

Internal Mobility Guidelines

Our people drive our success—and C&S team members are encouraged to ***Grow Their Story***. With more pathways than ever, you can explore new opportunities, build your career, and move in directions that match your skills and interests.

Guidelines for Internal Applicants

The Company, including its subsidiaries and affiliates, supports a culture of internal advancement by providing team members with visibility to opportunities for growth through transfers and promotions.

Team members applying for internal positions must meet the required qualifications and be in good standing in their current role.

Service Requirements:

- Supply Chain/Warehouse: Minimum 6 months in current role
- Corporate/Leadership: Minimum 12 months in current role
- Retail Store Director: Minimum 24 months in current role
- Retail hourly roles and positions covered by collective bargaining agreements are excluded

While we strive to promote from within and post roles for visibility, some positions may be filled externally based on business needs or departmental requirements. Selection will be based on the candidate—internal or external—whose skills, experience, and background best align with the role, without regard to any protected characteristic

Using Workday Jobs Hub

- Access the Jobs Hub from your Workday Home Page or search “Jobs Hub”
- Browse jobs, apply, track applications, and set up job alerts
- Update your Work History, Education, and Skills to highlight your strongest qualifications when applying

When Selected for an Interview

If you are scheduled for an interview, you’re encouraged to inform your current manager. This ensures they are aware of your interest in the new opportunity and can provide context or support as needed.