

GETTING HIRED

at Patterson



Your guide to a
rewarding new career

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We're excited that you are interested in joining Patterson Companies! Before you get started on the application process, we want to help you understand our hiring process.

Please take just a moment to review the steps we take to ensure we welcome the best and most qualified applicants to join our company.

We offer a wide range of opportunities here at <http://jobs.pattersoncompanies.com/>. The hiring process might vary, based on position. If you have any questions about the process that aren't answered here, please email us at jobs@pattersoncompanies.com.

Whether you're an experienced professional or just beginning your career, we look forward to learning more about you, your background and experience, and your interest in joining Patterson Companies.

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Find the job you're interested in, and apply for it! We'll evaluate you and other applicants, then make our selection.

Section 2: Assessment Process

Some positions require you to complete an assessment before your application will be considered.

Section 3: Interview Process

We interview candidates with the skills and experience we are seeking.

Section 1: Application and Selection Process

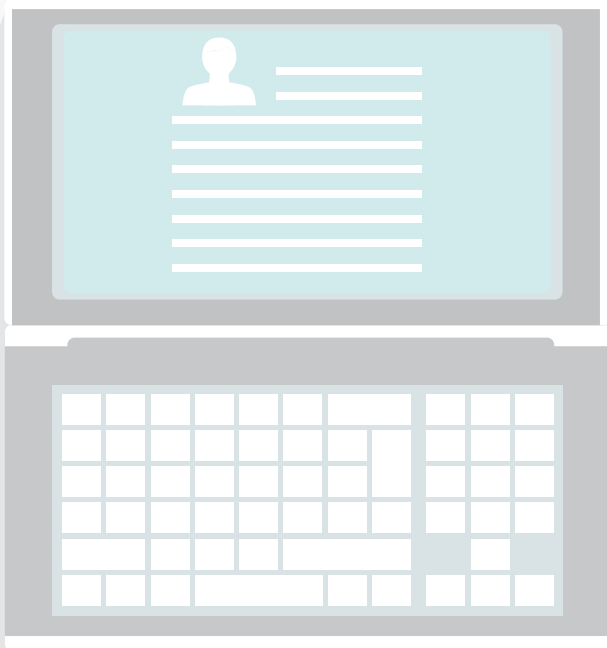


Job Search

To find a job that's right for you, please visit jobs.pattersoncompanies.com and search by Job Title, Job Category or Location.

All our current openings are posted on our Jobs Page.

Sign up to receive job alerts for new job openings in your area of interest. To sign up, go to: jobs.pattersoncompanies.com and enter your email address in the "Connect" tool.



Applying

In order to be considered for one of our openings you must submit your information electronically.

When you click on the Apply Now button, you'll be prompted to create a username, password and profile. Apply through your social media profiles or continue to create your profile manually.

Once you've applied, you'll receive an email confirmation indicating your application has been received.

You can return to your profile at any time, just make sure you remember the username or email address and password you used, as you'll need those to login and access your profile.

We will accept one application and consider you for ALL current openings you apply to.

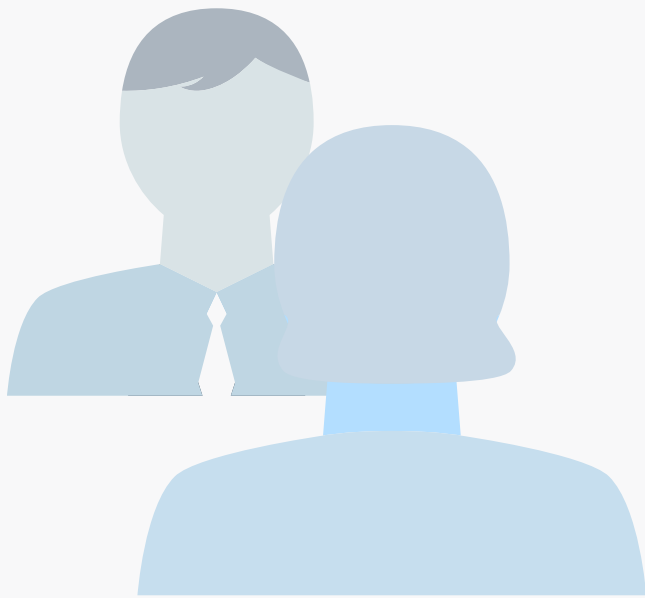
Please note: Due to volume, we are not able to individually follow up to confirm receipt of submitted information or provide other status updates. Your email confirmation indicates that your application has successfully reached the hiring manager or recruiter.

Section 1: Application and Selection Process

Evaluation

Depending upon the specific opportunity you apply for, the evaluation process may be different. The next steps in the process may include:

A Patterson representative may contact you for a screening interview by phone. During this conversation, we will likely ask you to tell us more about your experience, goals, skills and interests.



You may be asked to complete some employment [Assessments](#), which help us predict your success in certain positions. Learn more about the Assessment Process for some of our key positions, including Sales, Branch Manager, Operations Manager, Technology Advisor and Service Technician.

We may contact previous employers and other references.

You may be asked to return for additional interviews with other hiring managers.



