



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 value you. At REI, we show we care by investing in our team members' growth, promoting teamwork, and supporting our community through contributions and volunteering.

As a small business, we stand out by being nimble and adaptable. Our earned trust from businesses large and small has led to a loyal base of repeat clients.

We have provided services for significant regional developments, including the revitalization of downtown Wausau, construction oversight of the US 51/STH 29 and I-41/STH 29 interchanges, Granite Peak expansion, and various commercial and industrial projects across the Midwest.

We hope you consider joining our team to experience our dedication to you, our clients, and our community.

A handwritten signature in black ink that reads "Jeny Nieuwenhuis Hardel". The signature is fluid and cursive. In the background, there is a faint, light grey silhouette of a globe showing the Americas.

**-Jeny Nieuwenhuis Hardel, MS**  
**President/Owner**

# OUR FOUNDATION

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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

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

# OUR VISION

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

# OUR VALUES

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**Honesty • Respect • Reliability • Dedication • Fun**



# OUR SERVICES

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**Civil Engineering - Design  
& Construction Management**



**Land Surveying**



**Environmental Consulting**



**Safety Consulting**



**24/7 Emergency Response**

Please **visit our website** for  
a comprehensive list of services



# OUR SUCCESS FORMULA

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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

Generosity is an action – one we live out daily through donations, in-kind services, support for local initiatives, and volunteering as a team. We love where we live, and are deeply grateful for our team, clients, and partners.



## HARVEST OF SUNSHINE



**Harvest of Sunshine** is a community initiative created by REI to promote positivity, ignite kindness, and foster a spirit of generosity. We believe that small acts of kindness can have a powerful impact, sending ripples of positivity throughout the community. Every year we plant sunflowers in the fields adjacent to our offices. We invite the public to harvest the flowers and encourage participants to pay it forward by sharing a bouquet of sunflowers with someone or by bringing a non-perishable food item for Peyton's Promise, a nonprofit that works with area organizations to fight hunger.



# INVESTING IN OUR TEAM

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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.



# BUILDING OUR FUTURE

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REI is committed to shaping the future by partnering with local high schools and post-secondary programs.

We offer job shadowing experiences, a comprehensive internship program, and participate in speaking engagements to educate students about careers in Engineering and Environmental Services.



# BENEFITS SNAPSHOT

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## CORE BENEFITS PACKAGE:

- Health insurance
- Health Savings Account (HSA)
- Dental insurance
- Vision insurance
- Company paid life insurance
- Voluntary life insurance
- Long term disability insurance
- Company matched 401(k)
- Paid time off (PTO)
- Paid holidays
- Veterans Day holiday for all veterans
- Discretionary profit performance bonus

## REI CUSTOM BENEFITS:

- Professional credential bonus
- Referral bonus program
- College scholarship program for team member children
- Years of service milestone awards
- REI Summit awards
- REI professional services discount

## PERSONAL DEVELOPMENT:

- New team member orientation and mentoring
- In-house safety training and consultation
- Professional development/licensing/certifications
- Career advancement opportunities
- Advanced degree/educational assistance reimbursement
- REI EDGE training resources
- Trainings/workshops/conferences
- Lunch and learn events
- Annual performance reviews
- REI Summit
- Memberships in professional organizations

# BENEFITS SNAPSHOT (CONTINUED)

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## APPAREL BENEFITS:

- Online company apparel store
- Logo apparel provided annually
- Annual outerwear/workwear allowance
- Annual safety boot reimbursement
- Business casual office environment

## WORK DAY BENEFITS:

- Team atmosphere
- Flexible work schedule
- Remote work possibilities
- Company issued cellphone
- Per diem meal/travel program
- Latest technology in IT & equipment
- Complimentary coffee station
- Fleet vehicle program

## JUST-FOR-FUN!

- Team socials & family events
- Company luncheons
- Community outreach initiatives
- Organized team volunteering
- Gathering spaces including indoor and outdoor lunch areas

## NEIGHBORHOOD DEALS:

- Southside Tire
- AT&T
- Firestone
- Rogan's Shoes
- Cortright Auto Glass, LLC
- Dunham's Sports
- Baeseman's Shoes & Clothing
- Batteries Plus
- Little Wolf Auto

# PROFESSIONAL DEVELOPMENT

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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.



**E**nhance Knowledge  
**D**evelop Personally  
& Professionally  
**G**row Leaders  
**E**levate Performance

# CONTINUOUS IMPROVEMENT

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**Department specific Continuous Improvement meetings are held each year.**

We don't aim to be the biggest, but we do strive to be the best. Our commitment to growth, learning, and exceeding client expectations is driven by a choice to embrace a growth mindset. We achieve this through department-specific continuous improvement meetings. During these sessions, our team reviews the previous year's successes, sets new goals, and identifies new opportunities.



# REI 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, grow as a team, and celebrate achievements through peer-recognized awards such as Rookie Rockstar, Lifelong Learner, and Swiss Army Knife. The Circle of Excellence awards go to individuals who exemplify the company's initiatives as being the most Responsive, Efficient, and Innovative.



# BE A LEADER

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**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.

# JOIN OUR TEAM!

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**At REI we provide a variety of programs designed to help our team advance in their career and achieve their goals.**

We deeply value our team and recognize the significant impact they have on our company’s success and the clients we serve. *Now is the perfect time to join a small company where big things happen!*



“ REI is different from other companies because the atmosphere is that of a family. Everyone truly cares about each other and is interested in what is happening in their lives. Everyone is always willing to lend a helping hand even if it is not in their department. ”



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