



Your Experience, Our Opportunity

Meet Amazon Warrior, Phil Herrin, born and raised in Kenosha, WI and joined the United States Marine Corps right out of High School. Upon completion of boot camp, Phil was assigned to an active duty infantry battalion based out of the Marine Core Base 29 Palms, CA. During his time in the Marines, Phil developed a strong work ethic and learned leadership principles that helped him advance in his military career. At Amazon, Phil started as a Tier 1 associate and was promoted to a seasonal Tier 3 role within a few months. After working as a seasonal associate, Phil found the opportunity to join the Amazon Human Resources team as a full time Amazonian. He received three promotions in two years and is currently a Human Resources Assistant. Amazon asked Phil about his post-military experience and what he wants all transitioning veterans to know.

Q: Why Amazon?

When I got out of the Marines, I transitioned through multiple jobs trying to find the challenge and community that the Marines had offered. I jumped at the chance to become part of a company that had a reputation for organic growth. In my 2 short years with Amazon I've been presented with many challenges and growth opportunities that I wouldn't have encountered at another company and I love every day. Every day is truly Day 1!

Q: How did your military experience help you excel at Amazon?

The drive to succeed, be challenged and always raise the bar were constant principles the Marines focused on and carried over very well to Amazon's environment. Part of my success has been a direct result of the work ethic I learned from my NCOs and leaders in the Marines. When given a task at Amazon you have the freedom to take risks and create new tools or technology along the way to complete your project.

Q: What is it like working for Amazon as a Veteran?

Amazon has the structure and feeling of community that is often lacking in post military careers. The company does a great job recognizing its veterans and is constantly working hard to bring more veterans into the community.

Q: What advice do you have for Veterans/Reservists/National Guard Members/Student Veterans/Military Spouses considering joining Amazon?

I would recommend taking the first step and getting your foot in the door. Even if you haven't obtained your degree, Amazon doesn't have that as a barrier. Get the experience, own your skills & development and take advantage of the Career Choice Program. Amazon will help you earn an Associate's degree or particular certifications to advance yourself. After two years with the company you are eligible to apply for roles that require a degree and are able to let your work ethic and experience speak for itself. There is room to grow at Amazon and having a military



From our corporate offices to our fulfillment network, we are seeking veterans to join us in building and deliver on behalf of customers. No matter your military specialty or rank, there's a place for you at Amazon - to learn, to grow, and to make history!

To learn more about opportunities please visit <http://www.amazondelivers.jobs> or text MILITARY to 77088.

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