



**LEADERSHIP OPPORTUNITY: LEAD THE
FUTURE, BUILD WHAT'S NEXT!**



NAMPA, ID



BE PART OF A WORLD-
CLASS LAUNCH TEAM!

We're building a new state-of-the-art Tractor Supply Distribution Center in Nampa, Idaho, and we're looking for a few exceptional leaders to help launch it. This is a rare chance to shape the culture, performance, and future of a flagship facility from day one. If you're driven to lead, ready to build, and want to be part of something that lasts, this is your opportunity!



TSC Nampa, Idaho



“A NEW KIND OF DC”



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If you've ever wanted the chance to start fresh, lead boldly, and be part of something that matters, this is it!

- Shape the culture from day 1
- Lead in a high-performance, robotics-enabled DC
- Build your career in Nampa, Idaho



TSC DC Leadership

From the Leadership Behind the Nampa Launch

This isn't just a new DC... It's a launchpad for serious leaders who want to build something from the ground up. The Nampa DC offers more than upgraded systems and robotics. It offers space to grow, lead, and create lasting impact.

Relocating means stepping into a hand-picked team, shaping culture from day one, and being part of something bigger than a job. You'll live in a fast-growing region surrounded by mountains, open skies, and a strong sense of community, with room to build your career and your life.

TSC Nampa, Idaho



Be Part of the Elite Launch Team



Leadership Roles

Only the best need apply: AGM, OM's, Supervisors, Prod Planners, - We're looking to build a world-class team!



