

Dear White's Ace Hardware Applicant,

Thank you for taking the time to consider becoming part of the White's Ace team. We would like to take a minute and explain to you what it takes to be a part of our team.

We are looking for great people to help us carry on our customer service legacy and help us grow into the future. Through our team members outstanding efforts, dedication to their communities and a commitment to be the very best that they can be, they have made White's a highly respected establishment in our communities. Since we opened our doors in 1977, we have developed into a large, modern multi-store hardware and garden center business catering to the needs of many individuals and families in and around the north side of Indianapolis. However, we have never been too busy to be friendly to our customers and each other. We pride ourselves on the spirit of cooperation, and the sense of employee pride that exists at White's Ace, which we will extend whole-heartedly to you as part of our staff. As a member of the Ace team, each day brings rewarding new experiences and opportunities; for example:

- To keep our commitment on providing the best customer service possible, we will cross train you in every aspect of our business inside, and outside of Ace.
- You will learn to use your time wisely.
- You will gain practical experience in dealing with people.
- You will make friends.
- You will gain practical experience in: the importance of dealing with the public, good housekeeping, inventory turnover, exposure to sound business concepts, sales promotions and the planning for the future.

As a growth oriented, progressive company, whose management team is compassionate, caring and generous with benefits and opportunities, employment with White's Ace will be fulfilling and rewarding. Qualified employees are eligible to receive benefits such as health insurance, paid vacation, a generous teammate purchase program and a profit sharing program. We would like to take this opportunity, again, to thank you for considering being a part of White's Ace Hardware and Garden Center.

Sincerely,

Steve White
President