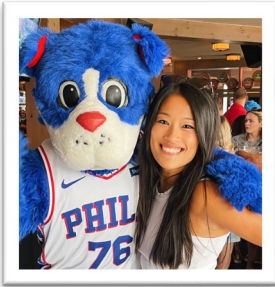


AAPI HERITAGE MONTH

As part of our Heritage Month series, we're featuring members of our adopted family who embody our values and help make Five Below a special place. Through interviews and stories, we lift their voices and share their diverse perspectives.



Lina Haberland

Supply Chain Solutions Manager

Joined 5B in 2013

Supply Chain Solutions Manager *Lina Haberland* was born to Work Hard, Have Fun & Build a Career, so it's only fitting that Five Below was her first job after graduation. After nearly a decade with us, she's created several new roles in her quest to solve challenges and make processes more efficient.

Supply Chain End-to-End Solutions VP *Joshua Hartman* has seen her grow from a novice to a subject matter expert who is now speaking at conferences and representing 5B. "She's super smart and jumps in and with no fear to figure anything out," Josh says. "Work Hard, Have Fun, Build a Career? Lina embodies all three of those!"

Tell us about your journey with Five Below.

I started at 5B almost a decade ago as an Allocator and spent a year and a half there before the opening of ShipCenter New Jersey was announced. I knew I wanted to get back into distribution, so I worked with the crew to make that transition through the creation of a new role. That's where I launched into the next phase of my career, continuing to make new paths for myself as a Logistics Analyst then Industrial Engineer.

When I see a challenge or a problem, it's in my DNA to figure out how to solve it and make it more efficient. About two years ago I saw an opening in the eCommerce transportation department, took the opportunity to immerse myself in a new area of the business and become an expert in the packaging/parcel world. Just recently, I was promoted to a Data & Analytics role in January, with even more opportunity to make a difference in the supply chain!

What makes Five Below special?

Our company culture is THE best. I think I embody our *Work Hard, Have Fun, Build a Career* value. When I'm at work, it feels like I'm spending time with my best friends. I have great support and mentorship from those around me to excel so it doesn't always feel like a job.

What's been your proudest moment here?

I've had many opportunities to create my own road map for building success at the company with the positions I've held and the teams that I've been a part of. Just this last year, I was recognized by my peers and won not one, but two Gold Medallion Awards for projects that exemplified our company core values. We won in the "Hold The Penny Hostage" category for our eCommerce carrier negotiation work to save money on our shipping expense and the "Wow Our Customers" category for expanding our omnichannel presence with the launch of BOPIS.

What inspires you to bring such a high level of excellence?

Part of it is the way I'm wired and part of it is knowing that my work contributes to our company purpose of giving customers a way to purchase things they might otherwise not be able to afford. When my team and I see the praise that comes in from the High Five team, it's a reminder that everything we touch is part of a bigger story of impact.

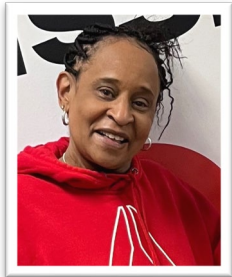
Any advice for people looking to grow their careers with 5B?

In my career, there have been many people around me who have provided mentorship. Seek out other people who can advocate for you. Whether you want to move up the ladder or try something new, a mentor can help open new doors and perspectives.



Women's History Month

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Dawn Tribbett

**Picking Supervisor,
ShipCenter
New Jersey**

Joined 5B in 2016

Whether she's on the karate mat or the picking floor, ShipCenter New Jersey Picking Supervisor Dawn Tribbett gives her all and leads with heart. From past supervisors like ShipCenter Arizona GM John Mallard to her current crew and leaders including SCNJ GM Bob Malovich and AGM Carla Neto-Torres, everyone agrees that Dawn is a one-of-a-kind, genuine person that lives Five Below values – both in and outside of work.

No one knows that better than Dawn's own team. Whether she's learning about their lives, coaching them with tricks of the trade or jumping in to clean the aisles, Dawn's shown she always has their best interests in mind.

What's your favorite thing about 5B?

The people. This is the first job I've ever had where I know the leaders care about us and don't just see us as workers. They care about the family and are always reaching out to see if we need help. When you come in the door, you are greeted by your family and your team. When you have your good days, they praise you. When you have your bad days, they help you. Without my team, there is no "Dawn," so I'm out on the floor with them too, picking in the mods and helping out however they need. It's full circle.

What makes you proudest to work at Five Below?

My team. When they do well, we all do well. I love to see them grow, get promoted and develop. I also love how 5B gives back to the community – like the leftover turkeys that we've given to shelters and the Easter product we donated to children's hospitals when our stores closed at the start of the pandemic. Sometimes Bob Malovich and Carla Neto-Torres share clips of people who visited 5B stores and found something very specific, making their child happy – it's amazing to be a part of that moment.

How do you show up as your authentic self?

Let's just say, before I came here, my boss didn't see me dressed up in Christmas PJs, or St. Paddy's green or a fun hat. Now I coordinate all kinds of theme days, like Football Fridays, where we wear our jerseys, or matching color shirts days. I let Bob know the plan and he posts an announcement. I love it because it gives me a reason to start a conversation with people and a chance to connect.

