

## HOW WE LIVE OUR Purpose, Mission, and Vision

### CHILDREN & PARENTS

Since 1865, we have had the privilege of being a family-first company as an anchor for all that we do – from our products to our brands to our employees – with this mission-driven perspective at the forefront.

### CULTURE AND COLLABORATION

Commitment to success, genuine care, trust in each other, and pride in what we do has sustained us for more than 150 years. Our success comes from valuing each other's knowledge, ideas, and skills. Together we will continue the legacy of our iconic brands.

### CAREER DEVELOPMENT

Success starts from within, and we have several paths from which you can choose to enhance your career evolution. From Carter's University to Toastmasters to mentorship programs and more, we encourage you to utilize these tools to elevate your professional skills.

### CULTURAL DIVERSITY

We are dedicated to reflecting our diverse world through various efforts to broaden diversity and fairness globally. Carter's is recognized for our excellence in supporting women, new college graduates, and talented individuals from all backgrounds.

### CORPORATE SOCIAL RESPONSIBILITY

Our dedication to sustainability efforts and understanding is evident through our Little Planet Products, all made with certified organic materials, and our partnership with TeraCycle to launch the KidsCycle Program.

### COMMUNITY, CHARITY, & GIVING

Carter's is the Boys & Girls Clubs of America's first national partner to dedicate funds exclusively for early childhood development. As part of the partnership, we are committed to volunteering 50,000 hours at local Boys & Girls Clubs across North America. Overall, Carter's Cares initiatives will invest more than \$50M to improving the lives of children by 2030.



APPLY TODAY AT [CAREERS.CARTERS.COM](https://careers.carters.com)



We are an Equal Opportunity Employer (minority/female/disability/veteran).

**Purpose** TO INSPIRE GENERATIONS RAISING THE FUTURE

**Mission** TO SERVE THE NEEDS OF ALL FAMILIES WITH YOUNG CHILDREN

**Vision** TO BE THE WORLD'S FAVORITE BRANDS IN YOUNG CHILDREN'S APPAREL, PRODUCTS, AND SERVICES

## Special & Unique Benefits U.S. FULL-TIME CORPORATE

### YOUR HEALTH

- Medical, Dental, Vision
- Salary continuation/disability
- Mental health resources (Headspace, coaching, awareness and anti-stigma training)
- Virtual visits, including physical therapy
- Medical 2nd opinion and surgery support
- Free and Confidential Employee Assistance Program (EAP)
- Hospital Indemnity and Accident Expense
- Healthcare cost and quality transparency tool
- Substance use treatment and support
- Cancer Care and Diabetes Programs

### YOUR FAMILY

- 13 paid holidays (with an additional 6 paid half-days!)
- Grandparent's Day Off
- Maven Maternity, Fertility, Adoption planning & new parent support
- Back-Up Dependent Care & Family Support
- Care provider referrals
- Daycare discounts and wait list preference
- Medical coverage for fertility treatment & support
- Rethink developmental disability support
- Sample Events
- Pet Insurance
- Foster Care Leave

### YOUR MONEY

- 401(k) Savings Plan
- Service Milestone Awards
- 30% Employee Discount
- Tuition assistance and education planning
- Health and Dependent Care Spending/Savings Accounts
- Carter's Perks & Purchasing Power discounts
- College scholarships
- Life insurance and AD&D coverage
- Identity Theft Protection & Recovery
- Educational seminars and 1-on-1 counseling
- Auto/Home/Renters Insurance Discount
- Greenlight app

### NEW PARENT

- 529 College Savings Company gift of \$500 towards your new child's education
- Adoption and surrogacy reimbursement and support
- New Parent Company Gift Card
- 6 weeks of Paid Parental Leave

carter's cares

- Matching Gifts
- Carter's in the Classroom
- 16 hours of Volunteer Time with Special Volunteer Events

This document provides a general overview of the many benefits available at Carter's, but does not serve as a statement of eligibility.

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