

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 colleges and universities to recruit top talent while maintaining a best-in-class candidate experience 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.

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.



PROGRAM EXPERIENCE

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

Social Events

PHOENIX interns build and strengthen their community through group outings outside of the office. In past programs, Columbus interns attended a Columbus Clippers baseball game and New York interns enjoyed tapas and the Broadway musical *Moulin Rouge!*.



Day of Service

As part of their programming experience, interns participated in a volunteer event to support our local communities. Volunteer activities included food packing and sorting, assembling pantry packages and meal preparation.



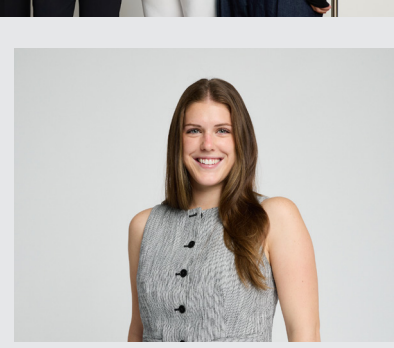
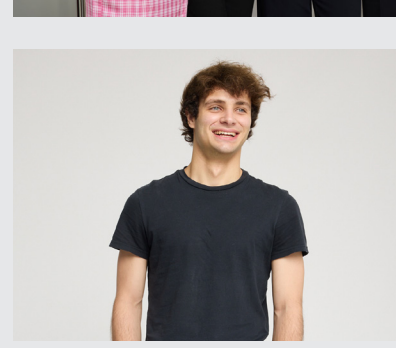
"A highlight of my experience was meeting up with other interns after work and going to social events together!" - Ellie, Digital Marketing Intern

BEFORE THE PROGRAM

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

You will have access to:

- **A personalized recruiting** experience through connections with our Talent Acquisition Team and hiring leaders
- **Early engagement** through a Intern LinkedIn Group
- **Prepared Leaders** who will welcome and engage with you on day one, and provide guidance on how to be successful



DURING THE PROGRAM

The PHOENIX Internship Program provides an opportunity to participate in programming thoughtfully designed for your engagement and development. Once joining, you can look forward to:

Immersion

On day one, you will begin your internship with the larger intern group learning about our culture, our brands and how we drive the Company strategy. You will continue the day with your leader learning about the team and business area you will be supporting.

Professional Development Workshops

Throughout the summer, you will attend professional development workshops hosted by subject matter experts within the business covering a variety of topics such as personal branding, presentation skills and resume building.



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 Product Launch Strategy, University Collaborations and Store Event Strategies.

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.

You will remain a part of the PHOENIX community through:

- 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
- Discovering potential full-time opportunities on careers.express.com



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

To learn more, visit our [Students & Graduates site](https://careers.express.com) or contact Internships@express.com.