Can you tell us about your approach to leadership?

I started training in Karate when I was 11 and through self-discipline and a lot of patience, I became a top 10 fighter on the East Coast, for 10 years running. It's helped me be a leader in so many ways. I'm more of a people person and I'm never ashamed to say when I'm wrong because we are all human.

With my team, I like being out on the floor so they know I'm more than just a boss – I care about them. And when we are out there together, we can Let Go & Have Fun – talk about our weekends, their fishing trip, their barbecues or just joke around. I treat them as individuals, and I want their opinions because they are the ones out there doing the work every day.

I have so much gratitude from being on the floor with them. I learn so much and I know they appreciate me more.

What's one thing you want people to know about working at Five Below?

These days, companies are not as loyal as they used to be, so when you find a place like this, you've lucked out! It's rare to work somewhere where leaders are truly invested in helping employees succeed. That's something you can build a career on and stay for the long run.



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Rafiq Zabrani

Quality Control Director

Joined 5B in 2022

Quality Control Director **Rafiq Zabrani** Unleashes His Passion when it comes to quality and works hard to ensure all our new products pass the Would-I-Gift-This-to-My-Own-Family test and meet customer expectations. He always speaks his mind as part of team discussions and helps bring together various points of view for one awesome idea (and product).

SVP of Global Sourcing & Product Development **Andy Kunselman** says that Rafiq is the embodiment of collaboration and partnership. "He brings a tremendously high level of expertise, but also works across the organization to consider different perspectives that ultimately make for better decisions," Andy says. "Rafiq's contributions in under a year have been immeasurable!"

Tell us about your journey with Five Below.

Founder's Day will mark my one-year anniversary with Five Below. What a time to start! There was so much excitement with games and a chance to meet the whole team – everyone from different departments. I felt the energy of our leadership to drive the company forward. I got to talk to them, see where the company wants to go and how we can be a part of it. I was at my last two companies for many years, so I didn't want to leave unless there was something great I could join. Starting that week at 5B, I knew I made the right decision.

What makes Five Below special?

When I go into our stores and see the look on kids' faces! They're walking around with a full cart, and they don't have to break the bank. They might not think about the cost, but from a parent or consumer point of view, you are always looking to find the best value for the cost. The kids are just so happy, and they can get multiple items, whereas somewhere else that might only be one thing.

What superpower do you bring to work?

My background is Quality. I'm always thinking about the best quality for the best value, and I see my role as working with our teams to help increase our quality to support a better customer experience. I've been able to gain the confidence of the Buying teams so they can come to us earlier in the process for feedback about products they're creating with our vendors. This helps the customer get a better product initially versus a change coming when we notice an issue.

What inspires you to bring such a high level of excellence?

As a kid, I always took things apart. Nowadays, every time I go into a store, I look at products – and I'm a picky shopper. I'm walking the aisles of Costco saying, "I wouldn't pay \$20 for this!" I want to make sure people don't feel that way at Five Below – anything we put our name on should be the best quality and when a customer picks it up, they should feel like they are getting the best value. I put myself in their shoes – if a product isn't something I'd give to my family, I wouldn't want our customer spending their hard-earned money on it either.

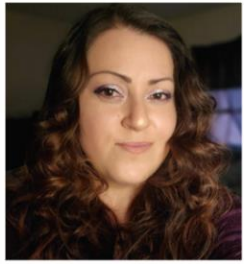
How does your identity influence how you show up at work?

When I first came to the United States from Pakistan, I was 17 years old and didn't speak English. I learned the language by working at a fast-food restaurant, in school, talking to people and watching TV with the closed captioning on. I got lots of pushback from people saying that I didn't belong. I learned that to establish myself, I have to make my own way and speak my mind, so I make sure to always express myself. Some people might disagree, but I believe if I don't say something, I can't expect someone to do something about it. You can't say no one is changing if you are not providing your own perspective to help create the change!



Hispanic Heritage Month

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Maggie Ayon
Inventory Lead,
ShipCenter
New Jersey

Joined 5B in 2012

As ShipCenter New Jersey Inventory Lead Magaly "Maggie" Ayon would say herself, "the whole ShipCenter knows who Maggie is."

Whether that's because she's jumping in to solve a problem, uphold the highest safety standards or, oftentimes, to translate something from Spanish to English, Maggie has spent more than a decade at Five Below helping everyone around her.

Inventory Control Manager Mathew Savko says, "Maggie is one of the best team players there is. She's always willing to go wherever she is needed with a goal-oriented, can-do attitude. She embodies Unleash Your Passion, especially when it comes to the service we provide our customers and our internal partners – always working to improve processes and ensure we deliver!"

Tell us about your journey with 5B.

I started as a Receiver and took on a leadership position, not formally – that's just in my nature. My supervisor at the time took notice of my work style and promoted me to be a Lead. From there I moved to Picking and then to Lead in Overpack. That was my baby. I came in with nothing but a goal in mind that I wanted to master this new system and bring my team along with me. We work together well because we all are driven and have the right attitude.

