



# TWG: Transitional Work Group (Supply Chain)

## **Focusing on ability**

At Walgreens we're on a mission to champion the health and wellbeing of every community in America. We embrace diversity in all of its dimensions and strive to provide an inclusive workplace in which people with disabilities and without can work collaboratively and effectively, side by side.

Walgreens works closely with registered community organizations, vocational rehabilitation agencies, and state and local social services agencies, to identify and screen candidates for the TWG program.

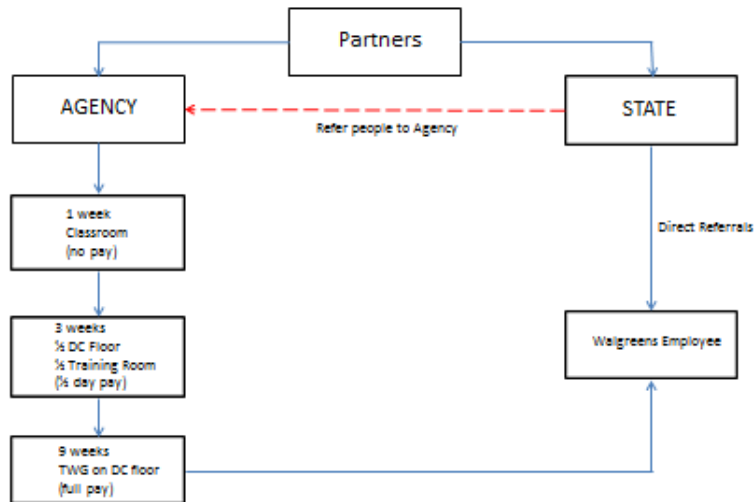
## **Here's how TWG works**

The TWG program is a 13-week training program for people with disabilities. Eligible outside partner agencies provide training and job coaching throughout the duration of the program. Along with the partner agency staff, Walgreens managers help conduct the evaluation process every 15 days. TWG participants who attain an evaluation score of 3.0 or higher, and reach productivity levels of 90% and above are recommended for hire.

- **Week 1:**
  - Classroom training (unpaid)
  - Learn Walgreens Policies and Procedures
  - Social Skills
  - Work-Appropriate Skills
  
- **Weeks 2-4:**
  - ½ day classroom (unpaid)
  - ½ day working in the warehouse (paid 5 hours)
  - Rotation between 3 major departments
  -
  
- **Weeks 5-13:**
  - Full day working in the warehouse (paid 10 hours)
  - Stationed in one department
  - Held to Walgreens policies and procedures
  - Rate expectation (90%)



## The Training Process



### Creating life-changing opportunities

We believe individuals with disabilities can do the same jobs for the same pay, and perform at the same high standards, as any other team members. All they require is an opportunity.

For more than 10 years, the TWG program has given people with disabilities an opportunity to learn distribution positions and qualify for employment at Walgreens.

The TWG program has changed lives! It has given people an opportunity to gain new skills, confidence and independence in life, which might not have been possible, simply because opportunities like the TWG program were not presented to them.

### For more information

At Walgreens, diversity and inclusion is at the center of everything we do. Throughout our history, we have always welcomed people with disabilities onto our team. More than 14% of our workforce across the distribution division has disclosed a disability. Through the TWG program, we're proudly opening our doors even wider. If you are a candidate or agency interested in the TWG program and have a local distribution center in your area, please contact your state agency to see if this program is right for you.

Walgreens is an Equal Opportunity Employer and welcomes individuals of diverse talent and backgrounds. Walgreens promotes and supports a drug-free workplace.