

# UNDERSTANDING EXPECTATIONS

## What it Takes to Attract Next-Gen Talent



**Dr. Bharani Nagarathnam**

Director, Master of Industrial Distribution  
Associate Professor of Instruction  
Co-Founder, Talent Development Council  
Texas A&M University



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mdm.com

# Texas A&M University

- **Largest** Public University in the U.S.
- Established 1876 ~ **149** Years.
- 75,000+ Students. 4,100 Faculty.
- 150+ Undergraduate Degrees.
- 260+ Graduate Degrees.

## **College of Engineering**

- **Top 10** Public **Engineering** Schools.
- **#9** Undergraduate & **#8** Graduate.
- **15** Departments ~ 25,100 Students.
- Engineering Research: \$444.7 million.



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# Texas A&M Industrial Distribution

- **Oldest, Largest & Highly Recognized** Distribution Program in the U.S ~ 70 Years
- Interdisciplinary Degree in **Engineering & Business**
- **1000+** Enrolled Students
- ~ **300** Graduates per Year
- Near 100% Job Placement.



**Careers**

SALES ENGINEERING  
SALES MANAGEMENT  
LOGISTICS AND OPERATIONS  
SUPPLY CHAIN MANAGEMENT  
BRANCH MANAGEMENT  
MARKETING  
PROCUREMENT  
SOURCING

INDUSTRY SEGMENTS INCLUDE:

Automation solutions, general line, building materials, chemical and petrochemical, electrical, electronics, healthcare, ERP software, fluid power, metals, plastics, plumbing, safety equipment, specialty tools, pipe valve and fittings, oil and gas, and welding.

## P.A.I.D Career Fairs

- **100+** Companies represented to recruit
- Interns, Co-Op, and Full-time Employees
- Fall Career Expo / Spring Career Fair