Earlier this year I got promoted to Lead in Inventory and I'm doing the same thing – learning along the way and making sure my team and I always get it done. I've had a lot of other titles under my belt too: equipment trainer, a trainer for new teams – even traveling to other ShipCenters for it, translator, really anything required to accomplish our goals.

What's your favorite thing about 5B?

It's like working with a big family. We all know each other, help each other and are there for each other whether it is workwise or emotionally. That kind of community builds trust so Five Below doesn't have to create a ton of strict rules and can focus more on taking care of crew.

Having been here over a decade, I've been consistent with trying to improve our culture. Many people who left have come back, and there's a reason for that.

Where does your drive come from?

When I came to this country from Mexico, I was very little. I did not speak the language. It was a barrier I need to cross, and I did! From that period on, I wanted to help however I could. For a period of time, I worked at hospitals and assisted with translations – I like to be there for someone to help them express themselves. Now I can do that here and help connect my fellow crew members.

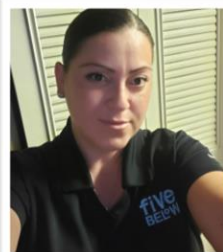
With my team, I know they trust me with Inventory, which is a lot of responsibility and has a big impact on the business. I'm always up for a challenge and this one I really want to accomplish.

Does your heritage influence who you are as a leader?

I'm proud of my accent. I've experienced bias and criticism because of it but I know that it's mine. At Five Below, I'm not hiding it – the whole ShipCenter knows who Maggie is. I always go out of my way to help, whether that's translating or some kind of task, I'm here for everybody. I'm also serious about my job – when I see something not done right, I jump in and if it's beyond my control, I'll talk to a supervisor and figure it out – especially when it is safety-related!

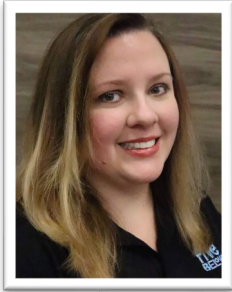
Is there anything you'd want to share for others to think about?

If you want something you're passionate about, go for it. There's always a next step for me, and I'm always going to keep trying. Try your hardest and don't let anyone tell you that you can't do it.



Women's History Month

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Leia Gatliff

ShipCenter Georgia
HR Manager

Joined 5B in 2018

If you follow **Leia Gatliff** around, you won't be bored – that's if you can keep up! The ShipCenter Georgia HR Manager has been found leading a llama around a grand opening (and picking up what it left behind 😊), blasting music with a speaker and singing tunes – from Britney to Country, crying alongside crew at vulnerable times and doubling staff during Peak, alongside her partner HR Specialist Kennedy Payne.

Her supervisor, Supply Chain HR Director Kristi Friend, says Leia will do literally whatever it takes and handles the toughest situations with humor, grace and respect. As the longest-tenured HR manager in our ShipCenters, she's also the first to raise her hand for peer connection and opportunities to mentor new colleagues. Leia combines her operations background and unique perspective to read the room and relate to crew, while finding ways to Let Go & Have Fun with her unique brand.

What was your journey to Five Below?

I live in a neighborhood on a lake, and I heard about a company building a distribution center nearby. As a resident, I admired Five Below's approach to working with us, promising they wouldn't interrupt the neighborhood. Based on that, I told my husband, "I will work for this company!" Six months later, the opportunity came, and I landed the job at ShipCenter Georgia. Since then, I've gone from opening ShipCenter Georgia to being able to watch and assist an awesome and growing team of ShipCenter HRMs as they opened three more ShipCenters in our network.

What's been your proudest moment at Five Below?

The SCGA grand opening was a cold, windy, wet, disgusting day. Yet, we had over 200 crew and their family members show up on a Saturday morning, give their kids tours and celebrate this achievement. The pride in our culture is unmatched. Looking back at the past five years, seeing promotions and new faces every month – it's an honor and a privilege to lead a team. I get misty-eyed thinking about it!

Someone told us your superpower is the ability to relate to everyone you meet. How do you do that?

Five Below encourages us to bring our whole self to work. For me that's sarcastic and silly – irreverent is my brand. Both life and work can have hard times, so I want to connect with crew and be a safe place for them to share their stories. By taking the time to understand people, I make a true connection and better take care of them. I get to do that in a fun way and be myself. And when I have the permission to do that, it gives me the opportunity to support others in being their true selves and we continue to create a work environment that allows for it.

What inspires you to bring such a high level of excellence?

I'm inspired by the scope of my role and knowing its focus. I can't believe I get to have a job where I take care of people and make sure we are doing the right thing every day. It might sound easy, but it can be a tall order because we have to remain fair and meet people where they're at.

Do you have any advice for people looking to grow their careers with Five Below?

Focus on Five Below's 5 values as a guide. The one I love the most is *Achieve the Impossible*. I'm a big fan of underdogs – I even have a dog named Rocky – so I think hard things can be a gift! We might have goals that seem overwhelming, but they can change our career path and give us skills to create a more successful environment. Even if you don't achieve one of your goals, the journey can be just as exciting.

