



BUILD YOUR CAREER WITH COSTCO HEARING AID CENTER

NOW HIRING LICENSED HEARING AID PROFESSIONALS





BE PART OF SOMETHING EXCEPTIONAL.

Dear Hearing Professional,

Thank you for your interest in exploring career opportunities available at Costco Hearing Aid Centers. We are confident that we will be able to offer you more than just a job; we offer a future with an exceptional company that has more than 750 warehouses worldwide and growing.

We provide the highest level of premium technology hearing instruments and professional services at low warehouse prices to our members. Our value and quality guarantee ensures that Costco Hearing Aid Center services are in high demand. And, with more than 98 million members, you will be able to help more people find solutions for improved hearing than you ever imagined!

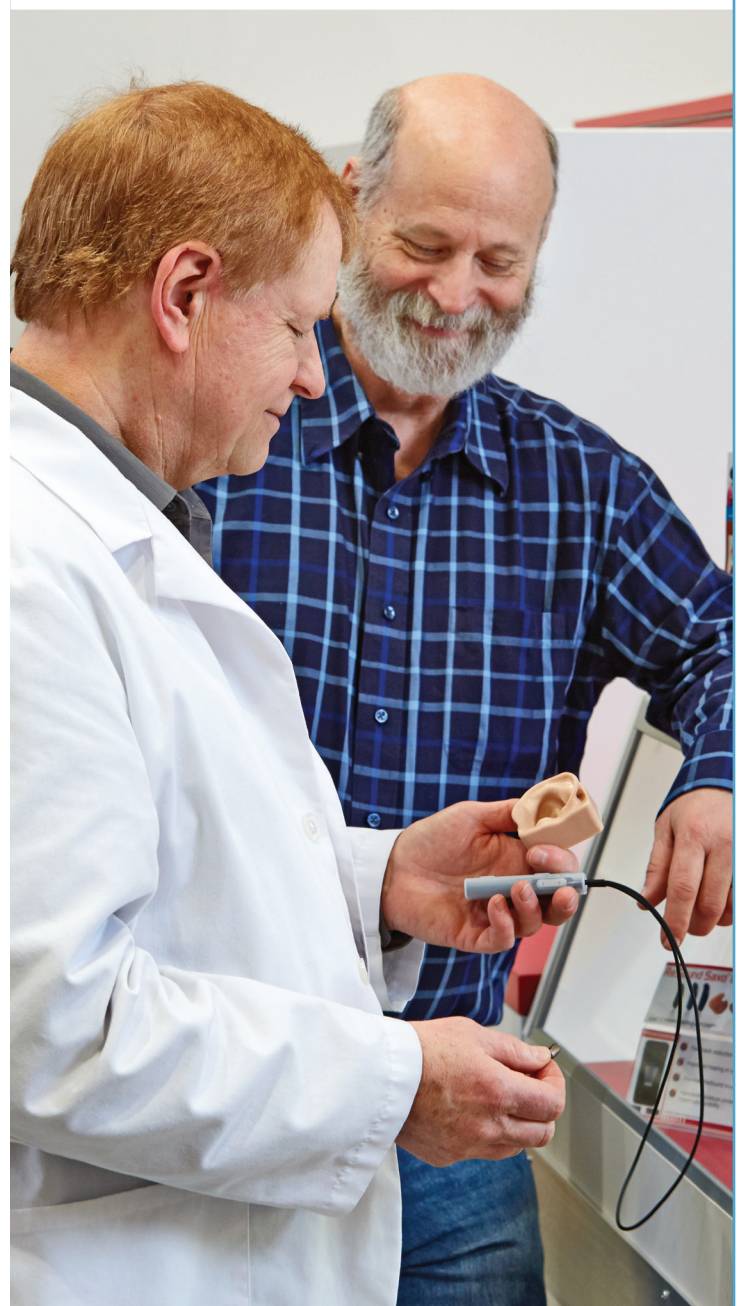
We are committed to being the best in every area of our business. It is our goal to promote from within the company, giving our employees the opportunity to grow with us. We are known for our phenomenal benefits and standard of overall company excellence.

