

Dollar tree

1. There are over 9,000 stores that are in the U.S and Canada, with an average of 150,000 employees. With this kind of scale, this would make you think about how they increase so fast and expand so much.
2. However, they started with everything for a dollar. All of a sudden, they have added multi-price options like a plus for Dollar Tree, and that has gone over just the \$1.25 item, which I would honestly make sense with how the price has gone up in the economy.
3. These stores recently sold Family Dollar to refocus on the core brand and opened former 99 Cents Only locations to gain customers' trust that they are staying true to their original goal.
4. They would roll out a plan called the Rooted in Progress. This would not be supposed to attract for more environmental customers. This would sound like they would have tried to shift their image and connect with a different type of customers.

Interview questions

1. I want to know how the sale of Family Dollar reshaped Dollar Tree's growth and store strategy to keep shoppers shopping with them.
2. Do they have a website that highlights a 'Culture of Belonging'? How does that show up for store-level employees?
3. What are the biggest operational changes coming with the rollout of multi-price formats like Dollar Tree Plus?
4. In their *Rooted in Progress* sustainability strategy, what goals are the most difficult to meet and why?

Enterprise Mobility

1. I like how they have operated in 90+ countries with a fleet of over 2.4 million vehicles.
2. Their portfolio includes rental, fleet management, carsharing, subscriptions, and car sales, showing the customer their wide knowledge and experience throughout the years.

3. I also liked that they rebranded in 2023 from Enterprise Holdings to Enterprise Mobility to reflect its focus beyond rentals.
4. This company is also still privately held and family-owned, with CEO **Chrissy Taylor** leading the company.

Interview questions

1. How is Enterprise Mobility balancing its traditional rental business with newer models like carsharing, and how does that work specifically?
2. What technologies are most critical right now for improving customer experience across different service channels?
3. Enterprise emphasizes internal career mobility. What does a typical growth path look like for someone starting in entry-level positions?
4. How does the company stay competitive against ride-hailing services and other emerging mobility platforms?

ABNB Federal Credit Union

1. How does ABNB as a company balance investments in branch expansion with growing demand for digital banking services, and what do they do differently than their competitors?
2. What steps does ABNB take to differentiate itself from larger banks in terms of member experience and product offerings, and also what initiatives they provide to make them stand out?
3. How does ABNB incorporate community feedback into its product and service development, and how do they implant it into their policy.

4. What professional development opportunities are available for employees who want to build long term careers within the credit union and different jobs they provide?

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Amwins (Specialty Insurance Distributor)

1. One of the largest specialty insurance distributors, with billions in annual premiums placed.
2. Works with 43,000+ underwriters and 36,000+ retail agency relationships.
3. Known for handling hard-to-place risks in niche markets (cyber, environmental, global risks, etc.).
4. Employee ownership culture: many employees are shareholders, which shapes its workplace culture.

Interview questions

1. Amwins specializes in niche and hard to place risks. How do you ensure employees stay current on rapidly changing risk areas like cyber and climate?

2. How is Amwins leveraging technology and analytics to make underwriting and pricing more efficient?
3. What strategies does Amwins use to maintain strong relationships across thousands of retail agencies?
4. As an employee owned company, how does Amwins reinforce that sense of ownership in day to day work and career development?"

Richmond CPCU Society Chapter

Four Interesting Facts

1. **Professional Community**

The Richmond CPCU Society is a network of ~230 insurance professionals in the Richmond area who have earned or are pursuing the CPCU designation.

2. **Education & Scholarships**

They offer scholarships to high school seniors, undergraduates, and professionals for CPCU coursework or professional development. They also host study groups, classes, and webinars.

3. **Local Events & Engagement**

The chapter organizes educational meetings, networking mixers, golf tournaments, and community service projects to keep members connected and engaged.

4. **Nonprofit Structure**

The chapter operates as a **501(c)(6) nonprofit professional association** with a focus on ethical standards, continuing education, and supporting the next generation of insurance leaders.

Interview questions

1. What are the most impactful ways the Richmond CPCU Society supports members who are just starting their insurance careers?
2. How does the chapter decide which professional development opportunities or scholarships to fund each year?
3. What upcoming initiatives or events are you most excited about for growing membership and community involvement?
4. If I wanted to get more involved in leadership or volunteering with the chapter, what opportunities are available and how do new volunteers typically get started?