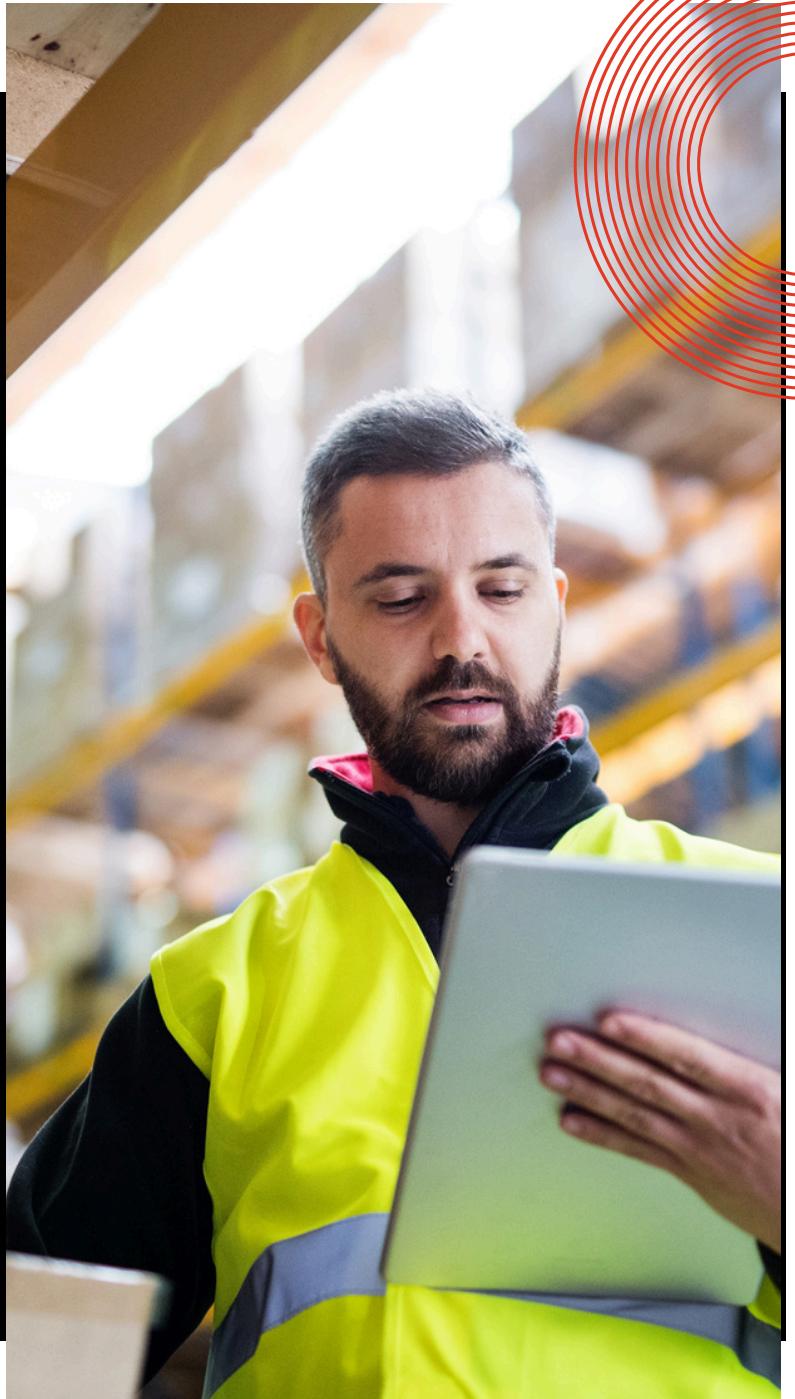
Responsibilities

Lead daily operations, drive high performance, build team culture, and ensure a successful DC launch.



Growth Opportunities

Take on greater responsibility, expand your leadership, and grow your career.



Shape the Culture From Day 1

You won't be inheriting someone else's playbook. You'll help write it. The decisions, standards, and values you bring to this team will influence how this DC operates for years to come.

Lead in a High-Performance DC

This is not a typical DC. With robotics, automation, and real-time data, we're building a clean, fast, and innovative operation, designed for leaders who can think strategically and decisively.

Build Your Career in Nampa, Idaho

Nampa offers more than opportunity, it offers lifestyle. Affordable living, wide-open spaces, and a strong local community make it the ideal place to grow both professionally and personally.

TSC Nampa, Idaho



Why Nampa, Why Now?

Caldwell, Idaho



73,088 Population

- Family-oriented with a small-town feel
- Strong community & school spirit
- Historic downtown with shops & events
- Known for agriculture and wine country charm
- Lower cost of living than Nampa, Star, Meridian, & Boise

Star, Idaho



18,208 Population

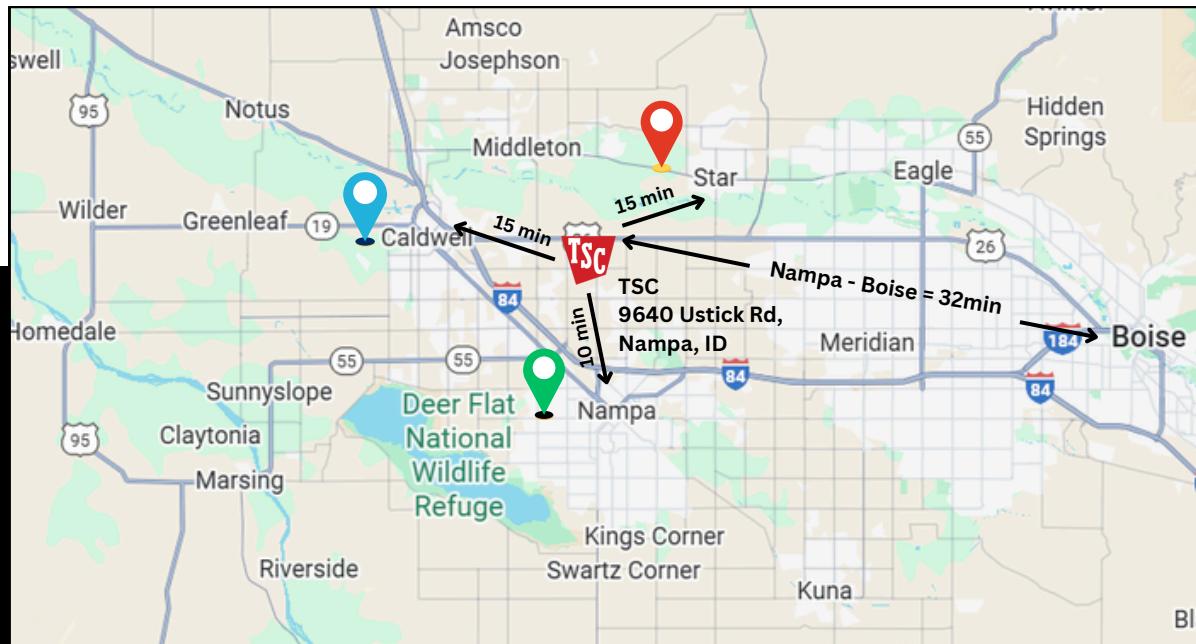
- Quiet, upscale, & residential community
- Popular with families & professionals
- Newer homes & expanding neighborhoods
- Strong schools & safe neighborhoods
- Close to Boise River & trails

