

Screening Candidates

Either before or during the phone screen you need to share some information about BBB to see if the candidate is interested. Below is some information taken from the BBB Information Sheet.

BBB Information

Bed Bath & Beyond was founded in 1971 and operates 914 stores including Harmon (39), Christmas Tree Shops (36), buybuy Baby (8) and over 831 Bed Bath & Beyond stores in 48 states (coast-to-coast) and Puerto Rico. The stores are usually 20,000 to 50,000 square feet with some over 80,000 square feet. The home office is in Union, New Jersey.

The company has had 14 consecutive years of record earnings since 1992. For fiscal 2008 the company had net sales of \$8.6 billion, an increase of about 13.9% from the prior year! They continue with the strong performance in second quarter of 2007 with a net sales increase of 10%! Bed Bath & Beyond has no long-term debt! They are in the Standard & Poor's Index, the NASDAQ-100 Exchange, Fortune 500 and Forbes 200.

Bed Bath & Beyond Inc. is a nationwide chain of retail stores. The Company's Bed Bath & Beyond Stores sell better quality domestics merchandise, home furnishings, giftware and health and beauty care items. Each store has over 30,000 items of better-quality softlines at discount prices. BBB combines superior service and a huge selection of items at everyday low prices within a constantly evolving shopping environment that has proven to be both fun and exciting for customers and employees. The Company's objective is to be a customer's first choice for products and services in the categories offered, in the markets in which the Company operates. The management style is entrepreneurial and the company growth is phenomenal! Bed Bath & Beyond is committed to their promotion-from-within policy as an example for how they reward and recognize exceptional performance.

Each store has 6-18 managers depending on the volume and have titles such as store manager, assistant manager(s), and department managers. Department managers are responsible for "running" their own business for that area that includes: team buying, merchandising, customer service and more. Depending on the size of the store there are usually department managers in the following roles: soft goods, hard goods and customer service. All management candidates start as a department manager as part of the training process. Also, there is a "fast-track" program for those with extensive retail management experience.

The interviewing process includes: (1) fill out an application (with 3 references), (2) interview with district human resources manager and/or store manager, (3) interview with district manager, and (4) take a loss prevention survey (Sterling).