

Your Career. Our Team.

Discover the Reico Difference!



**Reico**<sup>®</sup>

**KITCHEN & BATH**

[www.reico.com](http://www.reico.com)



# Your CAREER

We are excited that you are considering a career at Reico. Whether you are new to the industry or an experienced designer ready to find a new challenge, Reico Kitchen & Bath provides you with opportunities to grow individually and as part of a team.

Our people are our most critical asset. While our passion has always been our customers, it is our people that make the difference. They are the reason our customer satisfaction and referral rates are both so high.

Since 1952, we have watched people find a home and a career here at Reico Kitchen & Bath. With competitive pay and a full benefits package including medical, dental, retirement, vacation and more, it is time for you to learn more about the opportunities Reico can offer you.

## Our History...since 1952



# Our FOCUS

1

## Our Company's Vision

Our goal is to have every customer recommend us

2

## Our Core Values

We enrich our customers' and employees' lives

Provide excellent customer service at a outstanding value

Dedicated to being a part of something special

Leadership in technology and innovation to enhance efficiency

Integrity, honesty and ethics in all aspects of business

Profitability allow us to achieve our goals and objectives

3

## Our Mission Statement

UNDERSTAND our customers' needs

DESIGN effective plans

MANAGE the complexities of each job

DELIVER on our promises

WIN together

Reico's best asset? Our people!

# The REICO JOURNEY

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## Project Coordinator

The Project Coordinator role is an essential role at Reico Kitchen & Bath. It teaches you skills you will use in any position you hold at Reico. Our company is built on team members who developed skills in the Project Coordinator role and created opportunities for themselves and their own journey.

As a Project Coordinator, you learn every aspect of dealing with clients. This includes Retail and Trade customers including Builders, Contractors, Property Management and more. You will develop critical skills in job management, from initial client meetings and job site visits to design, quoting, presentations and project management from start to finish. The position offers a base hourly rate with a commission structure based on your sales goals.

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## Branch/Corporate Leadership

The Reico Journey can offer multiple leadership opportunities that allow you to continue your growth and career at Reico Kitchen & Bath. A first step can often be as an Office Manager leading Project Coordinators and supporting your Branch Manager. Or you can be a leader and mentor your entire team as a Branch Manager. Reico Kitchen & Bath offers other leadership roles that help support teams at all levels, including Regional Manager opportunities that allow you to work with multiple teams and locations.

And as Reico Kitchen & Bath continues to grow, we provide opportunities to move within all of Reico's locations and into new corporate roles as we expand.

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## Designer/Key Business Manager

Working at Reico as a Designer or Key Business Manager provides you with the opportunity to build your business with clients in both Trade and Retail. Opportunities also exist to focus exclusively on larger customer segments such as Builders, Commercial and Multi-Family. Many of our most successful Designers and Key Business Managers utilize the knowledge and skills amassed during their time as a Project Coordinator to successfully manage business on their own or as part of a team. The position offers a base salary with a commission structure based on your sales goals.

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## Internships

Reico Kitchen & Bath is one of few companies in the kitchen and bath industry to offer a formal internship program. Developed in collaboration with Virginia Tech and their NKBA accredited Residential and Environmental Design (RED) program in 2014, our internship program is primarily for college juniors and seniors considering a career in the kitchen and bath industry. The program includes training and learning in the following areas: Product, 2020 Design, Training, Process and Systems, Job and Field Experience, Showroom and Client Meetings and more. The Reico internship is a paid internship that offers competitive pay and invaluable experience and can lead to full-time employment opportunities and offers before you graduate.

# Our ADVANCEMENT OPPORTUNITIES

At Reico Kitchen & Bath, we firmly believe in promoting from within!

With multiple sales divisions and 24 retail showrooms, the opportunity for advancement is always within reach. An employee who is well versed in our business processes is an asset to Reico Kitchen & Bath. If you have the drive to succeed and advance within the company, we will work with you to meet your goals.

