



Sears

Sears is one of the oldest and best known retail brands in the United States. Sears, or Sears, Roebuck and Co. as it is more formally known, was established as a mail order business in 1888, by Richard Sears and Alvah Roebuck.

Sears knew that farmer's who came into town to sell their crops had limited options for purchasing household items and often paid inflated prices. The Sears Catalogue offered a wide variety of items at fixed and affordable prices, and quickly became a hit. The company continued as a strictly mail order business until it opened its first department store in 1925, followed by three more in 1928. The company quickly grew to become the largest retailer in America, a ranking it held until the 1980's. In 2005, the company was purchased by K-Mart and the Sears Holding Corporation was formed, with both Sears and K-Mart stores retaining their names and formats. Today the Sears Holding Corporation encompasses the retail operation but has also become an investment company, and a substantial portion of its income comes from financial trades.

In the 1990's Sears suffered some setback in employee relations when it changed its pay from a base salary to a much lower hourly wage plus commission. Commission rates were cut in some departments in 2007 and again in 2009. **Careers** with Sears range from retail sales to corporate, but also include diverse jobs tracks including e-commerce, web design, pharmacy, automotive, and other specialized professional services. Employees receive a basic benefits package including medical and dental, along with retirement and stock purchase plans. New hourly employees have the option to purchase health care plans during their six month probationary period.

Sears Holding Corporation employs approximately 330,000 people. Sears does not advertise openings for entry level positions but prospective employees can apply directly at their website.