

MAXOutreach™

MAXIMUS provides an Outreach Service for its clients. Our clients are accepting applications from individuals who may be eligible for the Work Opportunity Tax Credit (WOTC). This effort is in response to the drive to provide employment to welfare recipients and others in need of jobs.

Attached is Notice of Job Opening(s) for a position(s) that may be available in your area. The employer(s) listed below are currently accepting applications for the positions described herein. Please process and distribute this information to all interested parties.

If you have any questions, or have received this information in error, please feel free to contact our MAXOutreach™ Administrator at 1-800-274-8582 ext. 185, or by email at outreachcoordinator@maximus.com.

From: MAXIMUS Outreach Coordinator
Phone: 800-274-8582 ext 185
No Pages: 6

To: NICHOLE JIMMIE/EMPLOYMENT
Agency: TANANA CHIEFS CONFERENCE INC
Fax No: 907-459-3885
Date: 2/29/2012

In order to track the effectiveness of MAXOutreach™, and if allowed by law, please provide the names of the individuals you have referred to apply for the attached positions. Providing these names is optional and does not affect the applicants' job prospect. Please fax this list to MAXIMUS at 1-800-765-3370. Your assistance is appreciated in these efforts.

Referred Name:

Referred Name:

1. _____

2. _____

3. _____

4. _____

5. _____

6. _____

NOTICE OF JOB OPENING

The following company(s) has job openings and wishes to interview applicants that may be WOTC/Welfare to Work eligible. Please refer applicants, **directly** to the prospective employer as requested below in the Application Process section. All qualified applicants are welcome to apply. When applying for any position listed, please let the employer know you received their job notice information through the MAXOutreach™ program.

If you have received this fax in error, please contact the MAXOutreach™ Coordinator at 800-274-8582 Ext. 185 or by email at outreachcoordinator@maximus.com.

**PLEASE NOTE: JOB DESCRIPTIONS FOR ALL POSITIONS AVAILABLE
ARE LISTED AT THE END OF THIS DOCUMENT**

Company: Sears, Roebuck and Co. Account Code: SRS0002819
FEIN#: 36-1750680
Job Location: 3115 AIRPORT WAY; FLS- SEARS AIRPORT WAY AK
City: FAIRBANKS State: AK Zip: 99709
Contact Person: HUMAN RESOURCES Fax: 907-474-4440
Phone: Ext:
Application Site: Same as above
APPLICATION PROCESS: Apply at kiosk at job location or on-line: <http://www.searsholdings.com/careers/>

POSITION TITLE: Apparel Associate
Full Time: No Regular: Yes No. of Openings: 6
Part Time: Yes Benefits: Yes Hours/Week: FLEXIBLE
Weekends: Yes Shift Work: Compensation/Wage: Competitive wage-varies by position/experience
(Minimum one weekend day per week)

POSITION TITLE: Assistant Store Manager, Softlines- Fairbanks, AK
Full Time: Yes Regular: Yes No. of Openings: 1
Part Time: No Benefits: Yes Hours/Week: 40+
Weekends: Yes Shift Work: Compensation/Wage: Not Specified
(Minimum one weekend day per week)

POSITION TITLE: Cashier
Full Time: No Regular: Yes No. of Openings: 1
Part Time: Yes Benefits: Yes Hours/Week: FLEXIBLE
Weekends: Yes Shift Work: Compensation/Wage: Competitive wage-varies by position/experience
(Minimum one weekend day per week)

POSITION TITLE: Loss Prevention Lead
Full Time: Yes Regular: Yes No. of Openings: 1
Part Time: No Benefits: Yes Hours/Week: FLEXIBLE
Weekends: Yes Shift Work: Compensation/Wage: Competitive wage-varies by position/experience
(Minimum one weekend day per week)

POSITION TITLE: Merchandising and Pricing Associate

Full Time: No Regular: Yes
 Part Time: Yes Benefits: Yes
 Weekends: Yes Shift Work:

