



DETROIT NEWSLETTER

Career Choice Turns 10: Higher education didn't seem possible for these two Amazonians

Learn how Career Choice helped our employees on their professional and personal journeys.

Since launching in 2012, Amazon's Career Choice program has helped hourly Amazonians continue to grow their skills. Back then, we offered 95% pre-paid tuition assistance and higher education opportunities. In the years since, we've made changes to the program to include what matters the most to our employees.

Steve Ahrens started at Amazon almost 16 years ago as a picker in Fernley, Nevada, and was one of the first Amazonians to participate in Career Choice. Back in 2012, Steve heard about Amazon's new Career Choice program through a warehouse meeting.

"Amazon is going to pay 95% of my tuition? This was a no-brainer for me," said Steve. "My dad always taught me, anytime you can get free training, take it. Any knowledge that you get from the school or training, that goes with you wherever you are."

Steve leveraged Career Choice to participate in an Industrial System Technologies program at Amazon, and after graduating, he was promoted to Service Tech 2 where he continued in that position for two years. Subsequently, an entry-level Control System Technician position opened up and Steve secured the job.



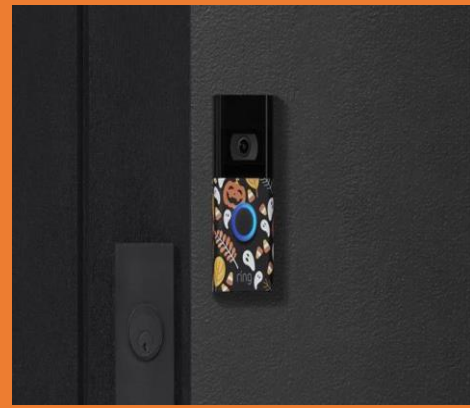
Today, Career Choice includes:

Pre-paid tuition: Amazon pre-pays tuition and fees for employees to pursue a wide range of educational opportunities.

Limitless learning: As long as eligible employees work at Amazon, they can continue to take advantage of their Career Choice benefit.

Endless education options: Employees can choose from a wide range of educational offerings including high school completion/GED, ESL, and associate's and bachelor's degrees.

Career coaching: The program features one-on-one, free career coaching to help employees define and achieve their career goals.



3 cool Ring Video Doorbell features to use this Halloween, from fun faceplates to Chime Tones

Ring offers faceplate designs appropriate for the seasons. For Halloween, of course, you can spruce up your Ring Video Doorbells with pumpkins, ghosts, and falling leaves, or with spiderwebs and bats. And for the winter holidays, you can use snowflake, candy cane, and holiday light-inspired designs to spread cheer to your guests.

If you have a Ring Chime or Chime Pro, you can access custom Halloween sounds so that your home will be filled with the eerie sounds of ghosts and vampires whenever anyone presses your Ring Video Doorbell. Sounds like these can make your home as haunted as a monster's lair (in the best kind of way). Changing your Chime Tone is easy, and whether or not you have a Ring Chime device, you can also select a Halloween-inspired tone as the notification sound for the Ring app on your phone.



Did You Know

Amazon offers to pay 100% of tuition and books fees. To qualify, associates must work 90 days before applying to the career choice program.

October Community Engagement

Detroit at work

October 4th,

Schoolcraft Fall Job fair

October 6th

Invest Vets

October 6th

GITL Virtual Focus

Interviews

October 7th

Detroit at work

October 11th

WCC Fall Career & Internship Fair

October 13th

GITL Inclusive Hiring Veteran Focus

October 19th

Invest Vets

October 20th

Amazon Hiring Day

October 26th

DTW1 Trunk of Treat

October 26th

Invest Vets

October 27th



Amazonians are learning sign language to make Operations sites more inclusive

October marks National Disability Employment Awareness Month, which recognizes the vital role people with disabilities play in our global workforce. At Amazon, we go beyond awareness to acceptance, so this year, we're calling it Disability Employment Acceptance Month.

At our recent Global All-Hands Meeting, we highlighted a sign language video station. It's one of the ways we are creating a more inclusive work environment for Deaf and Hard of Hearing (DHH) associates. The video stations are available in Operations centers around North America and Europe, showing a rotating series of videos about sign language topics and words. It helps associates learn the basics of sign language for their region and improve communications with their DHH colleagues.

This project is a demonstration of our commitment to our Deaf and Hard-of-Hearing Amazonians. It continues day-to-day through meaningful engagement using sign language interpreters and assistive technology. We have the Disability Leave Services and people accessibility teams among many others working on equitable solutions for employees with disabilities across Amazon.



Amazon employee Trixie Ingleby joined Amazon because the company provides health care benefits that include gender affirming surgery; she stayed because of the people.



“I feel welcomed, I feel included, I feel seen, and able to be me.”

Amazon employee benefits

Amazon jobs come with an average starting pay of more than \$18 an hour, well over twice the federal minimum wage, and hourly pay may go up to \$28 per hour in some locations. In addition, Amazon offers a comprehensive benefits package to all regular full-time employees that includes health insurance from an employee's first day on the job, a 401(k) plan with a company match, up to 20 weeks of paid leave for new parents, free mental health support, and access to subsidized skills training opportunities.

Ingleby joined Amazon two years ago as a Transportation Operations Management (TOM) driver trainer in West Jordan, Utah. Amazon's wide-ranging health care benefits, including gender affirming surgery, are what first prompted Trixie to apply.

With the support of her TOM team, managers, and Amazon's health care benefits, Ingleby was given an opportunity to live her life on her own terms. She hopes that through telling her story, others will be able to find hope and happiness.

“I love the people that I work with. They have been so supportive of me and my journey,” Ingleby said. “I feel welcomed, I feel included, I feel seen, and able to be me.”

See open positions: amazon.com/hourlyjobsnearme

South Recruiting Office Hours:

32801 Ecorse Rd, Romulus, MI 48174 | Monday-Friday 9:00am-5:00pm

North Recruiting Office Hours:

Monday-Friday 8:30am – 4pm | DET3 - 1220 Featherstone Road, Pontiac, MI, US, 48342

Recruiting Office Hours: