

Stores to Warehouses: How Retailers are Making the E-Comm Talent Transition



Today's Presenters



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Discussion Topics

Current Employment and Market Trends

Strategies for Transitioning E-Comm Talent:

- Widen the Pool of Potentially Qualifiable Talent
- Simplify and Expedite the Hiring Process
- Realign Talent to Skills Needed
- Consider Talent When Making Business Decisions

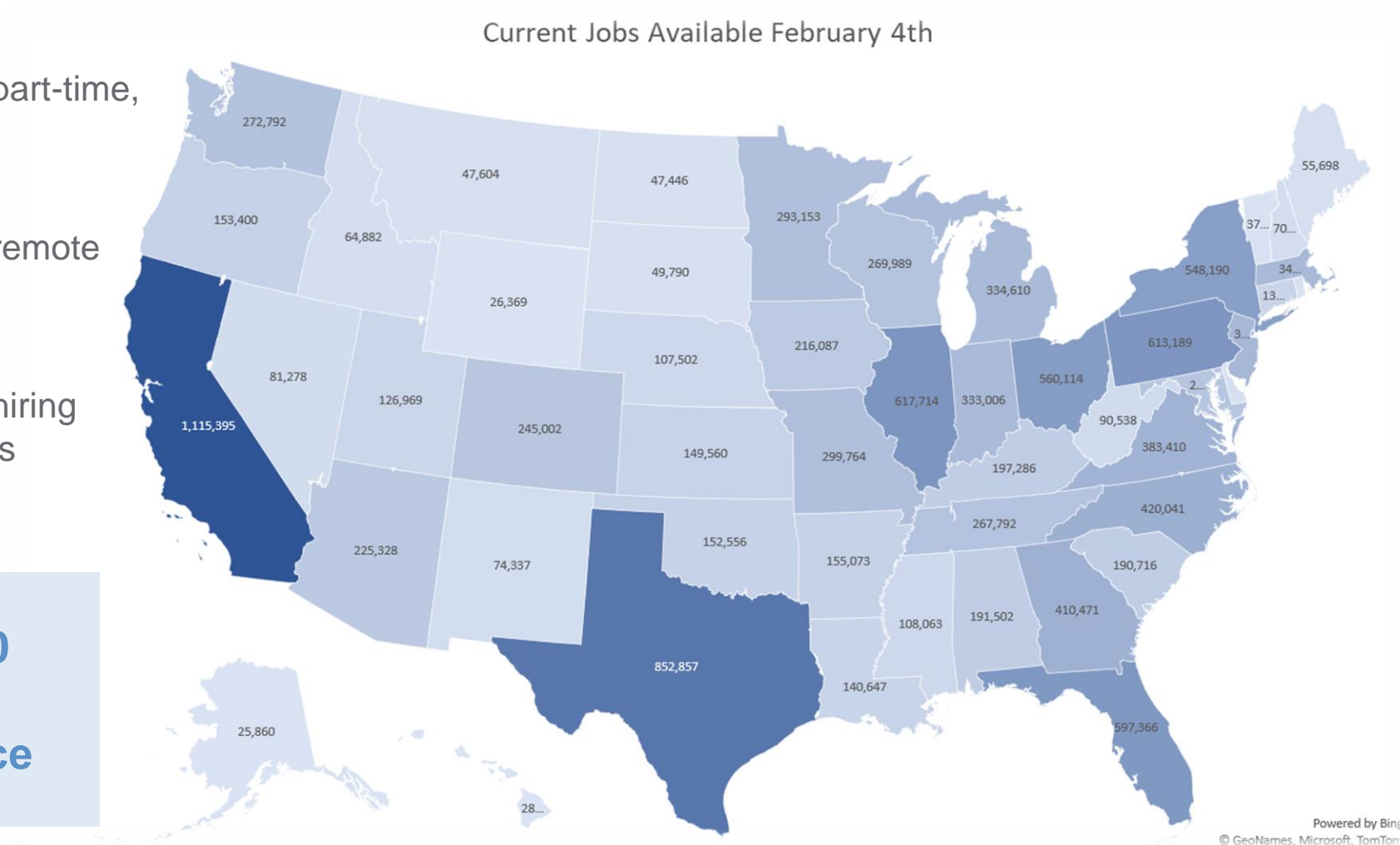
Over 11M Jobs Available Nationwide as of February 4th