No. of Openings: 1
 Hours/Week: FLEXIBLE
 Compensation/Wage: Competitive wage-varies
 by position/experience

(Minimum one weekend day per week)

POSITION TITLE: Merchandising and Pricing Lead

Full Time: Yes Regular: Yes
 Part Time: No Benefits: Yes
 Weekends: Yes Shift Work:

No. of Openings: 1
 Hours/Week: FLEXIBLE
 Compensation/Wage: Competitive wage-varies
 by position/experience

(Minimum one weekend day per week)

POSITION TITLE: Office Associate

Full Time: No Regular: Yes
 Part Time: Yes Benefits: Yes
 Weekends: Yes Shift Work:

No. of Openings: 1
 Hours/Week: FLEXIBLE
 Compensation/Wage: Competitive wage-varies
 by position/experience

(Minimum one weekend day per week)

POSITION TITLE: Receiving Associate

Full Time: No Regular: Yes
 Part Time: Yes Benefits: Yes
 Weekends: Yes Shift Work:

No. of Openings: 3
 Hours/Week: FLEXIBLE
 Compensation/Wage: Competitive wage-varies
 by position/experience

(Minimum one weekend day per week)

POSITION TITLE: Sales Associate

Full Time: No Regular: Yes
 Part Time: Yes Benefits: Yes
 Weekends: Yes Shift Work:

No. of Openings: 2
 Hours/Week: FLEXIBLE
 Compensation/Wage: Base+Commission

(Minimum one weekend day per week)

POSITION TITLE: Sales Associate (Base + Commission)

Full Time: No Regular: Yes
 Part Time: Yes Benefits: Yes
 Weekends: Yes Shift Work:

No. of Openings: 2
 Hours/Week: FLEXIBLE
 Compensation/Wage: BASE + COMMISSION

(Minimum one weekend day per week)

POSITION TITLE: Sales Associate (Commission)

Full Time: No Regular: Yes
 Part Time: Yes Benefits: Yes
 Weekends: Yes Shift Work:

No. of Openings: 4
 Hours/Week: FLEXIBLE
 Compensation/Wage: COMMISSION

(Minimum one weekend day per week)

POSITION TITLE: Sales Lead

Full Time: Yes Regular: Yes
 Part Time: No Benefits: Yes
 Weekends: Yes Shift Work:

No. of Openings: 1
 Hours/Week: FLEXIBLE
 Compensation/Wage: Competitive wage-varies
 by position/experience

(Minimum one weekend day per week)

POSITION TITLE: Tire/Battery Installer

Full Time: No Regular: Yes
 Part Time: Yes Benefits: Yes
 Weekends: Yes Shift Work:

No. of Openings: 1
 Hours/Week: FLEXIBLE
 Compensation/Wage: Base+Commission

(Minimum one weekend day per week)

POSITION DESCRIPTION: Apparel Associate

Details: Jobs in this category are responsible for providing excellent customer service, maintaining merchandise presentation standards and execution of visual programs. Sears conducts pre-employment drug tests and background checks. This is a summary and is not intended to describe all responsibilities and essential functions. SEARS IS AN EEO/AA EMPLOYER.

POSITION DESCRIPTION: Assistant Store Manager, Softlines- Fairbanks, AK

Details: The Assistant Store Manager, Softlines is responsible for managing merchandise and customer assistant activities and consultative selling across the Softlines departments. This includes sales, miscellaneous account revenue, expense management, and achievement of profitability goals. The Assistant Store Manager, Softlines has responsibility for replenishment and sales floor readiness of all Softlines departments. The Assistant Store Manager, Softlines is also accountable for customer satisfaction and associate morale and productivity. The Assistant Store Manager, Softlines directly manages a small team of lead hourly associates, who in turn supervise front-line hourly associates. Softlines departments will have a mix of merchandise and customer assistant and consultative selling.

