



## The Dirt on Working at Gardener's Supply



We're an employee-owned company of gardeners both professional and enthusiasts



What we do — We spread the joys and rewards of gardening by:



- Delivering the best products both for our customer's success, and the environment
- Doing good works in our community and being a good corporate citizen
- Providing top-notch customer service focused on exceeding customer expectations
- Believing we are the best at what we do. We express that by doing what we do well not by running down our competition. We remain professional and speak through our actions.



Work conditions



- All positions require us to stand for long periods of time often on hard (cement, stone, concrete) surfaces
- Weather is not under our control and can vary from very hot, dry and sunny to cold and wet. Our customers continue to shop during all kinds of weather and we must be there for them
- We operate in a busy environment. At times the pace can be frantic yet fun. **Expect** it to be busy and enjoy the experience!
- Gardener's Supply is a **tobacco-free workplace** which means all of our buildings & grounds are tobacco free at all locations.



Hours



- Our customers shop on weekends therefore all positions require availability to work weekends throughout the season
- Candidates must be available to work at least 20 hours per week
- Work schedules fluctuate based on workload and customer needs
- Our workload and customer flow dictates our work schedules. We try to accommodate personal schedule needs to the best of our ability providing they also fit our business need
- The needs of the business and our customers often require extra hours. We expect the team to share in this burden as appropriate and necessary.
- Candidates must be able to commit to work into June; possibly through July- August



Teamwork



- The employee owners of GSC believe we succeed and fail as a team and as such a team mentality is critical to everyone's success
- We strive for an open work environment where ideas and opinions flow freely and are heard, evaluated and acted upon and celebrated.
- We believe in solving problems. If you present possible problems we also expect you to present potential solutions to the problem
- We expect employees at all levels to respect each other **and** our customers at all times directing problems/ complaints to those who can solve them in a professional and respectful manner
- We believe in the benefits of a diverse world and workplace



We have very generous discounts for employees.

We work hard, but have FUN!!!