# Master of Industrial Distribution (MID)



LEADERS IN DISTRIBUTION



CO-TAUGHT BY INDUSTRY



B2B FOCUSED CONTENT



ASYNCHRONOUS LEARNING



POWERFUL NETWORK



DESIGNED FOR WORKING  
PROFESSIONALS



CLASS OF 2022



CLASS OF 2023

## TOP 10

TEXAS A&M GRADUATE  
ENGINEERING RANKED  
10TH IN THE NATION



TEXAS A&M UNIVERSITY  
Engineering



## #1

TEXAS A&M  
ENGINEERING  
ONLINE GRADUATE  
PROGRAM RANKED  
#1 IN TEXAS

by U.S. News & World Report



TEXAS A&M UNIVERSITY  
Engineering

**TxDLA**  
Texas Distance Learning Association

**USDLA**  
UNITED STATES DISTANCE LEARNING ASSOCIATION

**25**  
YEAR  
OF EXCELLENCE

# UNDERSTANDING EXPECTATIONS NEXT-GEN TALENT



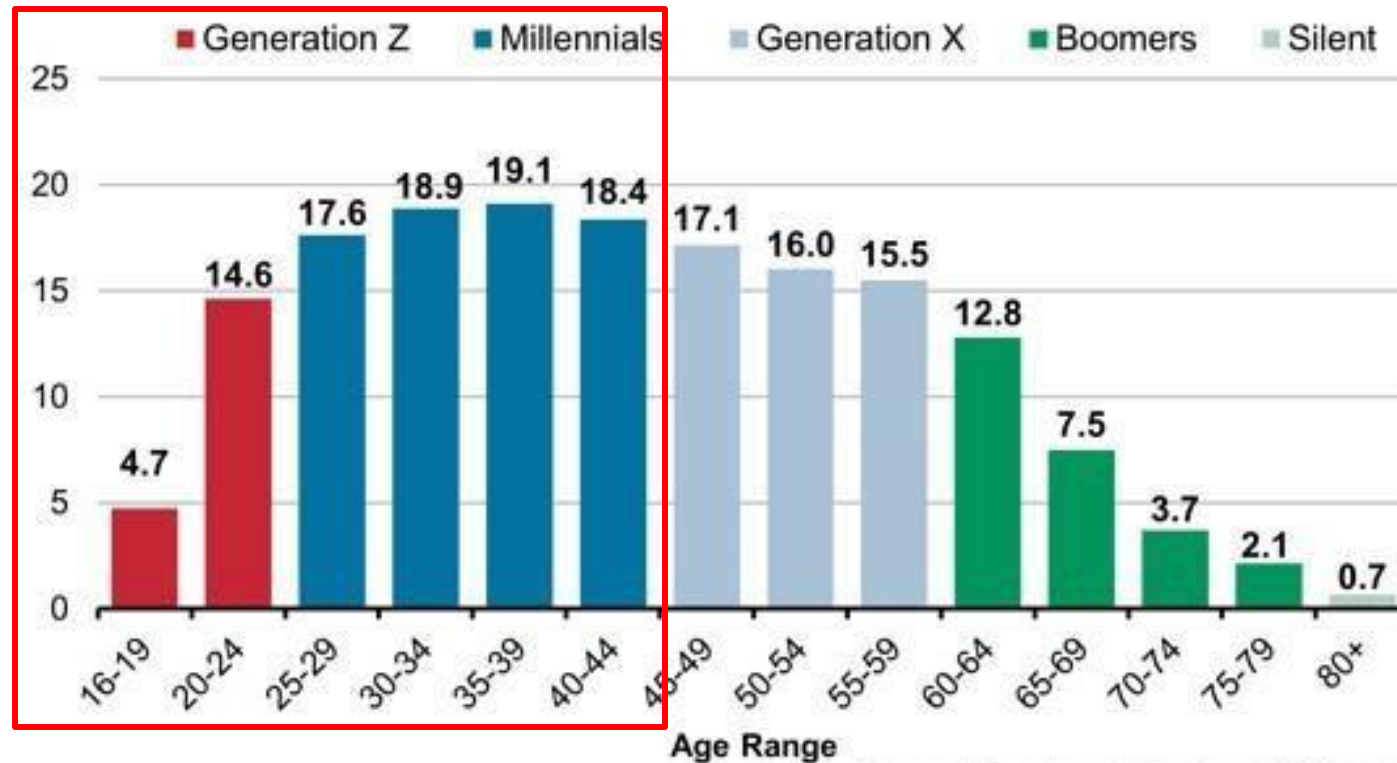
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# Next-Gen Talent

## The Workforce in 2025

Projected size of U.S. labor force (in millions) by age, for the year 2025



**73%** of Millennials are involved in product or service purchase decision-making at their companies. About half of all B2B product researchers are digital natives, a number that increases every year. - HBR



# Labor Market

- According to the BLS, the median tenure of employees is **3.9 years** (*Jan 2024*).
- The median tenure of workers ages 55 to 64 (**9.6 years**) was more than three times that of workers ages 25 to 34 (**2.7 years**).

The Power Balance between Employers and Employees has **PERMANANTLY** changed.



