



Your Career Starts
HERE.



REI

**CIVIL & ENVIRONMENTAL
ENGINEERING, SURVEYING**

WELCOME.



In today's world, there are many career opportunities.

You are receiving this playbook because we are interested in you as a person. As a member of the REI team, you are part of a family who genuinely care about you and about our community. We don't just say we care; we show we care by investing in our team member's personal and professional growth, promoting teamwork, and supporting our community through contributions and volunteering.

As a small business, we set ourselves apart from our competition. We are nimble and can adapt to our environment, economy, and world by having the ability to pivot and execute change when needed. We have earned the trust of businesses large and small; the leadership we provide to our clients has earned us a large mix of repeat customers. We have been on the forefront of numerous monumental developments in our region including the downtown Wausau revitalization, Granite Peak expansion, and many commercial, big box, and industrial projects throughout the Midwest.

Thank you for taking the time to learn more about us. Please consider joining our team, you will see firsthand how we care about you.



-Jeny Nieuwenhuis Hardel, MS
President/Owner

OUR FOUNDATION

Since 1991, REI has served our clients by providing comprehensive and practical civil engineering, environmental consulting, regulatory compliance, and land surveying solutions.

We are dedicated to an unending search for excellence, respect for one another, belief and participation in the community, and an unparalleled drive to succeed at the highest levels. These founding principles guide our business today and come to life through our valued REI team.



OUR MISSION

**To serve our clients with: Engineering, Surveying,
Environmental & Regulatory Solutions**

OUR VISION

**Responsive, Efficient, Innovative & Inspired
Professionals Serving Prosperous & Loyal Clients**

OUR VALUES

Honesty • Respect • Reliability • Dedication • Fun



OUR SERVICES



**Civil Engineering - Design
& Construction Management**



Land Surveying



Environmental Consulting



Safety Consulting



24/7 Emergency Response



OUR SUCCESS FORMULA

REI is a local, family-owned business, with a thriving company culture based on honesty, respect, reliability, dedication, and fun.

While our goal is always to exceed client expectations, we believe in having fun while delivering exceptional service. Our people create the culture that drives our success; if we get the culture right, long-term relationships with our clients and each other will be formed.

“ From my first day at REI the strong core values and company culture stood out. It is a great feeling to be part of a reputable, friendly, and dedicated team working towards shared goals. ”

Team Culture + 30 Years of Experience = Strong Customer Relationships

COMMUNITY INVOLVEMENT

REI is committed to giving back to the communities we serve.

As a company, we contribute through donations and sponsorships, provide leadership to civic organizations, and encourage our team members to engage in volunteer initiatives. We also work with area high schools and technical colleges to increase opportunities for youth in our community through mentoring and internships.



INVESTING IN OUR TEAM

At REI, it's not just about the paycheck. It's about creating a positive culture with opportunities for growth for every member of the REI Team, along with many unique benefits.

REI is a company devoted to legacy building; our team is our most valued asset, an essential part of REI's deep history and the reason for its present and future success.



BENEFITS SNAPSHOT



**COMPREHENSIVE
HEALTH PLAN**



**PROFESSIONAL
DEVELOPMENT**



**COMPANY
MATCHING 401K**



**COMMUNITY INVOLVEMENT
& INVESTMENTS**



**PAID TIME OFF
& HOLIDAYS**



**PROFIT
SHARING**



**CLOTHING
ALLOWANCE**



**FLEXIBLE
WORK SCHEDULE**

To view our comprehensive benefits, snap a photo of the QR code on the back cover.

PROFESSIONAL DEVELOPMENT

REI is committed to the professional growth and development of its team members. In addition to outside training opportunities, we provide a variety of internal trainings for all members of our team regardless of their position.

REI Edge is an in-house training resource developed to enhance our teams' knowledge and provide "The Winners' Edge". Our goals are to learn together, grow as a team, empower each other to be the best we can be, and enhance a culture of belonging. Training resources include videos, workshops, activities, e-learning, podcasts, and other material.



Enhance Knowledge • Develop Personally & Professionally
Grow Leaders • Elevate Performance

CONTINUOUS IMPROVEMENT MEETINGS

Department specific Continuous Improvement meetings are held each year.

We want to continue to grow, learn, and exceed client's expectations. That doesn't happen by chance, it happens by choice with a growth mindset. This is implemented through a clear understanding of continuous improvements, the principals that need to follow, an evaluation of best practices, and initiating strategies for exponential growth.



ANNUAL TEAM SUMMIT

The annual REI Summit is a day for our team to celebrate our successes, understand more about our company, engage in team building and have FUN!

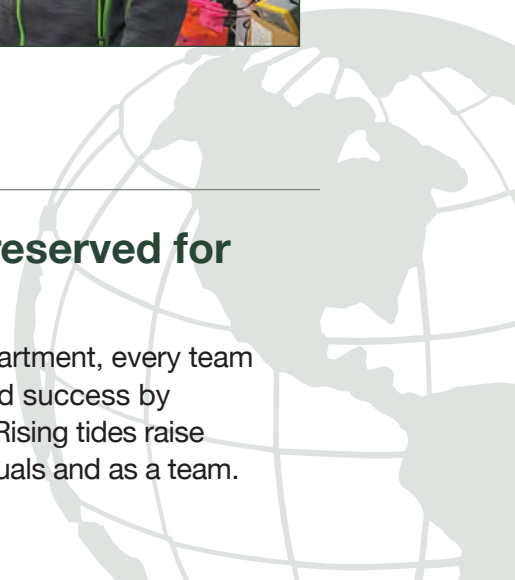
It's an opportunity to participate in department presentations, learn more about each other and grow as a team.



BE A LEADER

Gone are the days of “leadership” being reserved for certain titles and managers only.

At REI, every team member is a leader. Regardless of title or department, every team member is encouraged to contribute to REI's positive culture and success by demonstrating leadership behaviors. A practiced motto at REI is, “Rising tides raise all ships”, therefore we work to collaborate in our growth as individuals and as a team.



A photograph of a long concrete bridge spanning a body of water. The bridge has multiple concrete piers supporting its structure. The water is calm, reflecting the bridge and the sky. The background shows some trees and a clear sky. The text "JOIN OUR TEAM: Success is ours together!" is overlaid in white, bold, sans-serif font in the center of the image.

JOIN OUR TEAM:
Success is ours together!



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To view our **Perks at Work** program,
snap a photo of this code:

