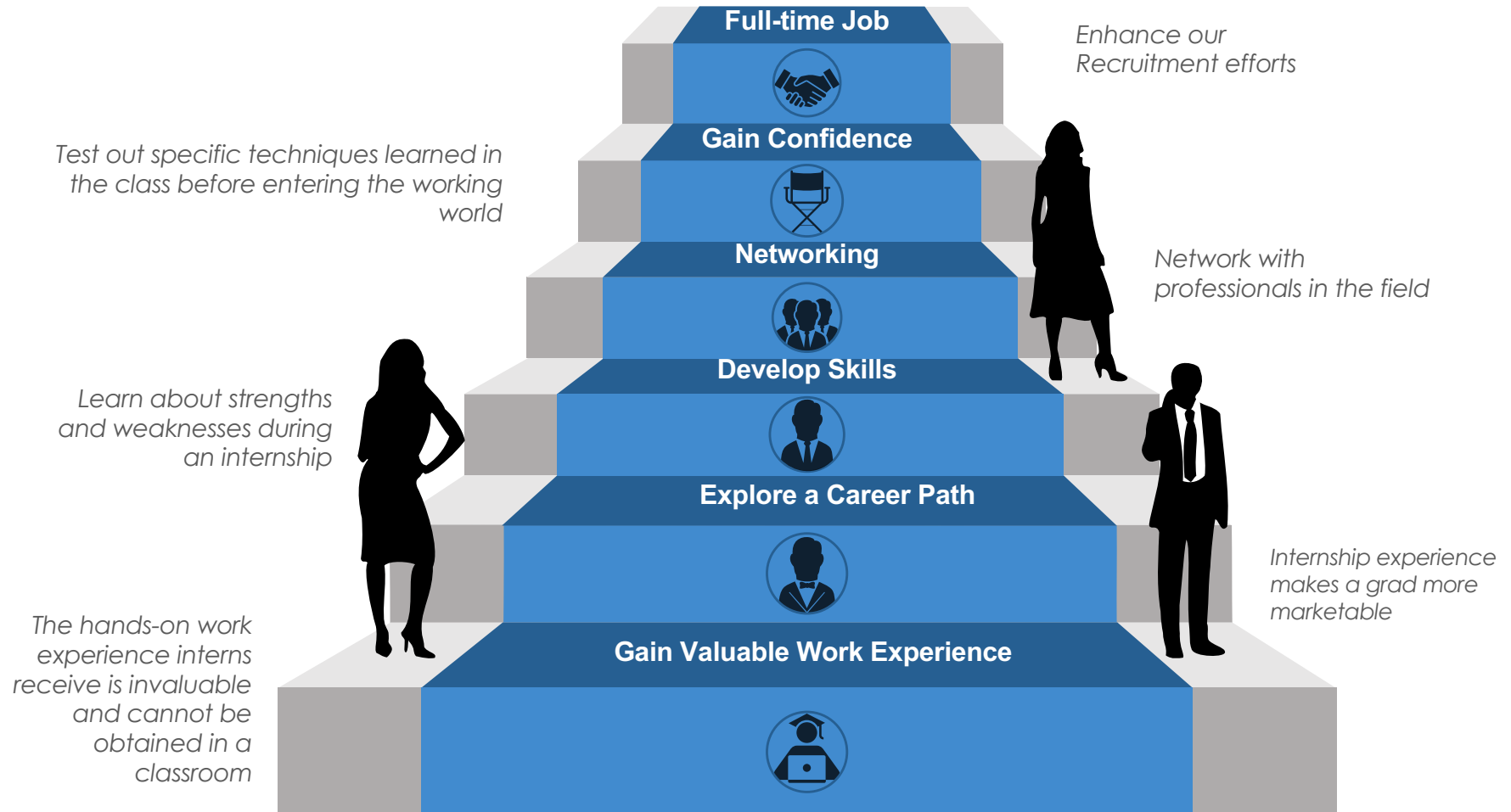


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Creating internship programs will continue to grow Costco's value in the community

# Benefits of IT Interns



# IT Summer Internship Proposal

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## Summer Interns

15 interns (10 college and 5 Veterans)



## Summer 2021 Internship

Start date June 18th, 2021 through September 10th, 2021



## Virtual Internship

Initiate virtual internship program; identical to the highly successful Summer 2020 program



## Career Fairs

Continue to attend virtual career fairs (e.g. UW, BC, Seattle U, Seattle Pacific...etc.)



## Prioritize IT Teams Requesting Interns

Advanced Analytics, Data Quality, Content Management, Strategic marketing, InfoSec, Compliance