40.9% of all jobs available are part-time, temporary, or contract

21.6% of all jobs available are remote and not location specific

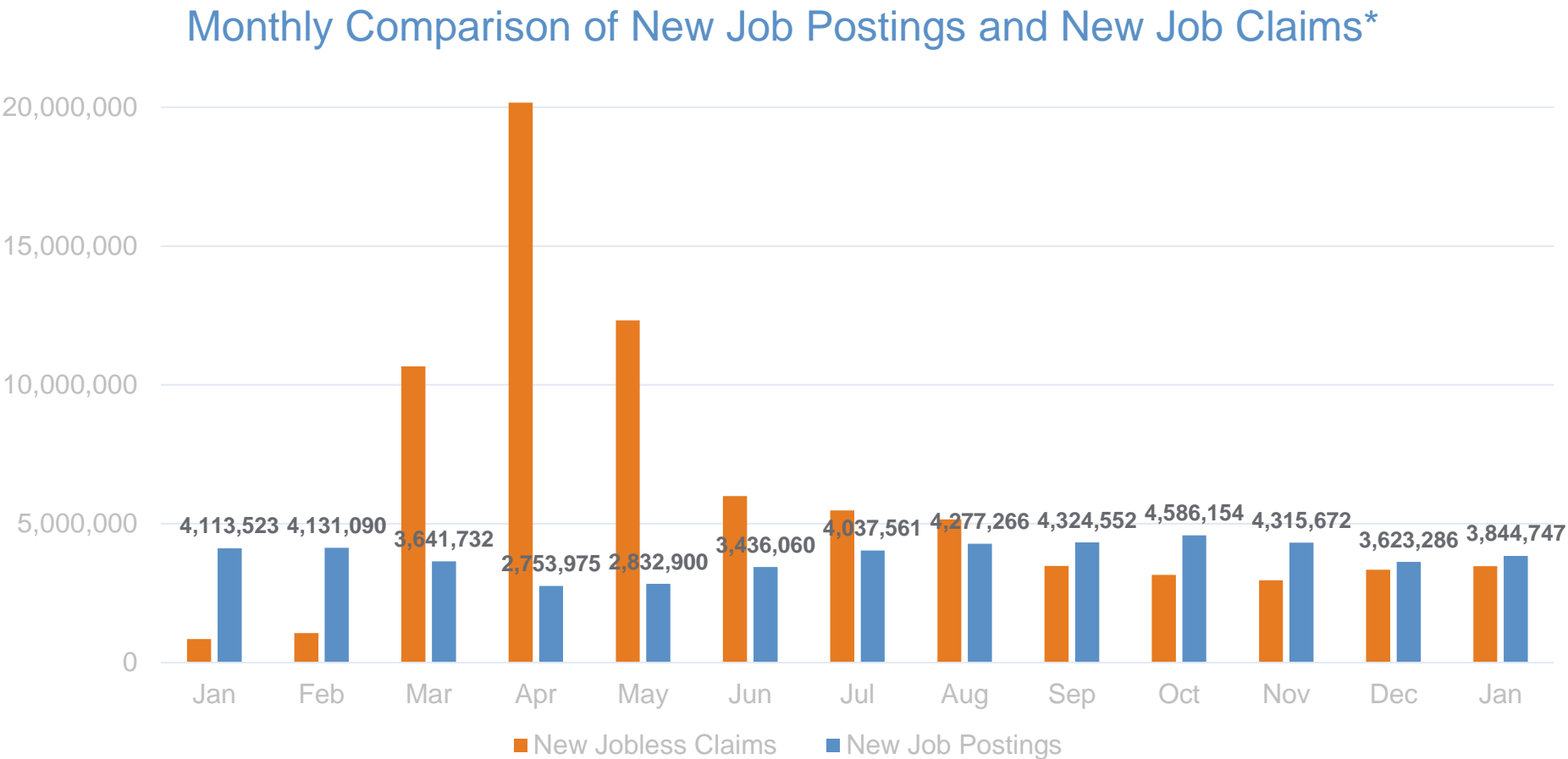
16.8% of all jobs available are hiring through staffing agencies

