential skills for success, such as:

- Voice products and data knowledge
- Inventory and financial controls
- Solid customer relationship development
- Accountability and compliance for customer transactions

Now that you understand the essentials, you'll be able to grow your earning potential in a sales position, where you'll be responsible for the following:

- Manage and exceed quota/revenue targets
- Demonstrate equipment functions and network capability
- Propose solutions that best benefit the company and the customer
- Ensure customer satisfaction with every sale
- Retain customer business - renew contracts, present data solutions, and offer accessories designed to enhance the Verizon Wireless experience

Finally, you will have the opportunity to showcase your selling skills in a supervisory role working in one of our Alternative Distribution Channels. Here you'll be required to:

- Monitor daily store results to ensure sales, retention, and objective compliance
- Supervise, educate and motivate a team of sales reps. to exceed quota goals
- Comply with necessary merchandizing requirements
- Complete monthly reporting and prepare for quarterly audits

Qualifications

Our ideal candidate will bring the following qualifications:

- Bachelor's degree in Retail Management
- Previous experience working in a Retail environment
- Strong interpersonal, verbal, and communication skills
- Proficiency in Microsoft Office Suite
- Ability to analyze customer needs, present solutions and add value through delivery of products and services
- Work well in a fast-changing environment that requires a high degree of multi-tasking
- Effective sales, negotiation and closing skills
- Flexible work schedule, including nights, weekends, and holidays
- Ambition, energy, and a desire to achieve and succeed
- Bilingual skills are a plus
- Ability to relocate to various geographic locations during the 24-month period (relocation benefit provided)

If you're ready to achieve and motivate others to do the same—a top performer looking to prove yourself—and have the drive to earn a six-figure income on the fast track—Verizon Wireless is the place for you. Go to www.vzwcareers.com to apply today and begin your future with the best wireless provider in the industry!

It's The Network

“Can You Hear Me Now” is more than just a slogan at Verizon Wireless. It reflects our commitment to deliver the most reliable wireless network in America. According to national surveys by organizations such as JD Powers and Consumer Reports, our Network regularly stands out as the best in America. And we back up that reputation with action: Verizon Wireless is the only major carrier with a 30-day network test-drive pledge that pays for calls if a customer isn't satisfied and switches to another carrier.

And it's not just our Network that earns praise. We have been identified as one of the best run companies in America. Many industry analysts consider us the standard by which other wireless companies are measured. Headquartered in Basking Ridge, N.J., Verizon Wireless has 80,000 employees nationwide, the largest number of retail customers in the industry and is the most profitable wireless company in the U.S. The company is a joint venture of Verizon Communications (NYSE:VZ) and Vodafone (NYSE and LSE: VOD).

Verizon Wireless is ranked among America's best employers. Our employees enjoy an industry leading pay and benefits package, and work in an environment that inspires excellence. Our employee friendly practices have earned us recognition as the employer of choice in the telecommunications industry.

What's it like to work here?

It's fast-paced, because our industry is always changing. It's performance-oriented, because we have a lot to do to stay ahead of the curve. And it's fun, because we all enjoy what we do.

The value begins with you

We offer many tools to help you reach your goals, but it's up to you to make it happen. If you like to take charge of your destiny, this is a great place for you.

Everyone is welcome

Our culture is one of inclusion. Differences are celebrated. Everyone is respected. We fully support diversity, not just with talk, but with a variety of tools and programs.

Community counts

Our HopeLine program puts wireless services to work to combat domestic violence. Since the October 2001 launch of Verizon Wireless' national recycling program, the company has collected more than 6 million phones and awarded nearly \$7 million in cash grants to organizations working to prevent and end domestic violence. HopeLine has also distributed more than 60,000 phones with more than 160 million minutes of free wireless service to be used by victims of domestic violence. The HopeLine program also includes #HOPE, which can be dialed from any Verizon Wireless handset to immediately connect to the National Domestic Violence Hotline. The Hotline provides professional support and referrals to people involved in domestic violence, as well as those who want to help friends and family. The call to #HOPE is toll- and airtime-free.

That's not all. Our E-rate program offers discounts on telecommunications services for eligible schools and libraries. And our employees are encouraged to invest their time locally, through charity walks, seminars and more.

Overview

Customers: 87.7 Million

Employees: 85,000

Annual Revenue (2008): \$49.3 Billion

Company Owned Stores: 2,400+

Network Switching Centers: 175+

A leader in wireless voice and data services, the company:

- * built the nation's first wide-area wireless broadband network
- * delivered the nation's first wireless consumer 3G multimedia service
- * launched the most comprehensive mobile music service in the world
- * has the highest customer loyalty in the industry based on lowest-in-industry churn

College Contacts

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RETAIL MANAGEMENT INTERNSHIP

Walgreens, the nation's premier retail drugstore, has opportunities nationwide. We're creating opportunities for talented, ambitious individuals to be ready to contribute to future success. So, if you're a motivated, enthusiastic, people-oriented person with a knack for organization and who thrives in the fast-paced world of retail management, we want to talk to you.

Why Walgreens? Walgreens is America's best-known, largest-volume, most-trusted pharmacy retailer. We lead the U.S. chain drugstore industry in sales, store growth, and profits. Founded in 1901, Walgreens serves nearly 5 million customers daily.

In 2009, sales reached \$63 billion marking our 35th consecutive year of record sales and earnings. We're listed in Fortune's "Most Admired Companies in America" for the 16th straight year and are ranked among the top in food and drugstore retailers. Walgreens is also recognized nationally as a leader in employing people with disabilities. In addition, the company has a number of green initiatives and recently received gold certification from the U.S. Green Building Council. Walgreens designed the country's first Leadership in Energy and Environmental Design or LEED designed drugstore. Walgreens has employment opportunities available in our Retail Stores, Corporate Office, Distribution Centers & Walgreens Health Services.