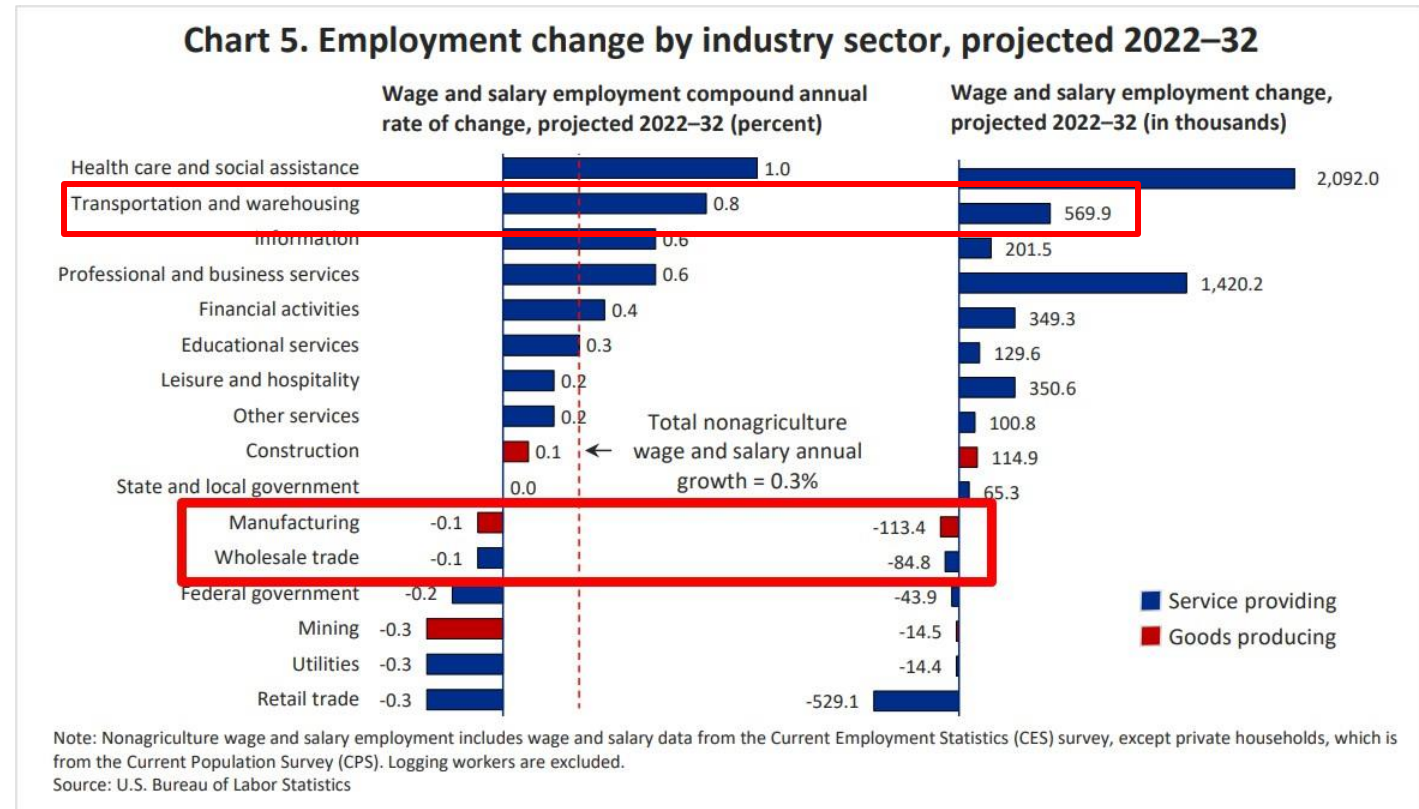
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# Next Decade: Not Getting Better

- US employment growth will average **0.3%** over the next decade (lower than 1.2% during 2012-22).
- Real GDP is expected to grow at **1.9%**, consistent with previous decades.
- This means labor productivity will have to **ACCELERATE**.

Bureau of Labor Statistics **10-year forecast** of the U.S Labor Market.



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# What do Employees Want & Value?

- Pay & Benefits
- Opportunity to Grow
- Training & Development
- Purpose Driven / Trust
- Recognition
- Good Manager
- Flexibility (Flex-Work)
- Health & Wellbeing
- Work/Life Balance
- Belonging



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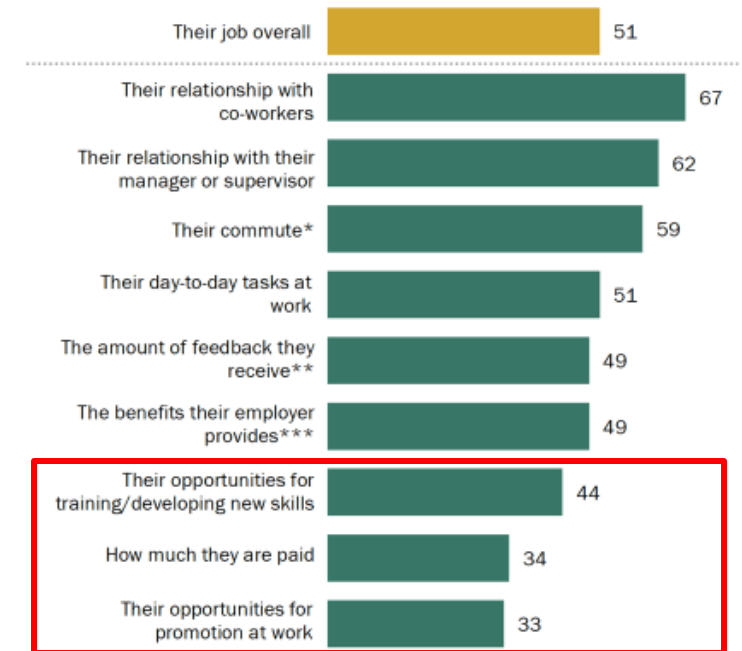


