

All things being equal, the job is yours!

We support and encourage employees to find long term success and explore opportunities that play to their individual strengths and passions. We value lateral moves as much as vertical promotions - we believe all roles should develop your skills, broaden your experience, and help you build a rewarding career at Rogers.

Our commitment to you:

- 1. Jobs are exclusive to you for the first 10 business days**
 - All positions up to and including VP level will be posted, and if you're qualified, you'll get an interview
- 2. You need a Development Plan to apply internally**
 - Along with your resume, you're required to submit your development plan when applying for internal jobs so Managers can help you build your career at Rogers
- 3. In *most roles, you're required to have one year of experience before applying for your next job**
 - As a first step, talk to your manager before applying - your Manager will champion you, they won't block you from moving ahead
 - *If you're a director or above, you need to have at least two fiscal years of experience before applying for your next role
- 4. You're encouraged to grow your career in different directions**
 - Whether it's a lateral move or a promotion, we value all career paths
 - You are encouraged to seek opportunities that play to your strengths and passions
 - You don't have to move jobs to grow personally

Our managers commitment to you:

- 1. We are accountable for looking inside first**
 - No matter what role needs to be filled on a team, we always interview qualified internal candidates first
 - We champion employees exploring new opportunities - we don't block them
- 2. We always give feedback**
 - When we interview a qualified internal candidate and they don't get the job, we always provide feedback to help them land their next opportunity
 - Candidates not qualified for the role will receive helpful feedback from our Recruitment Team on why they didn't get an interview
- 3. We ensure that interview rosters are diverse, and include all qualified internal applicants**
 - Before a decision is made, all hiring managers must give their direct manager the opportunity to interview the top candidate(s) for the role
- 4. We actively support employee development**
 - Development is not a once-a-year activity, it needs to happen every day
 - Though employees own their development, managers are responsible for talking to employees about their strengths, areas for development and career aspirations