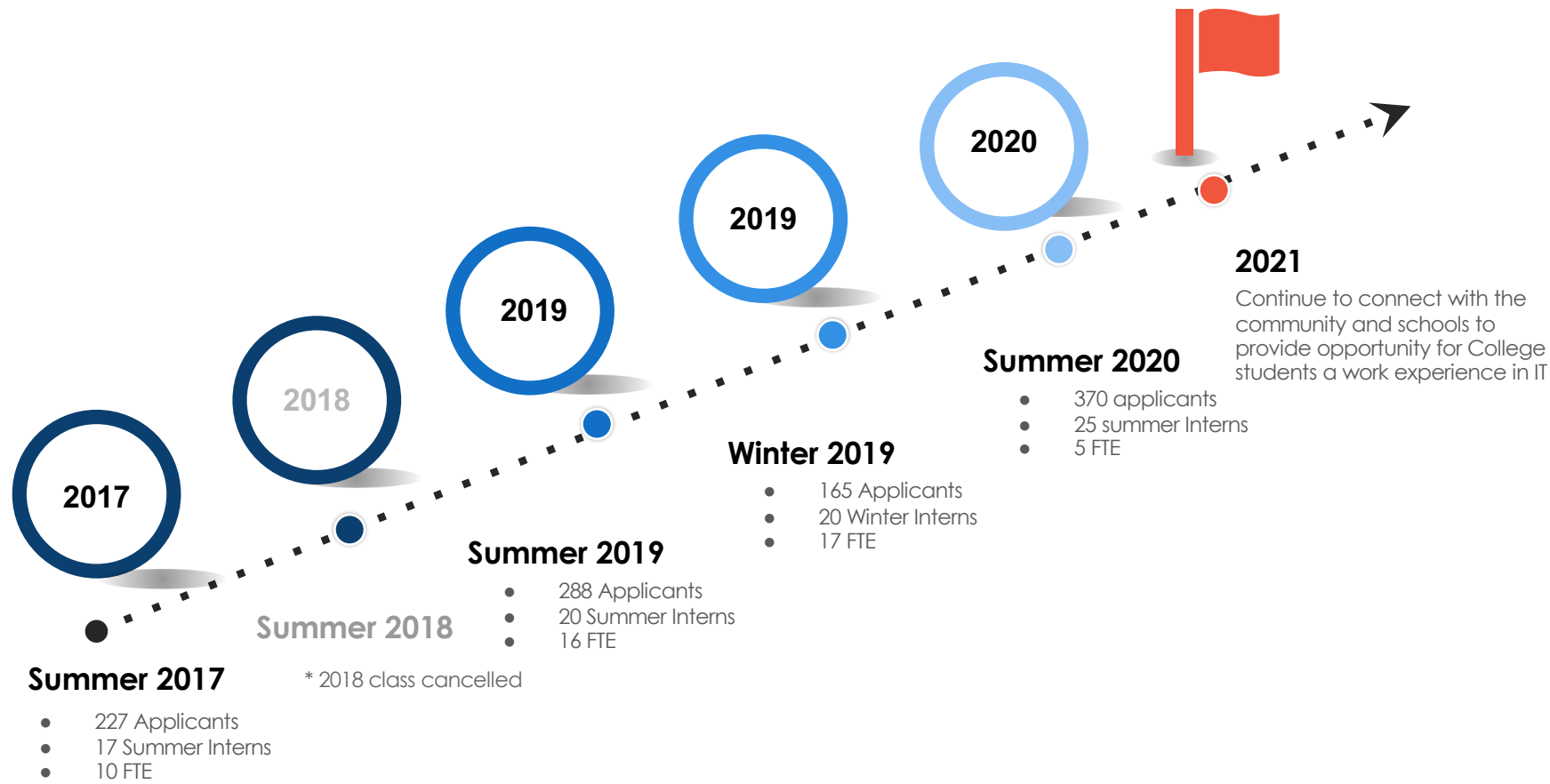


## 2020 Summer Recap

25 Interns (16 eligible for hire) and 5 new hires



# Costco IT Internship Success



# Summer 2020 Virtual Interns Testimonials

*Zhijun Ma -  
University of  
Washington*

Ian-

Thank you for facilitating the virtual internship program! With everything going virtual this summer, it is definitely a challenge for all of us. Thank you for the well-designed virtual plan! Everything goes so smoothly that I feel we just changed the way of communication from in-person to video chat, but nothing else changed. I feel welcomed and included at Costco, fully engaged on some great projects and attended lots of awesome intern activities organized by our recruiting team. I never thought this summer would pass so fast. Every day there are lots of great projects and new things to learn at Costco. Thank you for all of your efforts to make us interns such a wonderful journey!!

*Ethan Lewitt -  
Central  
Washington  
University*

Hello Ian,  
I wanted to take this time to give you some feedback on the virtual internship this summer. Originally, I went into this experience with some trepidation about the challenges that may be presented with working remotely. After the first two weeks, those concerns were pushed to the wayside. I wanted to thank you again for keeping this internship going during these troubling times. It has been an honor to continue learning and working for such an excellent company.

*Tanivi  
Mane-  
Purdue  
University*

Hello Kacey,  
I hope you are doing well.  
I am writing to you to check if Costco has a new grad program. I really enjoyed my summer internship at Costco, and I believe I had very positive feedback from my Managers. As I am applying for other organizations, I thought I should check back with you if Costco has a program for university fresh graduates.

*Jake  
Libenson -  
University of  
California at  
Berkeley*

Ian -

Overall, this summer was a huge success for me thanks to the internship program. Despite the woes of COVID, leadership and my team were amazing role models and demonstrated resilience by creating such a flawless remote internship program. While many of my other UC Berkeley friends complained to me about the lack of engagement within their remote internships (and how they had no meaningful or impactful tasks) I was fortunate to have the total opposite and have a summer of constant work that was beneficial to my growth and endless mentorship. I also appreciate leadership's open door policy; it is only at Costco where interns can schedule meetings with those at the top of verticals to maximize networking and growth!

*Zack Liskie -  
University of  
Nevada - Reno*

Hi Ian!

This summer's virtual program surpassed all my expectations and beyond. Not only were all the Costco employees I worked with receptive to questions, but they pushed me to challenge myself and grow as both an individual and professional.