H-E-B Careers

# Interview Accommodations

At H-E-B, we are committed to providing an inclusive interview experience where every candidate has an opportunity to demonstrate their qualifications and unique strengths.

Please start by completing an application. If you're invited to complete a digital interview as part of the application process, the platform includes several accessibility features and support, including:

- **Language and accessibility support**, including English and Spanish captioning, the ability to respond in the candidate's preferred language, including sign language, and other platform accessibility features.
- **Multiple response opportunities.** Candidates may record up to three responses for each interview question.
- **Sufficient response time.** Candidates have up to three minutes to answer each question, allowing time to pause, gather their thoughts, and provide a complete response.
- **Camera preview control.** Candidates may choose to turn off the self-view camera preview if seeing themselves on screen is distracting. Interviewers will still receive the recorded video submission.
- **Support person or job coach.** Candidates may complete the digital interview with the assistance of a support person, advocate, or job coach. While interview responses should reflect the candidate's own knowledge, skills, and experience, the support person may assist with activities such as clarifying interview instructions, rephrasing questions, or providing encouragement.

The accessibility features above are examples of available supports and are not intended to limit the availability of other reasonable accommodations. If you need an accommodation that is not listed, please let us know. H-E-B will consider requests for reasonable accommodations on an individualized basis, consistent with applicable law.

If you have questions about interview accommodations, or would like to request an interview accommodation, please email InterviewAccommodations@heb.com. We will engage in an interactive process to determine an appropriate accommodation, consistent with applicable law.

## Beyond the Interview Process

H-E-B is committed to supporting qualified individuals with disabilities throughout the application and employment experience. Depending on individual needs and job requirements, support may include reasonable workplace accommodations, job coaches, interpreters, Partner Resource Groups, and other resources.

*Please note, the program formerly known as "Bridges" has evolved to Interview Accommodations at H-E-B. Interview Accommodations is intended to inform applications of the accessibility features throughout the interview process, and to provide additional interview accommodation support if needed. We are unable to provide job matching or career coaching.*