| What helps employees to thrive at work?         |               |
|---|---------------|
| Global  | United States |
| Working for an org with a purpose I am proud of | 1             |
| A sense of belonging                            | 2             |
| Feeling valued for my contributions             | 3             |
| Having fun at work                              | 4             |
| A manager whom I trust/who advocates for me     | 6             |
| Tech to make my job easier / less mundane       | 5             |
| My org supports a healthy lifestyle             | 7             |
| Integrating my life with my work                | 9             |
| Opportunities to learn new skills               | 10            |
| Building wealth for the future                  | 11            |

Mercer Global Trends 2024

**About half of workers are highly satisfied with their job overall, but views of specific aspects of their job vary considerably**

% of employed adults saying they are extremely or very satisfied with ...



\*Excluding those who said they don't have a commute.

\*\*Full question wording asked about receiving feedback from their manager or supervisor on how they're doing their job.

\*\*\*Full question wording included "such as health insurance and paid time off."

Note: Based on workers who are not self-employed.

Source: Survey of U.S. workers conducted Feb. 6-12, 2023.

"How Americans View Their Jobs"

PEW RESEARCH CENTER

# Growth Hinges on People

- **Future of Distribution:** Go-To-Market Strategy, Innovation, Differentiation, Value Creation and Customer Experience.
- Strategy is only “plan on a paper” – **People** execute Strategy.
- The **Speed** at which Companies grow depends on our people.
- Value of Human Resources is often underestimated.
- **Growing Talent** is better – Cultural Fit, Succession Plan
- Develop a Long-Term **Multi-Faceted** Talent Acquisition, Development and Management Strategy That **Aligns** with Your Business Strategy



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**TALENT CHOOSES YOU**  
-----  
**NOT THE OTHER WAY AROUND**

**BECOME A TALENT MAGNET**  
**GROWTH HINGES ON TALENT**



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# TWO AREAS TO IMPROVE

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**CAREER WEBSITE**

**JOB TITLES & CAREER PATHS**



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## Career Website Recommendation

1. Mission and Values
2. Our Employee Focus
3. What We Offer
4. Employee Benefits
5. College Recruiting
6. Culture
7. Diversity & Inclusion
8. Community Engagement
9. Giving Back
10. Philanthropy
11. Military
12. Hiring Events
13. Development Programs.
14. Career Path
15. Awards
16. Training
17. Testimonials
18. Women
19. ESOP
20. Company Tour
21. Interview Process
22. Our Associates
23. Association Membership
24. Social Media Links

Well-crafted content, clearly articulated Employee Value Proposition (EVP), benefits, employee videos/testimonials, career path, and development opportunities help **differentiate your organization in the eyes of a prospective employee.**



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# Recruitment Tag Line

|  |  |
|--|--|
| <b>Grainger</b>                        | Your Career Coming Together With All the Right Tools             |
| <b>HD Supply</b>                       | BUILD YOUR CITY AND KEEP IT RUNNING                              |
| <b>Applied Industrial Technologies</b> | “Geared for Greatness”; “Powered by you”; “Right fit right time” |
| <b>MSC Industrial Supply</b>           | Be great. Be humble.; Be dynamic.; Be inspired.                  |
| <b>NOW Distribution</b>                | A Team of Experts  |
| <b>Wurth Industry NA</b>               | You are the Difference   |
| <b>Sun Source</b>                      | A Winning Team   |
| <b>Eriks</b>                           | ERIKS - Unlock Your Potential                                    |
| <b>Turtle &amp; Hughes</b>             | THE REWARDS OF OWNERSHIP   |
| <b>Wajax</b>                           | Our People. Our Strength.  |
| <b>KIMBALL MIDWEST</b>                 | JOIN OUR GREEN & GROWING TEAM                                    |
| <b>Vallen Distribution</b>             | GROW AS A PERSON, SUCCEED AS A TEAM<br>Powered by Difference     |
| <b>IMCD</b>                            | PASSIONATE. COLORFUL. AMBITIOUS.                                 |
| <b>Azelis</b>                          | Grow with Azelis   |
| <b>Jebsen &amp; Jessen Group</b>       | A path into the future, for you and for our business             |



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## More...Taglines

|                               |  |
|-------------------------------|--|
| <b>Hydrite Chemical</b>       | Great Teams Start With Good Chemistry  |
| <b>Superior Oil</b>           | Work like you own it   |
| <b>Digi-key</b>               | Move YOUR FUTURE Forward.  |
| <b>CED</b>                    | “BE A PART OF SOMETHING BIG”; “STEER THE CURRENT”  |
| <b>Border States Electric</b> | POWERFUL CAREER OPPORTUNITIES  |
| <b>Summit Electric Supply</b> | Our Next Great Story Could Be Yours  |
| <b>Motion industries</b>      | THIS IS THE BEST PART<br>Moving your colleagues, your company and your career forward daily. |
| <b>WinSupply</b>              | You’ve got the expertise, we’ve got the supplies – let’s build your career together          |
| <b>ABC Supply Co</b>          | WE HAVE YOUR FUTURE COVERED  |
| <b>Arrow Electronics</b>      | Five Years Out   |
| <b>Avnet</b>                  | Help the world go further  |
| <b>McMaster-Carr</b>          | Be curious. Be exceptional. Be rewarded.<br>Create experiences worth sharing.                |
| <b>ORR Corporation</b>        | Welcome To Your Next Opportunity   |



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# Career Website Examples

The Kimball Midwest career website features a dark header with navigation links: Products, Services, Careers, Sales Tools, Blog, and Call to Order (800) 214-9440. Below the header is a section with icons for Overview, Our Culture, and Benefits of Employment, along with a Search Jobs button. The main content area includes a large photo of a Kimball Midwest building and a section titled "JOIN OUR GREEN & GROWING TEAM" with an "Apply Now" button. Below this, there are three employee testimonials: Jenny (Sales Recruiter), Chad (Sales Supervisor), and Jonathan (Sales Supervisor).

**JOIN OUR GREEN & GROWING TEAM** [Apply Now](#)

**JENNY**  
Sales Recruiter, "I work at Kimball Midwest because of the family culture, the leadership, and our plans for the future. There is a sense of inclusion, while also having a firm foundation and..."

**CHAD**  
Sales Supervisor, "I work at Kimball Midwest because I enjoy working for a family owned company that supports American Manufacturing. The support from..."

**JONATHAN**  
Sales Supervisor, "The culture is why I work at Kimball. It's very powerful to have a company 'talk the talk' and 'walk the walk.' Kimball gives us great support and..."

SHIFT

The Crescent Electric Supply Company career website features a header with navigation links: SHOP NOW, MY ACCOUNT, MY LISTS, QUICK ORDER PAD, PREFERENCES, and MANUFACTURERS. Below the header is a section with a photo of a woman at a computer and the text "CAREERS. POWERED BY YOU. Discover the opportunities awaiting you." Below this, there is a section titled "Open Jobs" and a "Careers" section with a list of links: Why Crescent?, Testimonials, Application Process, FAQs, Videos, What We Do, and Locations. Below the links are social media icons for Facebook, Twitter, LinkedIn, YouTube, and Instagram. The main content area includes a section titled "Why Crescent?" with a paragraph about the company's history and a list of reasons to work for Crescent Electric. Below this, there is a section titled "Testimonials" with a photo of Andy Stelow and a quote about his experience at Crescent Electric.

**CAREERS. POWERED BY YOU.**  
Discover the opportunities awaiting you.

Crescent Electric Supply Company (CESCO) was founded in 1919. Today, it is the eighth largest electrical distributor in the United States with nearly 2,000 employees at over 150 locations in more than 25 states. The Company serves contractors, utilities, institutional and industrial customers with a broad line of electrical, lighting, automation and datacomm products nationally.

In addition to the Crescent Electric brand, customers are served by BA Supply in Missouri, Interstate Electric Supply in Idaho and Oregon, Mesco Electrical Supply in Ohio, National Electric Supply in New Mexico, Wainock Electric Supply in Virginia and North Carolina, and Stoneway Electric in Washington and Idaho.

**Open Jobs**

**Careers**

- Why Crescent?
- Testimonials
- Application Process
- FAQs
- Videos
- What We Do
- Locations

**Why Crescent?**

Crescent Electric Supply Company offers employees an ideal setting. As one of the 8 largest electrical distributors in the U.S., Crescent Electric provides employees with the competitive resources and training support of a large company. As a family owned business, we're still small enough to remember your name when you walk in the door.

We strive to foster a culture where:

- We care about our employees in the same way that we care about our customers.
- Career development is taken seriously. We strive to provide each and every employee with the opportunity to grow into a wide range of professional opportunities. Cornerstones of our employee development program are CESCO's National Sales Conference and our annual succession planning process.
- Leaders inspire, build trust and empower employees to achieve their best.
- You will work with others who make an extra effort and show respect and support for one another.

At Crescent Electric Supply Company you will have the opportunity to develop professionally, grow personally and the flexibility to balance your life's priorities.

**Testimonials**

**LIFE AT CRESCENT ELECTRIC**

"My career at Crescent Electric Supply Co. has been both fun and rewarding. Like many of my peers, my career path started as a warehouse worker / delivery driver. Through years of training and mentoring, I was promoted from within our local office, and hold the current position of Branch Supervisor. I truly enjoy the team environment I get to work in each day."

**Andy Stelow**  
Branch Supervisor - Appleton, WI

#LIFEATCRESCENT



[PRODUCTS](#)
[MANUFACTURERS](#)
[MARKETS](#)
[SERVICES](#)

[Hisco](#)
[Delivering Documented Value](#)
[About Us](#)
[Careers](#)

### Work at Hisco!

We're looking for expert talent to add to our team of employee-owners -- visionaries who possess innovative ideas and a thirst for learning the ins and outs of the industries we serve. As an ESOR, Hisco gives every employee opportunities to advance within the company and the chance to truly make a difference, every day.

[VIEW OPEN JOBS](#)

We're employee owned!

[Find out what that means](#)

### Our Core Values

**Honesty**

We do not compromise on moral, legal or ethical issues.

**Respect**

We have respectful, candid conversations and always seek the truth.

**Team Work**

We play as ONE TEAM as an intentional choice. Our first team is Hisco.

**Accountability**

We hold one another accountable to measurable results.

**Continuous Learning**

We strive to expand knowledge and skills of self, others and the organization as a whole.

**Inclusive**

We are committed to a multi-cultural awareness as a champion of all Hisco employees.

# Career Website Examples

[Login](#)
[Home](#)
[Mobile-Friendly Site \(Beta\)](#)
[My Cart \(0 items\)](#)
[Locations](#)
[Shipping](#)
[Help](#)

[Register](#)
[Login for Demo](#)
[Forgot Password](#)

[Account](#)
[Products](#)
[Quotes](#)
[Custom Lists](#)
[Support](#)
[About Us](#)

[Home](#)
[About Us](#)
[Contact](#)
[Job Paths](#)

### About Us

[Quick Facts](#)
[What We Do / Capabilities](#)
[Our History](#)
[Careers at EES](#)
[Current Events and News](#)
[Awards and Recognition](#)
[Customer Success Stories](#)
[Contact Us](#)

### Careers

Our Jobs: A Full, Dynamic Range of Professions

Benefits: Medical, Life, 401k, Paid Leave, and more!