• Proactively lead the Softlines departments to ensure achievement of business goals in revenue, expenses, profitability, customer satisfaction, inventory shrinkage, and associate morale. • Select, coach, and develop strong and effective lead associates in the Softlines departments. These include both merchandise and customer assist and consultative selling. Develop a diverse, high performing team. Take action as needed to ensure that all associates fully contribute to the store efforts. • Actively manage the customer experience within the Softlines departments. • Take ownership for full implementation of corporate programs and initiatives on merchandising, payroll management, productivity, and associate morale. This includes adherence to operational and selling processes (e.g., Monthly Action Plans, Tear Sheets, Basic Replenishment, Credit May 1 program). • Ensure consistency of merchandising execution and operational processes within the store. Ensure that Sears National Presentation Standards are maintained at highest possible level. • Fully optimize Credit (e.g., share, AccountCare, new accounts) and other Miscellaneous Income opportunities (e.g., service contracts, Gift Card) and ensure performance standards are met within the department. • Plan for upcoming sales. • Manage floor recovery. • Handle and resolve escalated customer issues. • Understand and communicate, to Store and District staff, competitive activities/trends in market, and unique local market issues. • Ensure that the store operates in full compliance with applicable laws, regulations, and company policies. Travel: • Limited, occasional travel within the District. Requirements: • Minimum of 3 years of experience with retail stores preferred. • Supervisory experience, preferably in retail or service environments. • Strong preference given to candidates with at least a Bachelor's degree. Competencies: • Strong drive for results. • Action oriented, with strong executional skills. • Strong skills in coaching and development. • Courage to address tough situations. • Ability to manage multiple priorities simultaneously. • Knowledge of store and retail operations. • Excellent communication skills.

A comprehensive and competitive benefit program is designed to meet the needs of our associates and their families. Benefits eligibility depends on employment classification, location, and other variables. Benefits offered include:

- Medical and Dental Plans
- Health Care and Dependent Daycare Flexible Spending Accounts
- Short and Long-Term Disability
- Company Paid and Optional Life Insurance
- Business Travel Insurance
- Merchandise Discount
- Adoption Assistance
- Kmart Advantage Rx
- ConSern Loans for Education
- Worklife Solutions
- Voluntary Benefits
- Commuter Benefits
- Sears Holdings Corporation Associate Stock Purchase Plan
- 401(k) Savings Plan
- Vacation Time with Personal Days
- National Holidays

An Equal Employment Opportunity and Affirmative Action Employer.



POSITION DESCRIPTION: Cashier

Details: Responsible for providing excellent customer service, completing a wide variety of transactions at the cash wraps efficiently and accurately, as well as handling customer issues that may arise on the sales floor. Sears conducts pre-employment drug tests and background checks. This is a summary and is not intended to describe all responsibilities and essential functions. SEARS IS AN EEO/AA EMPLOYER

POSITION DESCRIPTION: Loss Prevention Lead

Details: Responsible for assisting the Loss Prevention Manager in the execution of Loss Prevention responsibilities such as protecting company assets through activities in safety, inventory recovery and internal & external theft, monitoring surveillance equipment, and apprehending shoplifting suspects. Sears conducts pre-employment drug tests and background checks. This is a summary and is not intended to describe all responsibilities and essential functions. SEARS IS AN EEO/AA EMPLOYER

POSITION DESCRIPTION: Merchandising and Pricing Associate

Details: Responsible for providing excellent customer service, and executing marketing-related requirements, such as ad set-up and takedown, promotional set-up, and replenishment of promotional merchandise. As applicable, this position will assist in executing visual programs and creating visually compelling merchandise displays, fixtures and store layouts. Sears conducts pre-employment drug tests and background checks. This is a summary and is not intended to describe all responsibilities and essential functions. SEARS IS AN EEO/AA EMPLOYER

