

# ARE YOU A PIONEERING SPIRIT?

## **Learn more about our offerings.**

The commitment and dedication of our employees have made Lowe's into the successful store that it is today. That's why we offer our part-time and full-time employees with a competitive benefits program. Included are a wide range of no-cost wellness benefits, the Family Assistance Program and the Quit for Life smoking cessation program.

### **Benefits Include**

- Medical, Dental & Vision Insurance
- Life Insurance & Disability Insurance
- Flexible Spending Accounts
- Dependent Care Resources: Child & Elder Care Referral Services
- Paid Holidays (inclusive of Floating Holidays)
- Vacation
- Family & Medical Leave
- Sick Pay
- Free and/or Discounted Tax Preparation Services
- Lowe's Merchandise Discount

### **Additional Benefits**

- Workplace Flexibility
- Seasonal Schedules (Stores & Distribution only)

### **Learning & Development**

Employees who embrace change and seek opportunities to create a positive, productive work environment and happier customers. And it's these engaged employees who create a more positive, productive work environment and happier customers. You might say that this pioneering spirit drives our success. That's why Lowe's offers a variety of learning and career development programs for all our employees – all 290,000 of them. From our extensive onboarding program, to our selling seminars and language programs, Lowe's tailored training opportunities are designed for our employees to develop their careers. By empowering employees to continue learning by taking an instructor-led classes or a self-paced e-learning course, we are empowering our organization at the same time.

And for those interested in pursuing more in-depth continued education, we also offer Certified Professional Education (CPE) and generous tuition reimbursement so employees can learn valuable skills essential for success and career advancement.

### **Learning & Development Programs**

- 90-Day Onboarding Program
- Learning at Lowe's & Selling at Lowe's Training Programs
- Discounted On-line University Programs (Kaplan, Strayer & Capella Universities)
- Scholarship Programs
- Generous Tuition Reimbursement Program
- Certified Continuing Professional Education Courses
- Lowe's Leadership Institute for Management Development
- Skill & Competence Development Courses