We welcome those who share this philosophy of achieving excellence and taking pride in their work to consider Costco Hearing Aid Centers.

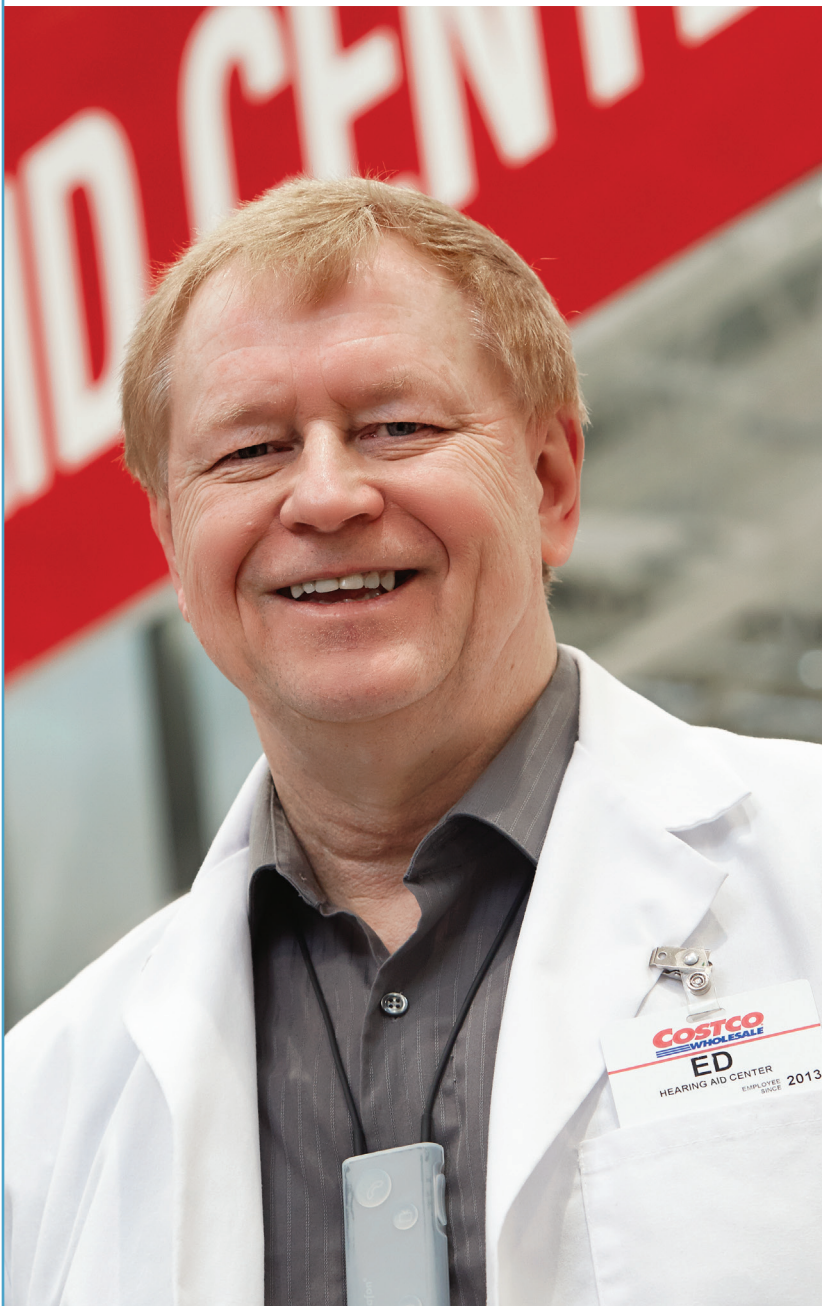
Sincerely,

A handwritten signature in blue ink that reads "Tammy L. Miller".