POSITION DESCRIPTION: Merchandising and Pricing Lead

Details: Responsible for assisting the Assistant Store Manager in the execution of Merchandising & Pricing responsibilities such as ad set-up and takedown, promotional set-up and replenishment of promotional merchandise. Sears conducts pre-employment drug tests and background checks. This is a summary and is not intended to describe all responsibilities and essential functions. SEARS IS AN AA/EEO EMPLOYER

POSITION DESCRIPTION: Office Associate

Details: Jobs in this category are responsible for the processing of daily sales and register detail as needed, and provide essential support to the mail and supply function. In addition this position supports operations by assisting in coordinating all Human Resource activities in the store including hourly recruiting, on boarding, training, payroll processing, and recognition programs as well as assist in conducting new hire orientation and training, serves as a resource for associates and management and assists in resolving HR issues as directed. Sears conducts pre-employment drug tests and background checks. This is a summary and is not intended to describe all responsibilities and essential functions. SEARS IS AN EEO/AA EMPLOYER

POSITION DESCRIPTION: Receiving Associate

Details: Jobs in the category are responsible for the execution of all receiving activities including unloading merchandise, merchandise preparation and staging, outbound shipments, and daily stockroom activities. Assist in maintaining the stockroom in a neat, orderly and safe manner. Other duties include promptly serving the customer at merchandise pick-up, properly sorting merchandise, and properly using all material handling and safety equipment. Sears conducts pre-employment drug tests and background checks. This is a summary and is not intended to describe all responsibilities and essential functions. SEARS IS AN EEO/AA EMPLOYER

POSITION DESCRIPTION: Sales Associate

Details: Jobs in this category are responsible for selling and servicing customers within the Automotive Center. Some essential duties include maintaining knowledge of products & services and use this knowledge to assist & educate customers on options available, provide customer assistance and delivery a positive Automotive Center experience. Sears conducts pre-employment drug tests and background checks. This is a summary and is not intended to describe all responsibilities and essential functions. SEARS IS AN EEO/AA EMPLOYER

POSITION DESCRIPTION: Sales Associate (Base + Commission)

Details: Jobs in this category are responsible for: selling and servicing customers within one or more departments, including Hardware, Lawn & Garden, Electronics, Cosmetics & Fragrance, Footwear and Fine Jewelry; maintaining knowledge of products and using this knowledge to assist and educate customers on options available; providing customer assistance; and delivering a positive customer shopping experience. In general, pay for jobs in this category is based on a fixed hourly rate of pay plus potential commissions based on sales; however, the compensation structure may vary by department or store. Sears conducts pre-employment drug tests and background checks. This is a summary and is not intended to describe all responsibilities and essential functions. SEARS IS AN EEO/AA EMPLOYER

POSITION DESCRIPTION: Sales Associate (Commission)

Details: Jobs in this category are responsible for: selling and servicing customers in one or more departments, including Home Appliances and Footwear; maintaining knowledge of products and using this knowledge to assist and educate customers on options available; providing customer assistance; and delivering a positive customer shopping experience. In general, pay for jobs in this category is 100% commission; however, the compensation structure may vary by department or store. Sears conducts pre-employment drug tests and background checks. This is a summary and is not intended to describe all responsibilities and essential functions. SEARS IS AN EEO/AA EMPLOYER

POSITION DESCRIPTION: Sales Lead

Details: Responsible for assisting the Assistant Store Manager within one or more departments, as well direct execution of Sales associate responsibilities such as maintaining knowledge of products and use this knowledge to assist & educate customers on options available, provide customer assistance and delivery of a positive customer shopping experience. Sears conducts pre-employment drug tests and background checks. This is a summary and is not intended to describe all responsibilities and essential functions. SEARS IS AN EEO/AA EMPLOYER

POSITION DESCRIPTION: Tire/Battery Installer

Details: Jobs in this category are responsible for providing professional, timely, and courteous customer service in the tire and battery installation area of the Automotive Center. Sears conducts pre-employment drug tests and background checks. This is a summary and is not intended to describe all responsibilities and essential functions. SEARS IS AN EEO/AA EMPLOYER