Currently, around 26,000 US job postings ask for “E-Commerce” experience



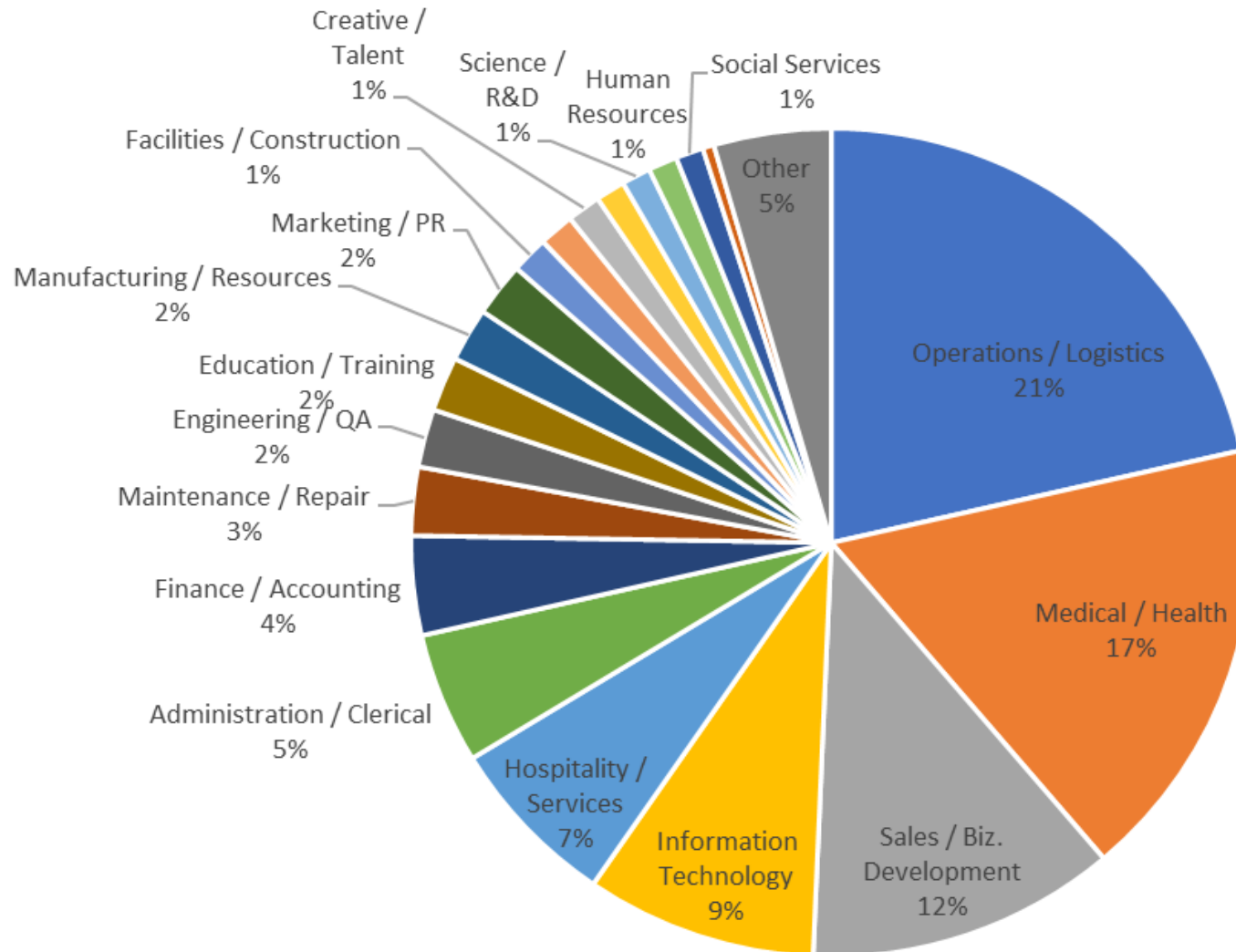
New Jobs Exceeded Jobless Claims for 5th Month in January

September 2020 was first month that New Job Postings Exceeded New Jobless Claims since February 2020



*New Job Postings are underreported as not every opening for jobs such as Cashier or Warehouse Worker etc. are posted individually