Nampa, Idaho



117,350 Population

- Fastest growing city in the Treasure Valley
- Affordable housing & strong job market
- Family-friendly with great schools & parks
- Access to shopping, dining & entertainment
- Close to Lake Lowell & outdoor recreation



The Opportunity and the Lifestyle

Nampa is one of the fastest growing cities in the West and the perfect place to launch Tractor Supply's newest, most advanced DC. With a strong workforce, expanding infrastructure, and access to a thriving regional market, this is where the future is being built. Just as important, it's a great place to call home. Safe neighborhoods, good schools, and wide-open spaces make it ideal for raising a family and building a life. **If you've ever thought about relocating for the right opportunity, this is it.** The timing, the location, and the mission all align.

TSC Nampa, Idaho



Where Life Works

Caldwell, Idaho



73,088 Population

- Median home value: \$397k - \$447k
- Median home listing price: \$435k
- Avg rent: \$1200 - \$1,848
- Multiple newer subdivisions and build-to-suit communities under development

Star, Idaho



18,208 Population

- Median home value: \$594k-646k
- Avg rent: \$1,500-\$3,000
- Star offers upscale newer communities with larger lots, high owner-occupancy rates

Nampa, Idaho



117,350 Population

- Median home sale price: \$405k-\$460k
- Typical listing price: \$435k-\$471k
- Avg rent: \$1,390 - \$2,400
- New home communities in multiple price tiers: \$300k-\$550k)
- Mix of older and newer subdivisions with modern amenities

Affordability tier: Nampa is most affordable, Caldwell is mid-range, and Star is premium.

Each area includes **new-build communities** across various price and lifestyle tiers. All three offer **strong opportunities for both purchase and rental options** depending on family and budget needs.