Each of the Regional Managers of our sales divisions began their journey with Reico Kitchen & Bath as Project Coordinators or in Sales, as did many members of our senior management team. 90% of our Retail Store Managers began their careers at Reico Kitchen & Bath as Project Coordinators or in Sales as well!

With showrooms and teams across the Mid and South-Atlantic, a change of scenery is also a possibility. After spending time developing retail sales, you may want to change your focus to our property management segment or focus on large commercial projects. Moving to other stores as we expand geography can also occur when the opportunity exists.



## Debbie Williams

Regional Manager

"It is amazing how many opportunities I have had at Reico. I started in sales as a Key Business Manager working with retail, contractor and builder customers. I was promoted to a Branch Manager position and have had the opportunity to lead teams in Elkridge, Annapolis and White Plains. As a Regional Manager, I've also worked with managers of other branches, including all of our North Carolina locations."



## Megan Alderson

Key Business Manager

"The opportunity for growth I've experienced at Reico is unmatched. I started as an intern through the Virginia Tech RED program. After graduation, I initially worked elsewhere in the industry but knew those jobs weren't the right fit. A position at Reico opened and I was hired as a Project Coordinator. I worked in that role for about two years before being promoted to Designer. I've since been promoted to Key Business Manager. It is an amazing feeling to be recognized and valued for your efforts. I'm excited to see what my future holds at Reico!"



## Tristin Kalivoda

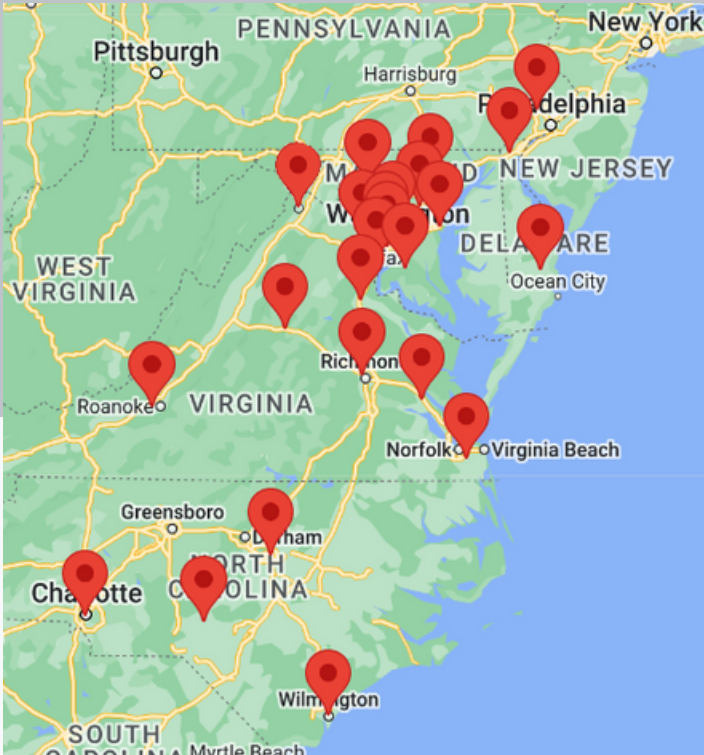
Branch Manager

"Reico has so many great opportunities for career growth. During my time with the company, I have progressed from a Project Coordinator to an Office Manager, Designer, and now the Branch Manager of our Frederick location. Additionally, I am involved in the onboarding process for new Project Coordinators and play a role in designing and coordinating new showrooms."

# Reico®

## KITCHEN & BATH

www.reico.com



### Maryland

Annapolis  
Bethesda  
Elkridge  
Frederick  
Timonium  
White Plains

### Virginia

Chantilly  
Charlottesville  
Chesapeake  
Falls Church  
Fredericksburg  
Richmond  
Salem  
Springfield  
Williamsburg  
Woodbridge  
Winchester

### North Carolina

Charlotte  
Raleigh  
Southern Pines  
Wilmington

### Pennsylvania

King of Prussia

### Delaware

Millsboro  
Wilmington

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