Breakdown of Current Available Jobs by Function



115%

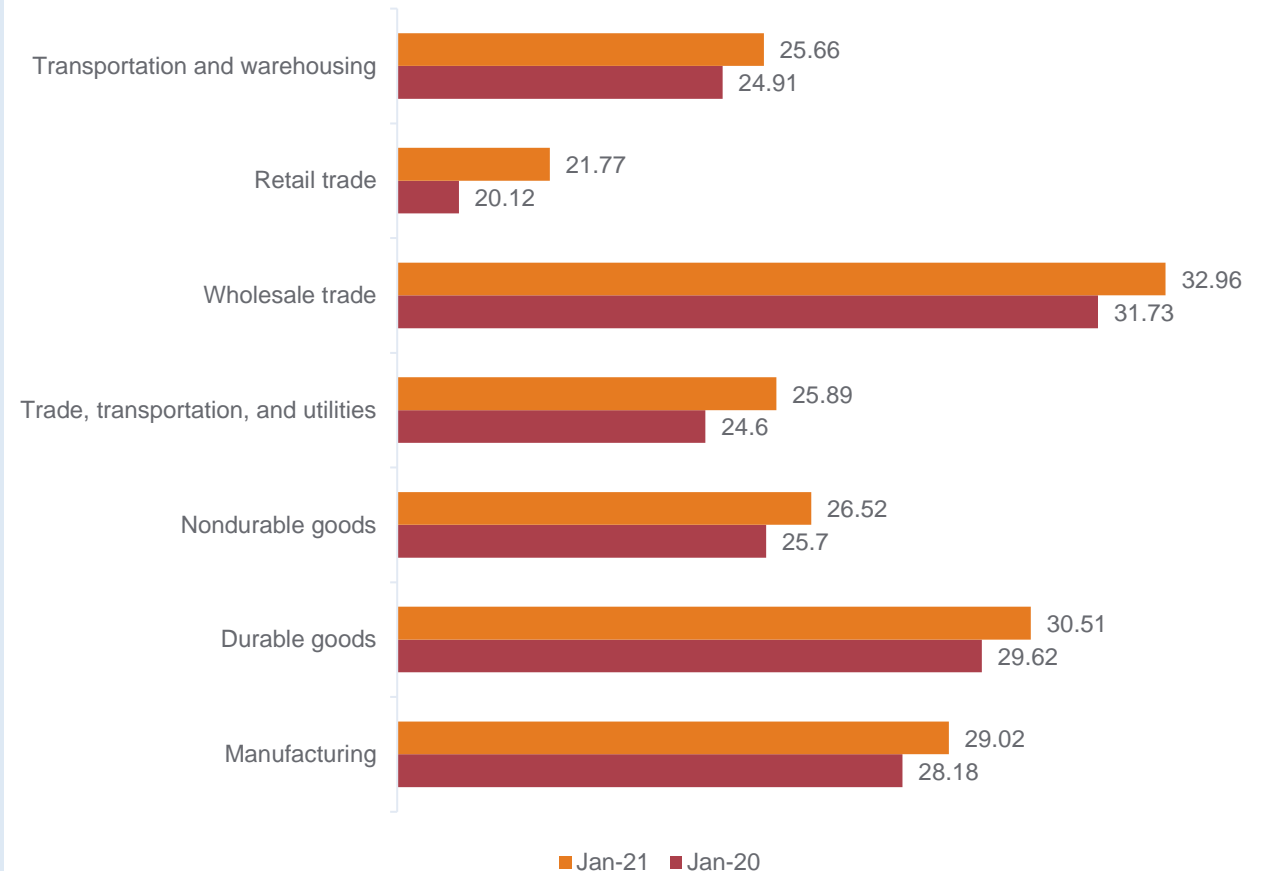
increase in Ops/Logistics demand since pre-COVID-19