Tammy L. Miller
Director of Training
Costco Hearing Aid Centers



WHY COSTCO



COMPANY PROFILE

Costco was founded more than 30 years ago and today has more than 98 million members. It is known for providing members with quality goods and services at low warehouse prices, and offers a workplace that is focused on ethics and obeying the law.

Costco is an \$138 billion international retailer with more than 750 warehouse in 11 countries. We are one of the largest retailers in the world, and a Fortune 25 company. The company is headquartered in Issaquah, Washington, and is traded on the NASDAQ exchange under the symbol: COST.

COSTCO HEARING AID CENTERS

Costco has more than 560 Hearing Aid Centers worldwide, including more than 500 in the U.S. We are expanding and seeking highly skilled, qualified staff. Costco has been recognized as a leader in the marketplace and is dedicated to quality in every area of our business. Additionally, we are respected for our outstanding business ethics, including how we care for our employees. In fact, Fortune magazine named us one of the most admired companies in the world in 2019. Costco wants to provide every employee a career, not just a job. We believe our employees are Costco's most valuable assets!

WHY COSTCO

PROFESSIONAL SETTING

Despite our large size, we continue to provide a friendly and professional atmosphere where hearing professionals can have a practice setting that is very rewarding. Many of our staff remain with us long term because they are proud of our company's ethics and they realize that as a dispensing professional at Costco, there is an opportunity to help a greater number of people with their hearing loss than in most traditional offices. Not only do we stand behind our products, but also we are equally focused on delivering outstanding service to each and every member we serve. We strive toward a higher standard and require comprehensive testing and fitting protocols in all our facilities to ensure positive results.

TECHNOLOGICAL ADVANTAGE

Costco provides our Hearing Aid Center professionals with premium level technology, and the flexibility to choose instruments, accessories, and programming options that best fit our members' needs. Each office is equipped with computerized audiometry, real-ear probe microphone measurement tools, a hearing instrument analyzer system, video otoscopes, sound field speakers, COSI and APHAB questionnaires, speech-in-noise testing, and more. State-of-the-art computer systems also help efficiently manage the workload and share files to ensure that our staff can focus on what's most important.



BENEFITS & INCENTIVES



BENEFITS AND INCENTIVES FOR AUDIOLOGISTS AND DISPENSERS

COMPETITIVE WAGES – Costco prides itself on taking care of its employees by providing them with competitive wages and benefits. We value each and every one of our employees and follow the philosophy that if we hire good people, give them good jobs and pay them good wages, good things will happen. We believe that our employees are the reason why our company is as successful as it is today.

PAID VACATIONS – Vacation hours are based on an average workweek with full-time and part-time employees receiving the following based on paid hours: after one year, one week (up to 40 hours); after two years, two weeks (up to 80 hours); after five years, three weeks (up to 120 hours); after 10 years, four weeks (up to 160 hours); and after 15 years, five weeks (up to 200 hours).

PAID HOLIDAYS – In addition to paid vacations, Costco is closed on all major holidays. After a 90-day probationary period, full-time and part-time employees receive holiday pay for eight holidays: New Year's Day, Martin Luther King Day, Easter, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.

BENEFITS & INCENTIVES

HEALTH CARE BENEFITS – We offer one of the most competitive benefit packages in the industry and provide flexibility to choose from a suite of programs to suit your individual and family needs. Spouses, children and domestic partners are also eligible for coverage. Health care coverage automatically includes medical care as well as coverage for prescription drugs, vision, hearing aids and mental behavioral health/substance abuse. When you enroll in a health care plan, Costco provides basic life, basic AD&D and long-term disability plans. In addition to health care, Costco offers the choice of two dental plans. Senior hearing aid specialist employees are benefit-eligible on the first day of the month following the date of hire. Full-time employees are eligible for benefits on the first day of the second month following 250 hours, and part-time employees are eligible for benefits on the first day of the second month following 450 hours or 90 days of service, whichever comes first. Part-time employees' benefit eligibility begins on the first day of the month following completion of 600 hours or 180 days of service, whichever comes first.