Ten weeks that could change your future! At Walgreens, you have the best of both worlds: the training, support and resources of one of America's largest retail organizations behind you, plus the encouragement to be a true entrepreneur. Because we want you to succeed in your retail career, we've created a comprehensive, step-by-step retail management training program that will equip you to become a Walgreens store manager, and from there — depending on your career goals — to move into higher levels of retail management at Walgreens.

- The internship program is designed for college students to complete during the summer between their junior and senior years in school, exposes students to management skills and a full range of retail operations at Walgreens.
- Interns will work with experienced store managers to learn about store operations, management responsibilities, merchandising, advertising, inventory, bookkeeping, and human resources.
- Training includes research projects with on-the-job training. Interns are expected to complete written projects and research topics.
- By the end of your ten-week internship, you'll know just what it means to manage a Walgreens store.
- It's also an opportunity for us to seek exceptional students, prior to their senior year of college, to train for future management consideration.

Get paid to learn!

- Minimum GPA: 2.75
- The internship is conducted between the months of May through August.
- Interns are paid hourly
- Rates vary from \$12.00 up to \$14.00 per hour
- Interns are scheduled for 40-hour work week

Apply today!

For the fastest response, complete our Walgreens Online Application. Simply go to www.walgreens.jobs and select "Retail Management."

For additional information, contact us at:

Walgreens Retail Management Internship
c/o Recruitment & Diversity Services
102 Wilmot Road, MS 1220
Deerfield, IL 60015
retail.internship@walgreens.com

RETAIL MANAGEMENT TRAINEE

Walgreens, the nation's premier retail drugstore, has opportunities nationwide. We're creating opportunities for talented, ambitious individuals to be ready to contribute to future success. So, if you're a motivated, enthusiastic, people-oriented person with a knack for organization and who thrives in the fast-paced world of retail management, we want to talk to you.

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Build a Solid Future! At Walgreens, you have the best of both worlds: the training, support, and resources of one of America's largest retail organizations behind you, plus the encouragement to be a true entrepreneur. You'll have the independence to use your own judgment and make your own decisions - almost like having your own business - with all resources of Walgreens behind you every step of the way.

- This position is designed to provide extensive training, both on-the-job and through company training programs, to give you the management and technical skills necessary to become a Walgreen Store Manager.
- Each Management Trainee works one-on-one with experienced store managers, spending time in each department learning to manage the day to day store operations.
- Management Trainees will learn management responsibilities, merchandising, advertising, inventory, bookkeeping, and human resources.
- Promotion is based on performance and productivity without regard to seniority.
- College Degree & Retail Experience preferred.

What Can We Offer You?

- Competitive Salary (Rates vary nationally)
- Opportunity for paid overtime
- Medical and Dental Coverage
- Profit Sharing and Stock Plan
- Life Insurance
- Paid Vacation/Holiday Pay
- Paid Sick Days/Disability Coverage
- Employee Discount
- Prescription Discount
- A promotion from within culture at a great company, working with great people

Apply Today!

For the fastest response, complete our Walgreens Online Application by clicking the following link: [APPLY NOW!](#) You can also go to www.walgreens.jobs and select "Retail Management" for more information.

For additional information, contact us at:

Walgreens Retail Management Trainee
c/o Recruitment & Diversity Services
102 Wilmot Road, MS 1220
Deerfield, IL 60015
retail.management@walgreens.com

WALMART

Wal-Mart Stores, Inc. (NYSE: WMT) serves customers and members more than 208 million times per week at more than 8,600 retail units under 59 different banners in 15 countries. With fiscal year 2010 sales of \$405 billion, Wal-Mart employs more than 2 million associates worldwide.

A leader in sustainability, corporate philanthropy and employment opportunity, Walmart ranked first among retailers in Fortune Magazine's 2010 Most Admired Companies survey.

Our History

Walmart was founded in 1962, with the opening of the first Walmart discount store in Rogers, Ark. The company incorporated as Wal-Mart Stores, Inc., on Oct. 31, 1969. The company's shares began trading on OTC markets in 1970 and were listed on the New York Stock Exchange two years later.

The company grew to 276 stores in 11 states by the end of the decade. In 1983, the company opened its first Sam's Club membership warehouse and in 1988 opened the first supercenter -- now the company's dominant format -- featuring a complete grocery in addition to general merchandise. Walmart became an international company in 1991 when it opened its first Sam's Club near Mexico City

Our Purpose

Saving people money to help them live better was the goal that Sam Walton envisioned when he opened the doors to the first Walmart more than 40 years ago. Today, this mission is more important than ever to our customers and members around the world. We work hard every day in all our markets to deliver on this promise. We operate with the same level of integrity and respect that Mr. Sam put in place. It is because of these values and culture that Walmart continues to make a difference in the lives of our customers, members and associates.

Training Program Description:

The program is 18-24 months of training providing hands on experience and knowledge. The Merchant Leadership Program consists of 36 weeks of structured training starting in a Walmart Store for 7 weeks followed by practical training in the Home Office working in several merchandising divisions including Planning, Pricing, Replenishment, Category Management, and Buying.

Each associate will experience over 30 merchant development classes, lectures by subject matter experts, plus the opportunity to interact with all levels of business leaders throughout the organization. At the end of the 36 weeks, trainees will utilize knowledge gained through these areas of the business to complete an interactive Capstone project which will culminate in a final presentation. Upon successful completion of the 36 week program, the MLP trainee will be placed as a planning analyst or like position for up to 18 months, where they will become an integral part of the merchandising team.

To view our current openings and apply, please go to www.walmartstores.com/careers

Contact:

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September 2011