21% of available jobs are in Operations and Logistics

Change in Hourly Earnings YOY January 2020-January 2021

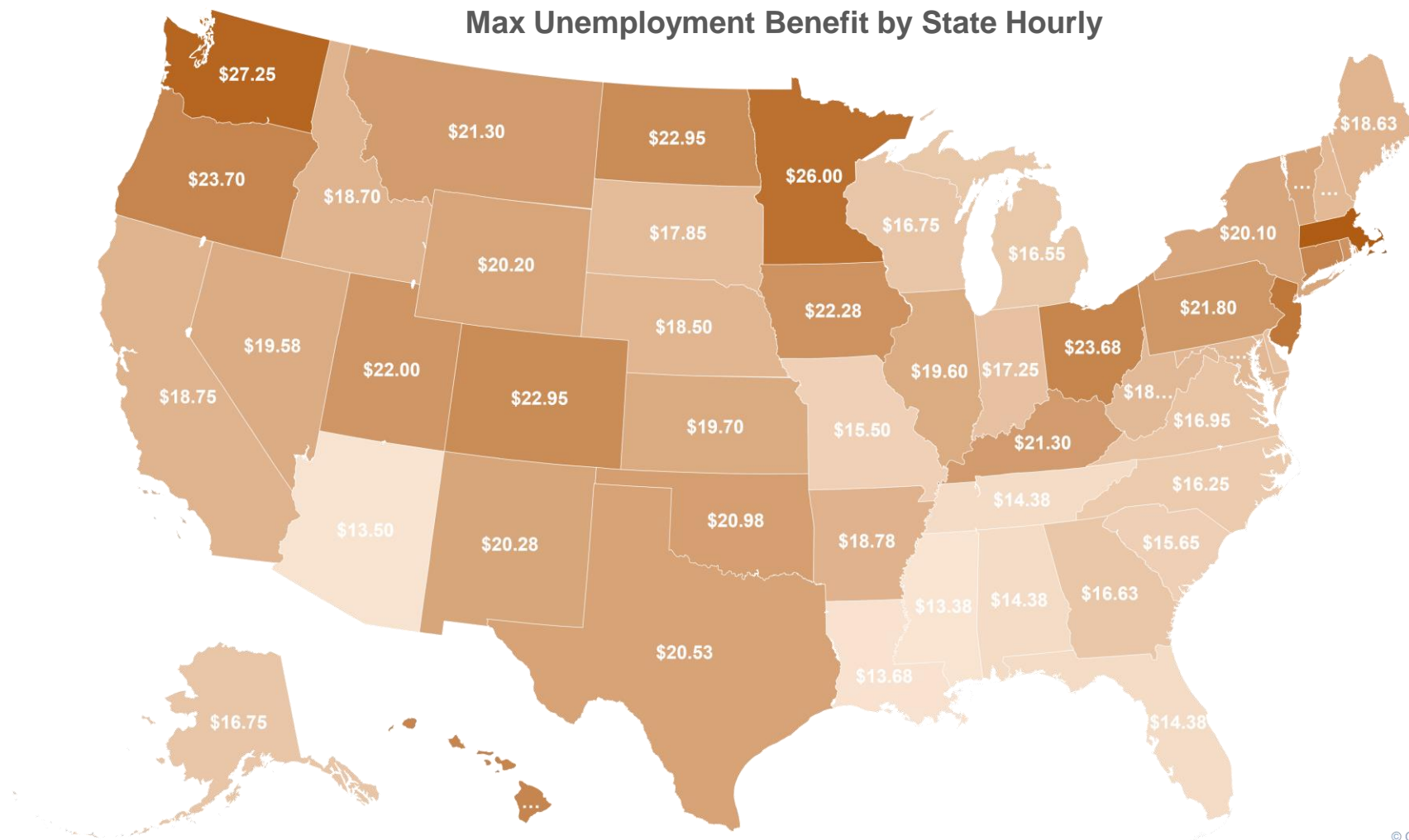
- **Manufacturing (durable and nondurable) and Transportation and warehousing both saw a 2.9% YOY increase in hourly wages**
- **Retail Trade witnessed the highest increase in hourly wages with 7.58% YOY**
- **Wholesale Trade hourly wages increased 3.73% YOY**
- **Trade, transportation and utilities overall had a YOY increase of 4.98%**

Average Hourly Earnings by Industry



Unemployment Rates in US by State (With \$300 Uplift)