We may invite you to interview with the hiring manager. This will be a behavioral-based interview during which we ask you questions about your behavior in specific types of situations.



Section 1: Application and Selection Process

Selection

When all interviews (and assessments) are complete, each candidate's knowledge, skills, and ability will be thoroughly evaluated. The most qualified candidate will be selected.

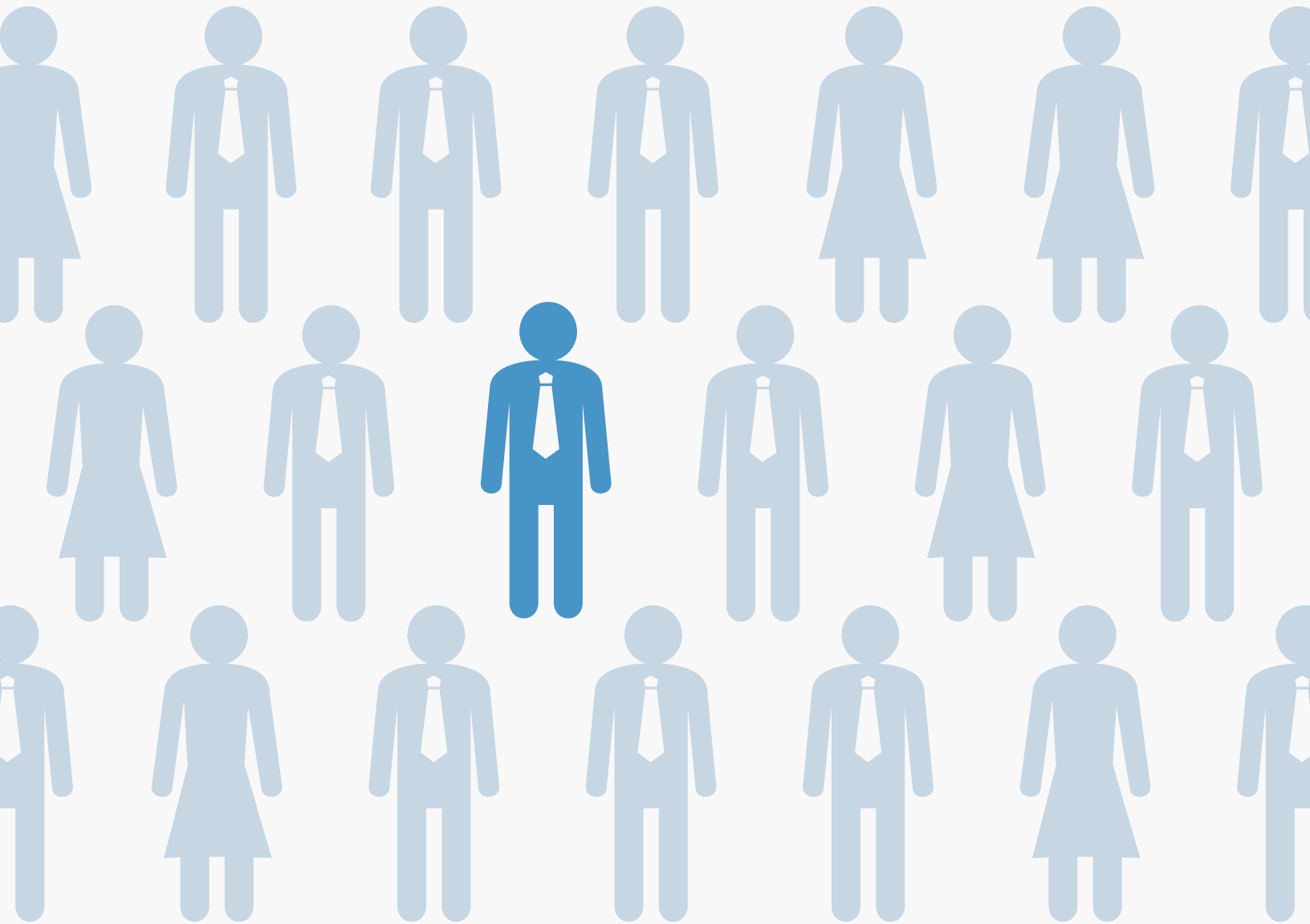
ALL employment offers are contingent on a background check and pre-employment drug screen.

Our ideal candidates have:

A strong interest in starting a career at Patterson.

Met all minimum job requirements and most preferred requirements.

The ability to work the available schedule and shift(s) of the job.



Section 2: Assessment Process

Patterson's hiring processes are designed to match the right people to the right jobs. The assessments we have in place help us to evaluate your knowledge, skills, work-related attitudes and competencies that may not emerge in an interview. This information is critical to our hiring decision and helps us to more accurately assess your future success at Patterson.

The positions that have assessments are: Sales Representative, Branch Manager, Operations Manager, Technology Advisor and Service Technician. If you apply to one of these positions, you will not be considered for the position until you've completed the assessment.

Web-Based Assessments

If you are redirected to complete an online or web-based assessment for the position you apply for, please be aware of the following:

Our web-based assessments are delivered online with 24/7 access.

