

SIGNET ENVIRONMENT and CONDUCT

It all began in 1910 with one Store. Today Signet Jewelers Limited is the largest specialty jewelry retailer in the US, UK and Canada. Signet operates over 3,000 jewelry Stores and over 200 Design & Service Centers across the country. We are publicly traded on the New York Stock Exchange as SIG. In July 2015, Signet joined the S&P 500 Consumer Discretionary sector. There are only seven other Specialty Store companies in the index.

Our commitment to creating a superior Guest experience is what makes us number one in the industry. Additionally, we have over 37,000 dedicated Team Members who create these superior experiences for our Guests every day. We place great importance on developing our Team Members' product knowledge and skills through our extensive training and diversity programs so they can give every Guest the attention and helpful information they need when they visit our Stores.

Our people have made us an industry leader, and our Guest First commitment is one of the many ways in which we have made a profound impact in the jewelry industry. We invite you to learn more about what makes Signet so unique. We value integrity, with a focus on training and professional development, opportunity for advancement and a diverse, team-based environment.

For more information and to apply, please visit our website at www.signetjewelers.com



PERFORMANCE STANDARDS and EXPECTATIONS

"People with goals succeed because they know where they are going."

Signet maintains a high performance, sales driven team. Sales are a constant focus. Maintaining a sales-minded focus will guide your career success at Signet. You will be assigned a daily sales goal, based upon your hours worked.

Your performance and compensation will be measured in part upon the following factors:

- Sales Goal
- Credit Applications
- Warranty Sales
- Special Events
- Repair Sales

Our mission is to exercise constant refinement of the way we conduct business utilizing the best, most effective practices in order to increase productivity.

OPPORTUNITY FOR GROWTH

In today's multi-generational workforce it is important to understand each generation and the experiences they share in common. Each of our Team Members brings their unique perspective of the world, creating opportunities for those of every background and experience. Our diverse environment enables Team Members to learn and grow in different positions and locations in all 50 states. We foster a promote-from-within environment. Here is a sample of a career path you may choose:

- Jewelry Consultants (Full time, Part time, Seasonal)
- Assistant Manager
- Store Manager
- District Manager
- Vice President of Regional Operations
- Divisional Vice President

At Signet Jewelers you control your future.



EARNING POTENTIAL

- Total Comprehensive Rewards
- Base Salary or Hourly Rate
- Sales Commission
- Warranty Incentives
- Monthly Bonus Potential
- Benefit Package
- Incentive Contests
- Incentive Trips

BENEFITS OVERVIEW

- Comprehensive health care plan including medical, dental, vision, and prescription coverage
- Employee Assistance Program
- 401 (K)
- Life Insurance
- Long & Short Term Disability
- Team Member Merchandise Discount
- Tuition Reimbursement
- Paid Time Off
- Paid Vacation
- Paid Holidays
- Stock Savings Program



Medical, dental and vision coverage is offered to all full-time Team Members (30 hours or more each week). The effective date of coverage is based upon the Team Member's status with the Company.

SCHEDULING

Flexibility for evening and weekend work is essential. In general, you must be able to work a combination of days, evenings and weekends.

This information is for illustration purposes only. It is not intended to be a contract, either expressed or implied, nor is it a guarantee of payment.

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