

Classroom Activity: “Ask a Recruiter” with Tractor Supply Company

The NRF Foundation’s “Ask a Recruiter” with Tractor Supply Company’s Alex Fleming

Background

Alex Fleming joined Tractor Supply Company in September 2018 as a distribution center recruiter. By February 2020, Fleming was promoted to human resources generalist of distribution center operations. Fleming was promoted again in November 2020 to her current position as manager of supply chain recruiting.

Tractor Supply Company is the largest rural lifestyle retailer in the United States with over 1,900 stores in 49 states, eight distribution centers and an ecommerce website.

Tractor Supply also owns and operates Petsense, a small-box pet specialty supply retailer focused on meeting the needs of pet owners and offering a variety of pet products and services.

Video Format

A six-minute video that covers:

- ❖ Warehouse, distribution center and fulfillment center roles
- ❖ Skills recruiters look for in candidates
- ❖ How to apply for a job at Tractor Supply Company
- ❖ Career opportunities



RISE Up and Get Noticed

At Tractor Supply Company, our growing network of distribution centers are vital to delivering legendary customer service in our stores. With safety as the top priority, our distribution center team members work hard, have fun and make money in a dynamic and collaborative environment. Whether you’re starting out as a material handler, interested in operations or have a background in human resources, your opportunity is out here.

Completing RISE Up training from the NRF Foundation can provide you the skills to help you get a job with **Tractor Supply Company**.

[Apply Here](#)

Activity

Watch the "Ask a Recruiter" video:

<https://nrffoundation.org/blog/ask-a-recruiter-tractor-supply>

Then answer the following questions:

1. What do you know about Tractor Supply Company?
2. What are roles at warehouses, distribution centers and fulfillment centers dedicated to?
3. What skills does Tractor Supply Company look for in candidates for entry-level roles?
4. What are the requirements for a role in a Tractor Supply Company distribution center?
5. What equipment do warehouses, distribution and fulfillment centers use?
6. What was Alex Fleming's advice for applying to jobs at Tractor Supply Company?