

## Store Leadership Pathway

### TJX

The TJX Companies, Inc. is the leading off-price retailer of apparel and home fashions in the U.S. and worldwide, ranking No. 89 in the 2016 Fortune 500 listings, with \$30.9 billion in revenues in 2015, more than 3,600 stores in 9 countries, 3 e-commerce sites, and approximately 216,000 Associates. We operate T.J. Maxx, Marshalls, HomeGoods and Sierra Trading Post, as well as tjmaxx.com and sierratradingpost.com, in the United States; Winners, HomeSense, and Marshalls in Canada; and T.K. Maxx in the United Kingdom, Ireland, Germany, Poland, Austria, and the Netherlands, as well as HomeSense and tkmaxx.com in the U.K., and Trade Secret in Australia.

We see ourselves as a global, off-price, value retailer and our mission is to deliver great value to our customers. In our nearly 40-year history, we have delivered steady sales and earnings growth and some of the highest returns on investment we have seen in retail. We believe that we operate one of the most flexible business models in the world and that year after year, our great flexibility has enabled us to succeed through various economic and retail environments.

### What's the offer?

This pathway will prepare you to run your own store, or give you the tools and knowledge to explore an alternative pathway such as a career in retail operations. It blends training with on-the-job experience to make sure you have the skills and knowledge to become one of our future retail leaders. That starts with your initial weeks participating in intensive training to help you understand our business, before you take on an Assistant Manager role in your first store, under the mentorship of the Store Manager.

As an Assistant Manager you'll learn how to tackle everything from recruiting and developing your team, to creating the treasure-hunt experience for our customers, to making merchandising decisions. Deliveries arrive at our stores every day (and we never know what's coming), and inventory gets turned around quickly, so you'll gain that experience at greater speed and with more variety than in any other retail environment.

### Where could it take you?

Once you've gained in-store experience and built on your success, you will be best prepared to move into a Store Manager role. Other career paths include opportunities in store operations, field management, distribution, or the corporate office. However, many of our people find their niche in store management and stay with us for their entire careers.

### What are we looking for?

Our business leaders are intelligent risk-takers and entrepreneurial thinkers who treat their stores as their own businesses. In particular we're looking for:

- Graduating Seniors with a history of strong academic performance
- A genuine interest in retail, products, and following of consumer trends
- A passion for business, and strong sales performance, and strategic thinking
- Proven leadership, team collaboration, and strong communication skills

- Active and energized by community engagement and service activities

If you're ready for the challenge, let your adventure begin at [www.tjx.com](http://www.tjx.com).