Where Life Works - At Work and at Home

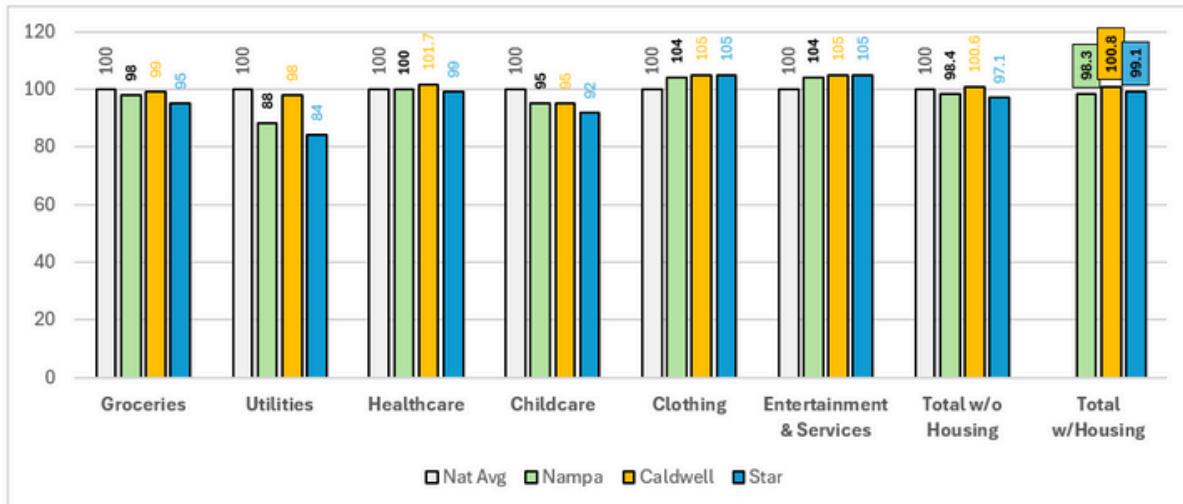
Whether you choose Nampa, Caldwell, Star, or even Boise, you'll find a lifestyle built for balance, growth, and peace of mind. These communities offer clean, safe neighborhoods, affordable housing, top-rated schools, and easy access to everything that matters... outdoor recreation, local dining, and a strong sense of community. Nampa delivers convenience and opportunity in a fast-growing city. Caldwell blends small-town charm with new development and family-first values. Star offers quiet, scenic living with quick access to the Boise metro. No matter which you choose, you'll find more than a job here - you'll find a place to belong, build, and thrive.

TSC Nampa, Idaho



Value You Can Feel

Cost of Living Index



Sources: Bestplaces.net, Rentcafe.com, Areavibes.com, Care.com, ERI U.S. Census Bureau



Where Life Works - At Work and at Home

Compared to many urban markets, the Treasure Valley region offers a cost of living that gives you more for your money... more home, more space, and more quality of life. Housing remains affordable, daily expenses are manageable, and taxes are low, making relocation to Nampa, Caldwell, or Star a smart financial move for both individuals and families. Here, your paycheck goes further, your lifestyle gets better, and your future feels within reach.

TSC Nampa, Idaho

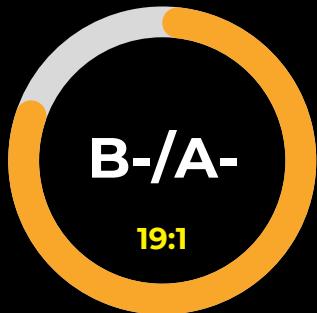


Life Beyond the DC Schools & Education



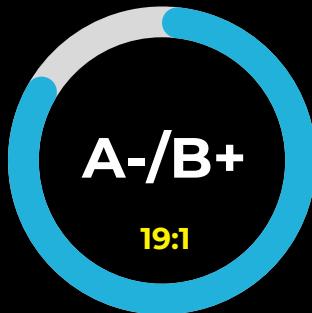
Strong Schools - Real Choices

Whether you are looking for top-rated public schools, faith-based private academies, or homeschooling support networks, the Treasure Valley offers outstanding options for every family. Education is taken seriously here and so is making families feel at home.



Caldwell

A growing district with community support and a focus on equity and achievement



Star

Largest & most highly rated district in Idaho w/modern facilities and advanced placement programs



Nampa

One of the largest districts in the state, offering strong STEM & dual-language programs

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Wherever your child is in their educational journey, you'll find a place for them to grow and thrive in the Nampa region.

School District Websites

Caldwell <https://www.caldwellschools.org>

Nampa <https://www.nsd131.org>

Star <https://www.westada.org>



Public Schools

Local districts offer strong academic foundations, growing programs, and dedicated teachers committed to student success.



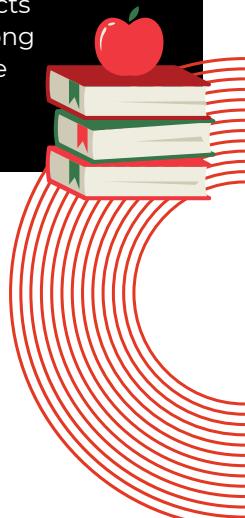
Private Schools

A variety of faith-based independent schools provide smaller class sizes, strong values, and personalized instruction.