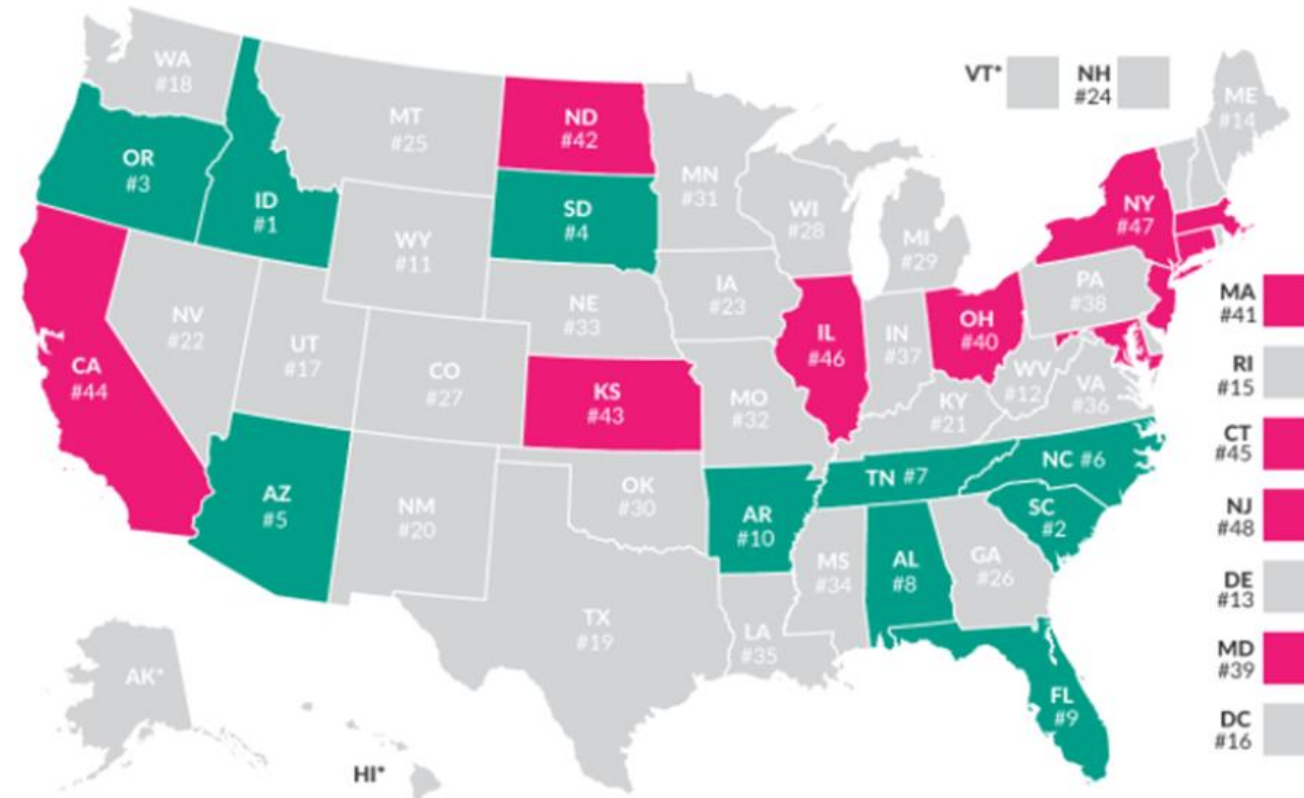
**Uplift is set to expire March 14, 2021



Migration Shifted South and West in 2020

Where Did Americans Move in 2020?

State Migration Patterns, from Most Inbound to Most Outbound, 2020



Note: Rankings are determined based on the number of inbound moves as a percentage of total moves in a state. DC is included in state rankings while Vermont is excluded because of its small sample size. Alaska and Hawaii are not included in the study.

Source: United Van Lines, 2020 National Movers Study.