This is an important factor in your candidacy, so please allot ample time to complete the assessment in one sitting and ensure that you are in a location free from distraction.

Read the instructions carefully before you begin.

You can only complete the assessment ONCE, so please answer the questions honestly and carefully.

Do not use your web browser's Back or Forward buttons during the assessment, as the information you have entered will be lost.

We will use one assessment result for each unique job you apply for. For example, if you apply to multiple Territory Sales Representative positions, you will only be asked to complete the assessment once for each similar opportunity you apply for.

If you're not moved forward in the selection process, there is a six-month waiting period before you can retake the assessment.

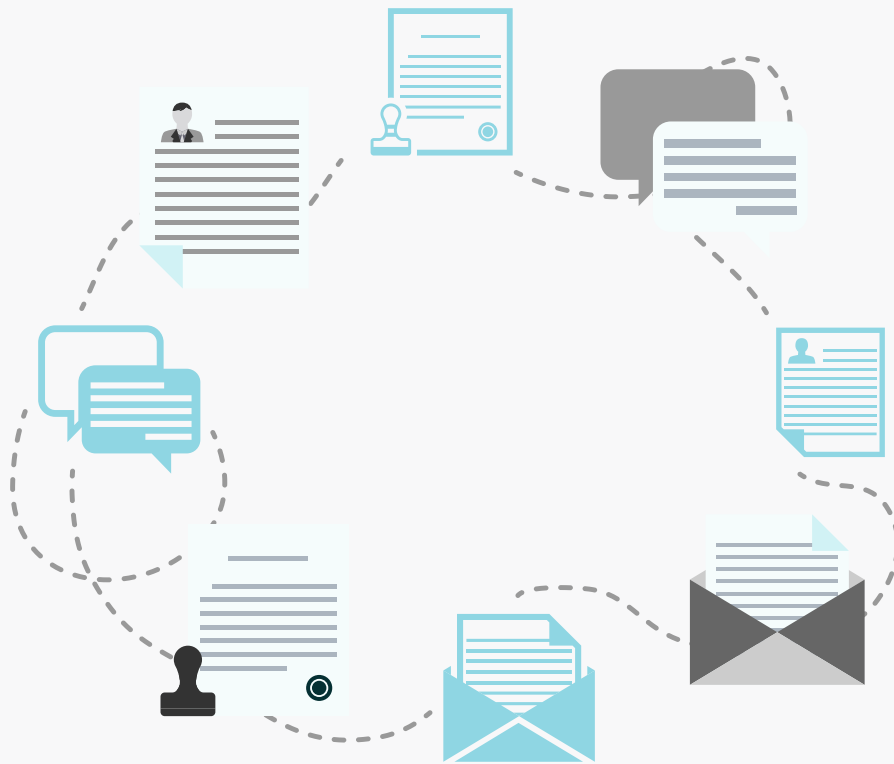
Due to the competitive nature of our open roles, please allow 1-4 weeks for Patterson to review your application and information.

For more information about our assessments, including practice tests, please [click here: http://www.shldirect.com/en/assessment-advice/example-questions](http://www.shldirect.com/en/assessment-advice/example-questions)



Section 3: Interview Process and Tips for Success

If you have the skills and experience we are seeking, a Patterson representative will contact you to discuss the next steps in the process. Only the most qualified candidates will be selected for the initial interview.



Preparing for Your Interview

Do your research. Before your first interview, learn as much as you can about Patterson Companies, Inc., our mission and values, the markets we serve and any current Patterson events (found at <http://www.pattersoncompanies.com>). The more you know about us, the more information you'll have going into your interview.

Know your interests. Make sure you've thought about your own career aspirations and goals. What do you want to do, short term and long term? Why are you interested in the position and our company? How have your past experiences prepared you to be successful in a role at Patterson?

Get ready. Organize yourself prior to the interview. Your resume, cover letters, directions to your interview location, what you're going to wear – all can be prepared the day before your interview. Get a good night's rest, and re-read your resume before the interview.

Be on time. Give yourself plenty of time to get here and plan to arrive 10 to 15 minutes early to avoid traffic or other slowdowns. Write down the exact meeting place and time, and ask about check-in or parking availability before you arrive.

During the Interview

Be specific. Respond to the interviewer's questions with specific examples of your previous experiences and achievements. Provide detail regarding actions you may have taken and the outcome of that experience.

Be yourself. Be honest and use relevant examples from your career, studies or personal life that provide information to the interviewer about the skills and competencies being discussed.

Ask questions. Come prepared to ask us questions. This is your opportunity to find out more about Patterson, the services and products we provide, and the customers we support. It's also your opportunity to evaluate whether or not you're a fit for our company and culture as much as it's our opportunity to evaluate your skills and ability.

After the Interview

Follow up. Send the hiring manager or interviewer a thank you letter or email, reminding the interviewer of why your background and experiences would make you successful in the role.

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FAQs

Still have questions? For answers email us at jobs@pattersoncompanies.com.



Thank you! We value your time and look forward to receiving your application for employment at Patterson Companies.