

# EXPRESS, INC. 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 Express, Inc. 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 Express, Inc. 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 ENHANCEMENTS

In addition to our best-in-class programming, the Express, Inc. Internship program includes several enhancements that elevate the intern experience.

**Scholarship Opportunity**

Interns have the opportunity to apply for an Express, Inc. Scholarship directly supporting their tuition. Hear from our 2023 scholarship recipient Lila Bishop, Corporate Communications Intern:

*"Receiving this scholarship represents personal growth and validation that my experiences have power not just to myself. I am proud to have had the opportunity to work for Express this Summer and receive this scholarship."*

**Complimentary Product Rental**

Interns can immerse themselves in our product through a complimentary membership subscription to the Express Style Trial Rental program where they can individually select and receive multiple boxes of product. They then are able to keep what they like and return what they don't to receive more product throughout the summer.

**Group Outings**

Express, Inc. interns build and strengthen their community through group outings outside of the office. Our 2023 Columbus interns attended a Columbus Clippers baseball game, and our New York interns visited the Metropolitan Museum of Art and Karl Lagerfeld exhibit.



## BEFORE THE PROGRAM

The Express, Inc. 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 the Express, Inc. 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 Express, Inc. 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. Then, 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, communication skills, diversity, equity & inclusion, and owning your 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.

You will remain a part of the Express, Inc. community through:

- The continued relationship with your leader and Talent Acquisition partner
- Express, Inc. 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 [express.com/careers](https://www.express.com/careers)



**We look forward to sharing more about the Express, Inc. Internship Program with you on campus, and discussing how you can be a part of the Express, Inc. Company strategy.**

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