- Top 10 States for Inbound Migration
- Top 10 States for Outbound Migration

Migration driven by employed professional workers working remotely

Most common trend is migration to lower cost and/or lower populated markets

Cultural demographics are being considered, particularly in urban areas

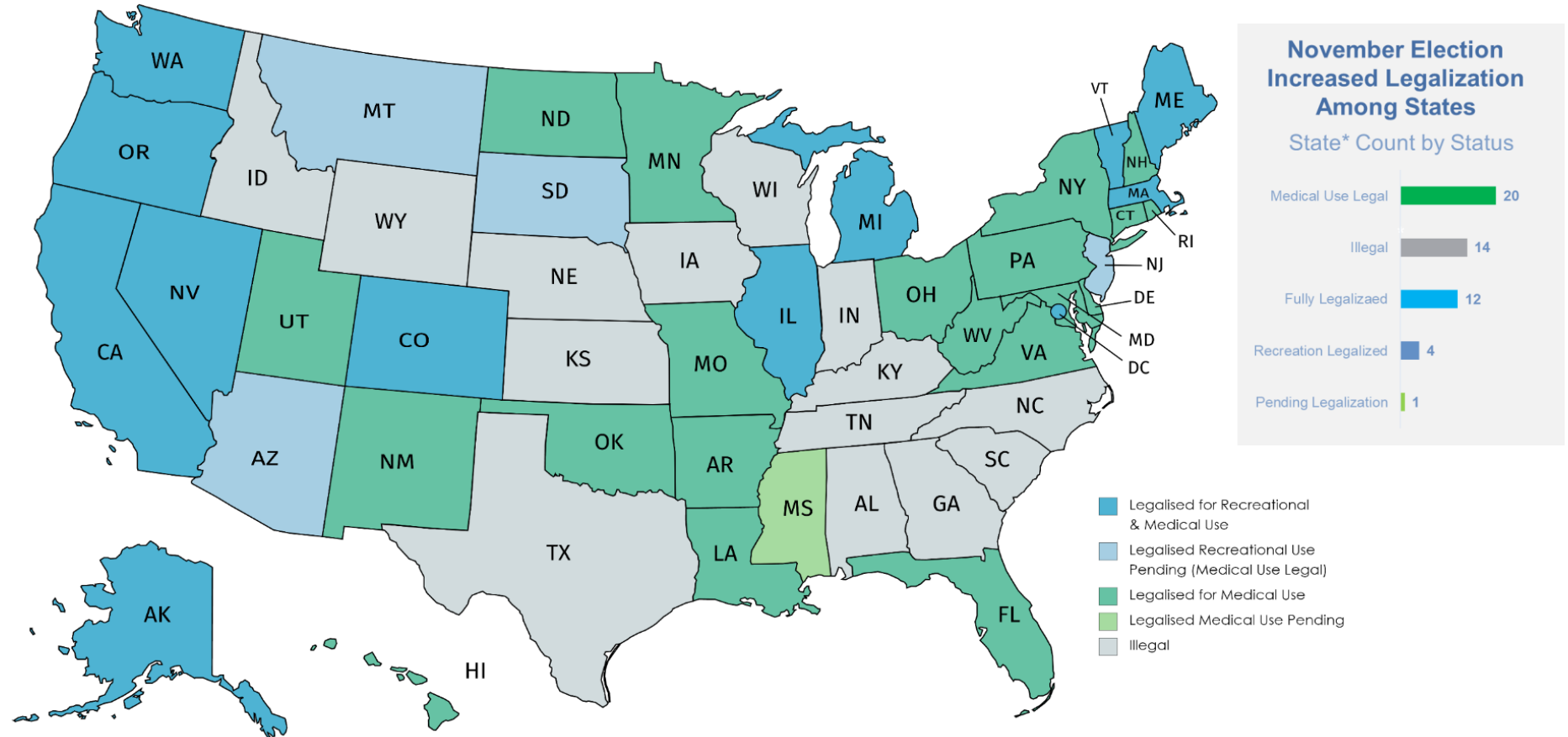
Hiring Requirements and Process Need to Change

72% of US
has or is
legalizing
Marijuana at
state level

Drug
screening
adds average
2-4 days to
hiring

Job
requirements
decreased
17% in 2020

National Legalization of Marijuana



Widen the Pool of Potentially Qualifiable Talent

- »» Fair Chance Hiring
- »» Inclusive Workforce
- »» Multilingual
- »» Flexible Shifts