Homeschools

Idaho is one of the most homeschool-friendly states, with active support networks, co-ops, and dual-enrollment options.



TSC Nampa, Idaho



Life Beyond the DC Parks, Events & Family Fun



Let's Have Some Fun!

Life outside the DC is filled with energy, nature, and family-friendly fun! Whether you're exploring city parks, catching a weekend festival, or letting the kids burn off energy at a splash pad, the Nampa region makes it easy to unwind, connect, and enjoy quality time with your family.

Families love it here for the safe parks, walkable downtowns, year-round events, and the perfect blend of small-town feel with big-town fun.



Local Parks & Playgrounds

- Lakeview Park (Nampa)
- Liberty Park (Nampa)
- Indian Creek Park (Caldwell)
- Hunter's Creek Park (Star)

Playgrounds, splash pads, sports fields, walking paths, duck pond, water features, and great views!

Family-Friendly Events

- Canyon County Fair (Caldwell)
- Nampa Festival of the Arts
- Caldwell Night Rodeo
- Star Fall Festival

Live music, carnival rides, food trucks, kids games, pro rodeos, and local food.

Attractions For Kids

- Nampa Rec Center
- Wahooz Family Fun Zone
- Warhawk Air Museum (Nampa)
- Indian Creek Plaza (Caldwell)

Indoor pool, fitness areas, arcade, mini golf, bowling, laser tag, skating, splash pads.

TSC Nampa, Idaho



Life Beyond the DC Outdoor Recreation Opportunities

Let's Have Some Fun!

If you love the outdoors, you're in the right place. From mountains and rivers to trails and open skies, the Nampa region offers unlimited opportunities to explore nature, stay active, and recharge on your time off. Adventure is just minutes away - whether you prefer a quiet hike, casting a line, or weekend road trips into the wild.

Locals love the endless skies, open space, and peaceful escapes that make outdoor adventure part of everyday life.



Hiking, Biking & Trails

- Wilson Creek Trails
- Deer Flat National Wildlife Refuge
- Boise River Greenbelt

Wide-open trails perfect for hiking, horseback riding and mountain biking. Miles of scenic paths ideal for walking and photography.



Fishing, Boating & Water Fun

- Lake Lowell
- Snake River
- Nearby Reservoirs

Local favorites for fishing, kayaking, boating, and wildlife viewing. Lucky Peak and Black Canyon offer more options for boating and watersports.



Camping & Hunting

- Camping
- Hunting
- Weekend Trips

Dozens of state campgrounds. Some of the best big game and bird hunting in the northwest. Easy access to the Sawtooth Mountains for skiing, hiking, and hot springs.

TSC Nampa, Idaho



How to Join Us

1 Explore the Opportunity

We're building something extraordinary in Nampa and we're looking for high-performing, high-character leaders to help us do it. This is your chance to be part of an elite launch team from the ground up.



2



Attend a **biweekly Virtual Info-Session** to hear the latest updates, project vision, relocation expectations, leadership roles, and timelines. Before each session, we'll post a list of open positions so you can decide if the opportunity is right for you.

*** Note: This is not a requirement to apply.

3 Apply, Interview & Align

View the open positions [here](#). You may be asked to participate in an interview, depending on the position. Once selected, you'll be notified and included in **biweekly alignment calls** with other leaders who've committed to the Nampa startup. These calls will begin well ahead of go-live and are designed to build cohesion and ensure readiness.

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*Opportunities like this don't come around often. We're building something special in Nampa... not just a facility, but a team, a culture, and a legacy. If you've ever wanted to be part of something special from day one, this is your chance. We're looking for leaders who care deeply about doing things right, growing together, and leaving their mark. I can't wait to see who steps forward. ~ **Steve Legier, Nampa GM***

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