401(k) RETIREMENT PLAN – You can contribute from 1% to 50% of your earnings to the Costco 401(k) Retirement Plan. Costco offers both traditional pretax contributions and Roth 401(k) after-tax contributions. Investment choices range from high yield, high risk to low yield, lower risk investment vehicles. You decide how to invest your contributions and may change investments at any time. Eligibility starts on the first of the month following 90 days of service. Costco matches 50% of your contributions up to a maximum match of \$500. In addition, Costco may make an annual discretionary contribution. The current contribution is based on years of service and eligible compensation earned in that year. Matching and discretionary contribution amounts are subject to a five-year vesting schedule.

BASIC AND SUPPLEMENTAL LIFE INSURANCE –

The amount of basic life insurance benefit is determined by employee classification and years of service. Salaried and full-time hourly employees will receive one times their annual earnings for the first two years of service. Coverage will increase to two times annual earnings after two years of service and to three times annual earnings after five years of service. Part-time hourly employees are eligible for \$15,000 Basic Life Insurance coverage regardless of their years of service. Family members enrolled in health care coverage are provided with Basic Life Insurance coverage of \$1,500. Supplemental Life Insurance may be purchased in addition to Basic Life Insurance coverage for yourself, your spouse or domestic partner, and your children.

BASIC AND SUPPLEMENTAL ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE (AD&D) –

The amount of Basic AD&D Insurance benefit is determined by employee classification and years of service. Salaried and full-time hourly employees will receive one times their annual earnings for the first two years of service. Coverage will increase to two times their annual earnings after two years of service and to three times their annual earnings after five years of service. The maximum benefit is \$225,000, regardless of service or earnings. Part-time hourly employees are eligible for \$15,000 basic AD&D Insurance coverage regardless of their years of service. Basic AD&D coverage is available for employees only. You may purchase Supplemental AD&D Insurance in addition to Basic AD&D coverage for yourself, your spouse or domestic partner, and your children.



BENEFITS & INCENTIVES



SHORT-TERM AND LONG-TERM DISABILITY

– Disability plans are available to help replace lost income if you become disabled due to an illness, injury or other medical condition such as pregnancy. The disability plans available are determined by the state where you work. In states where coverage is mandatory, employees receive coverage through the state plans. Employees who work in a state where short-term disability is not mandated are automatically enrolled in Voluntary Short-Term Disability. Senior hearing aid specialist employees are eligible

the first day of the month after 30 days of continuous service. All other hourly employees are eligible the first day of the month after 90 days of service. In addition, a Long-Term Disability (LTD) plan is provided as part of your health care coverage. If you want to decline health care coverage because you have coverage elsewhere, you may still enroll in Long-Term Disability for a small pretax premium each pay period.

PAID SICK LEAVE – As a full-time or part-time hourly Hearing Aid Center employee, you can accrue up to 72 hours (nine days) of sick/

personal leave on each anniversary of your hire date. Paid sick/personal days are based upon hours paid during the previous year and will be prorated accordingly. On your anniversary date, before the new sick/personal hours are credited to your account, you will be paid for any unused paid sick/personal time in excess of 72 hours.

BEREAVEMENT LEAVE – After 90 days of employment, full-time and part-time employees get up to three paid days off for the death of an immediate family member.

BENEFITS & INCENTIVES

FREE COSTCO MEMBERSHIP –

On your hire date, full-time and part-time employees will receive a Business Membership at no charge, which includes a free Household Card. After 90 days of employment, you and your spouse or domestic partner are upgraded to an Executive Membership and also are allowed two additional membership cards for free. Your Costco Executive Membership is renewed annually free of charge while you are employed at Costco and includes an annual 2% Reward (up to \$1,000) on qualified Costco and Costco.com purchases. Terms, conditions and exclusions apply. See the membership counter for details.