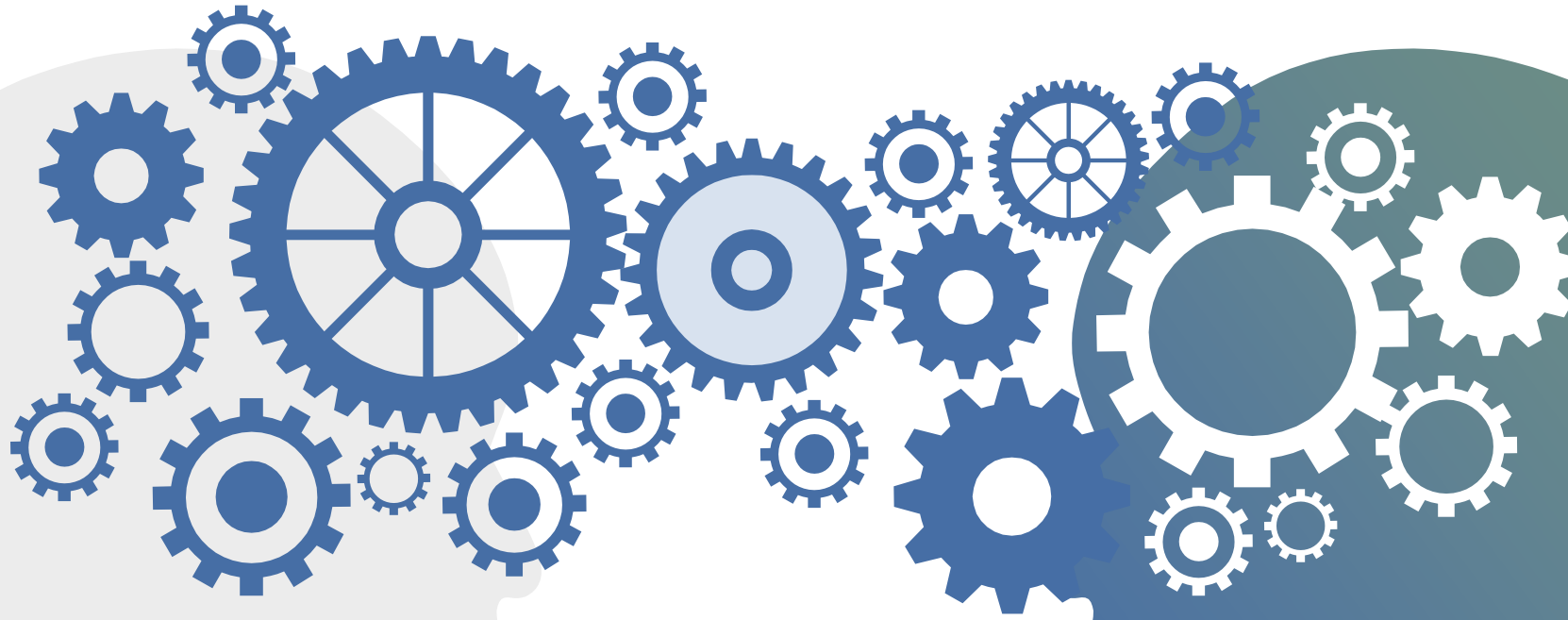


Simplify and Expedite the Hiring Process

- » Collect interest pre-application
- » Move quickly from offer to start
- » Automate and streamline
- » Advertise health and safety



Realign Talent to Skills Needed



- »» Shift in-store service to in-store fulfillment
- »» Upskill talent for tomorrow's jobs
- »» Increase training programs

Consider Talent When Making Major Business Decisions



To Continue the Conversation



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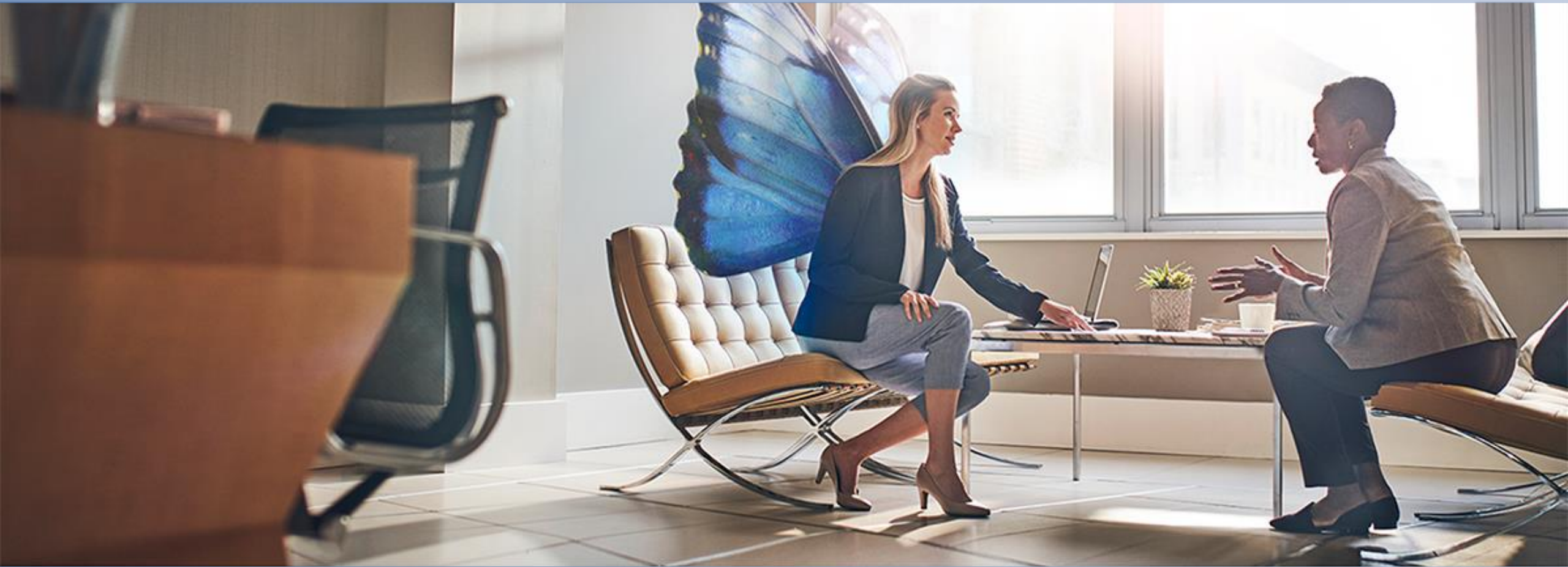
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Thank You