# PHOENIX INTERNSHIP PROGRAM

### **PROGRAM OVERVIEW**

Our internship program provides a unique opportunity for full-time college or graduate students to work side-by-side with the finest talent in the retail industry, while learning more about PHOENIX and the Company strategy.

We aim to build a diverse community of interns - connecting with students across a range of select colleges and universities to recruit top talent while maintaining our best-in-class Diversity, Equity & Inclusion practices throughout the recruiting process.





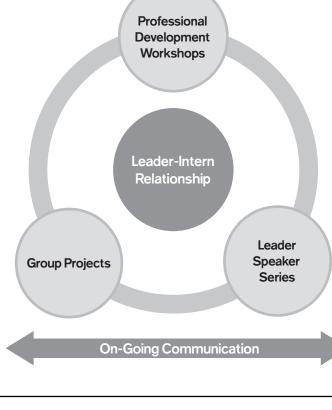


**PROGRAM STRUCTURE** 

The PHOENIX Internship program includes professional development workshops, a leader speaker series, and intern group projects. All programming aims to help develop your business acumen and familiarize you with our brands. **Professional** 

Throughout the summer, leaders will support

and engage with you in your daily work, as well as the intern programming sessions. You will also have access to various channels of communication that act as the foundation of our early-in-career talent community and create engagement between students, leaders and the Company.



#### In addition to our best-in-class programing, the PHOENIX Internship program emphasizes community and connectivity to elevate the intern experience.

PROGRAM EXPERIENCE

"The internship program gave me the **Group Outings** 

## community through group outings outside of

the office. In past programs, our Columbus interns attended a Columbus Clippers baseball game, and our New York interns visited the Metropolitan Museum of Art and Karl Lagerfeld exhibit.

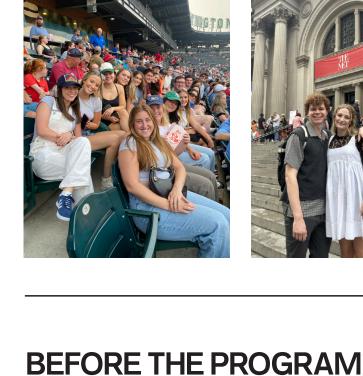
PHOENIX interns build and strengthen their

make connections. Everyone I met from the interns to the corporate associates were welcoming and kind." - Andie, Legal Intern "I will never forget my internship experience. The opportunities I had to learn from

my leaders, workshops, and projects,

challenged me to grow personally and

opportunity to learn about the industry and





"It was surreal looking through the eyes of a genius designer. Seeing the work of Karl Lagerfeld at the MET inspired me to fight for my dreams. It was a moment I wouldn't

professionally." - Taylor, Merchandising Intern

trade the world for." - Caleb, Design Intern

#### To do this, we focus on creating a sense of community and engagement between students, leaders and the Company early on.

Acquisition Team and hiring leaders

You will have access to: A personalized recruiting experience through connections with our Talent

The PHOENIX Internship Program aims to set everyone up for success – not only

you as an intern, but also our leaders that will be hosting interns on their teams.

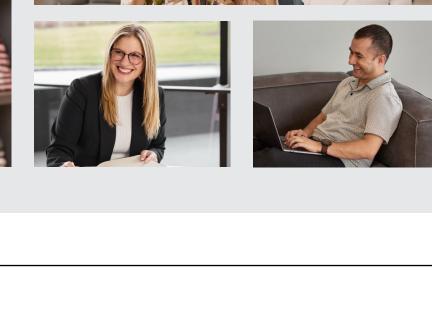
Early engagement through the Intern Linkedln Group

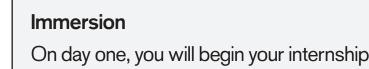
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Prepared Leaders who will welcome and engage with you on day one, and provide guidance on how to be successful

The PHOENIX Internship Program provides an opportunity to participate in

**DURING THE PROGRAM** 





with the larger intern group learning about

our culture, our brands, and how we drive the

Company strategy. Then, you will continue the

day with your leader learning about the team

and business area you will be supporting.

Once joining, you can look forward to:

# programming thoughtfully designed for your engagement and development.

**Professional Development Workshops** 

Throughout the summer, you will attend

hosted by subject matter experts within the

as personal branding, communication skills,

diversity, equity & inclusion, and owning your

business covering a variety of topics such

professional development workshops

career journey.

**Leader Speaker Series** Regardless of the business area you support, you will have the opportunity to connect with leaders from various departments across our business while learning more about their personal career journey and how their business area supports the Company strategy.

# **Group Projects**

#### The goal of the group projects is to work on a recommendation for identified business opportunities that will result in real impact. Groups are comprised of interns from different business areas, allowing

you to bring your unique perspective to the project while gaining insight into other business areas. Examples of past projects include the Future of Shopping, Social Media Trend Analysis, Next-Generation Engagement Strategy and Store Real Estate Recommendation.

AFTER THE PROGRAM We hope to retain our intern talent for early-in-career opportunities by creating a community connected by our purpose; where they are continually engaged and empowered to drive the Company strategy.

The continued relationship with your leader and Talent Acquisition partner

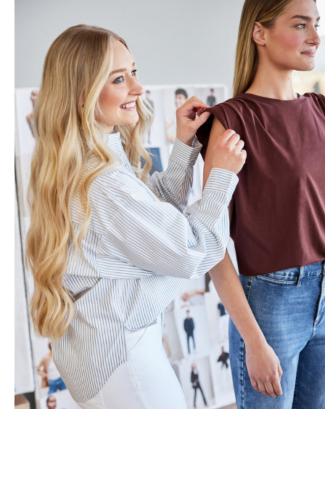
Intern LinkedIn group engagements, such as articles and job postings to help you become a brand ambassador on your college campus

You will remain a part of the PHOENIX community through:



Discovering potential full-time opportunities on <u>careers.express.com</u>





We look forward to sharing more about the PHOENIX Internship Program with you on campus.