EMPLOYEE ASSISTANCE

PROGRAMS – Costco provides free-of-charge assistance with personal concerns for you and your family members. The Care Network is a confidential, free resource program that is completely separate from Costco, and is available to you and your family from the very first day of employment. Care Network counselors are dedicated to Costco employees and trained to help you resolve personal, work or family challenges. They can provide guidance, information, and/or referrals to local service providers, including lawyers, debt resolution services, and mental health professionals, to help you address a number of different needs.

LICENSE FEE AND CONTINUING EDUCATION REIMBURSEMENT –

Costco will reimburse full-time and part-time dispensers and audiologists for license fees for the state where you are employed. Although we do our best to provide continuing education annually, any continuing education fees incurred are reimbursed for up to \$30 per credit hour, limited to the state's minimum requirement each calendar year.



HEARING AID CENTERS

HELP COSTCO MEMBERS ENJOY THE SOUNDS OF LIFE.

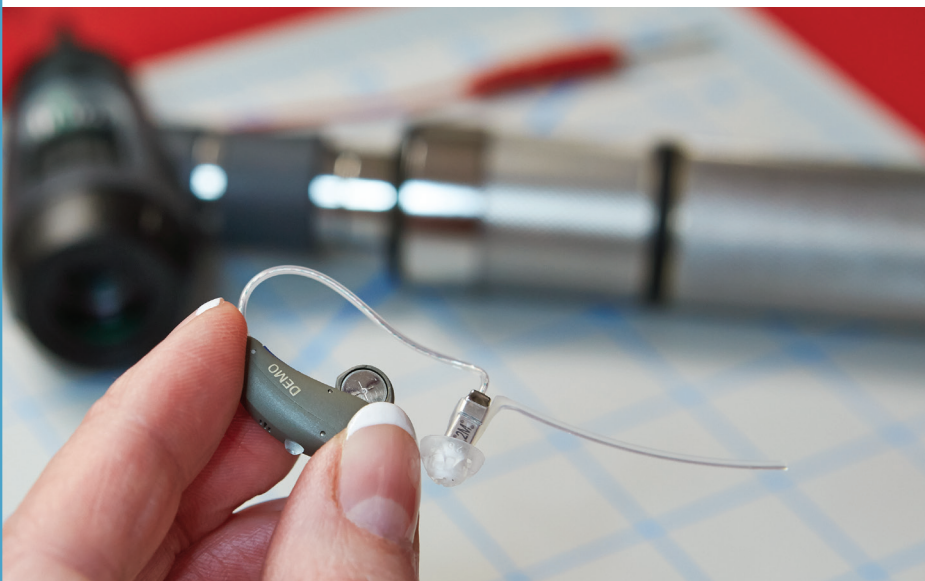
Our Hearing Aid Center staff focuses on fitting the very best hearing aids for our members' hearing loss and lifestyle.

Included with every Costco hearing aid purchase:

- Free product demonstrations
- Free hearing tests*
- Free follow-up appointments
- Free loss and damage coverage** (with no deductible)
- Free warranty**
- 10 Free hearing aid batteries per aid purchased (Zinc air batteries only)
- A 180-day trial period

* Test to determine if hearing loss can be helped by hearing aids.

** Period varies by model.



NEXT STEPS

NEXT STEPS

Costco Hearing Aid Centers can offer you a rewarding career in a dynamic retail environment. Whether you are an experienced dispensing audiologist or a licensed hearing aid dispenser looking to start your career, Costco Hearing Aid Centers can meet your professional needs.

APPLY

Take these steps to join the Costco Hearing Aid Center team:

1. Log on to Costco.com and apply online.
2. Email your resume to Tammy Miller and the appropriate regional supervisor. (See next page for contact information.)

Costco is an equal employment opportunity employer and a drug- and alcohol-free workplace.



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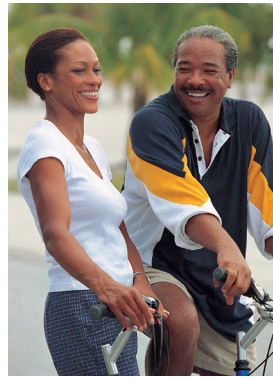
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