Career Paths: See Where Promotions Can Take You

Training: On-the-Job, EDGE, EPEC, eTraining, etc.

[Apply Online: View Posted Jobs and Apply!](#)

[Back to About Us](#)

With full and part-time positions available, great wages, commissions, and benefits, and a history of solid growth combined with our preference of promoting from inside the company, Elliott Electric Supply is one of the *smartest* career moves you can make. ([Go to Current Job Postings](#))

### Promotion Paths

[About Our Positions](#)

Opportunity comes quickly in a growing company. This flowchart illustrates the possible paths your career with Elliott Electric Supply could take. Promotions are based on merit, and we prefer to promote from within the company.

```

graph TD
    WM[Warehouse / Delivery] --> WMgr[Warehouse Manager]
    WMgr --> SM[Sales Manager]
    WMgr --> CS[Counter Sales]
    WMgr --> IS[Inside Sales]
    WMgr --> OS[Outside Sales]
    SM --> OM[Operations Manager]
    SM --> Q[Quotations]
    CS --> Q
    CS --> IS
    CS --> OS
    OM --> BM[Branch Manager]
    Q --> BM
    IS --> BM
    OS --> BM
    BM --> AM[Area Manager]
  
```









[GO »](#) [ABOUT](#) [CAREERS](#) [LOCATIONS](#) [SIGN UP](#) [LOG IN](#) [SHOP](#)

[PRODUCTS](#) [INDUSTRIES](#) [SERVICES](#) [SHOP](#)



# OwnUp

At Van Meter, we are all employee-owners. That means when you succeed, we succeed. We all have powerful voices. We all share new ideas. We all work to improve the ways we work. Because we own more than a company, we own our development, wellbeing, work-life balance, giving and our future. Are you ready to OwnUp?

[OPEN POSITIONS »](#) [ARE YOU READY TO BECOME AN OWNER?](#)

### I own my success.

Every employee at Van Meter is also an employee-owner. That means your voice matters. And we want you to use it. Each day you are encouraged to speak up, share ideas and make a real impact. Because having a voice is even better than having a corner office.

### I own my future.

Dreams can come true. Employees receive the traditional retirement plans that you see at other companies, but in addition, the ESOP, "Employee Stock Ownership Plan," is an incredible benefit that can change lives. When employee-owners work together to grow our company, it means your dreams grow, too. Because we believe you shouldn't have to rely on the lottery for financial security.

## Career Website Examples



The focus on learning and development is what I enjoy most. With all of the encouragement and opportunities available, I have become a better employee and am more confident in myself and my work.

*Kim Oliver - Owner*

### I own my development.

As an owner, you are responsible for growing personally and professionally. We invest in you and encourage you to be the best you can be. After all, training should be more than donuts—it should provide real learning.

### I own my wellbeing.

When you feel your best, we are at our best as a company. That's why we focus on your total wellness by offering comprehensive health, wellness and safety programs, parental leave benefits, financial management seminars and more. That way you can bring energy, enthusiasm and positivity to work each day. Because total wellness isn't just New Year's Resolution—it's a way of life here.



#### The Des Moines Register

### TOP WORKPLACE IN IOWA

*The Des Moines Register (2012-2018)*

09/17/18

#### VAN METER NAMED A TOP IOWA WORKPLACE

Van Meter Inc. ranked second among Iowa's top large companies. This is the seventh consecutive year on the Top Workplaces list for Van Meter.

[READ MORE »](#)

### I own my work-life balance.

We work hard. We play hard. And we help you do both with TOTAL: Time Off To Appreciate Life™. As an employee-owner you hold yourself accountable for spending time where you're needed most, so you can focus fully on what's important—whether that's at work or at home. Because we believe "Get a Job" and "Get a Life" should be one in the same.

### I own my giving.

We make a difference in the places where we work and live. We take care of each other, we serve and we give back. For example, every year each employee-owner receives 8 hours of volunteer time—paid—so that you can positively impact your community. Because giving back doesn't just help others, it improves all our lives.

## MILESTONES

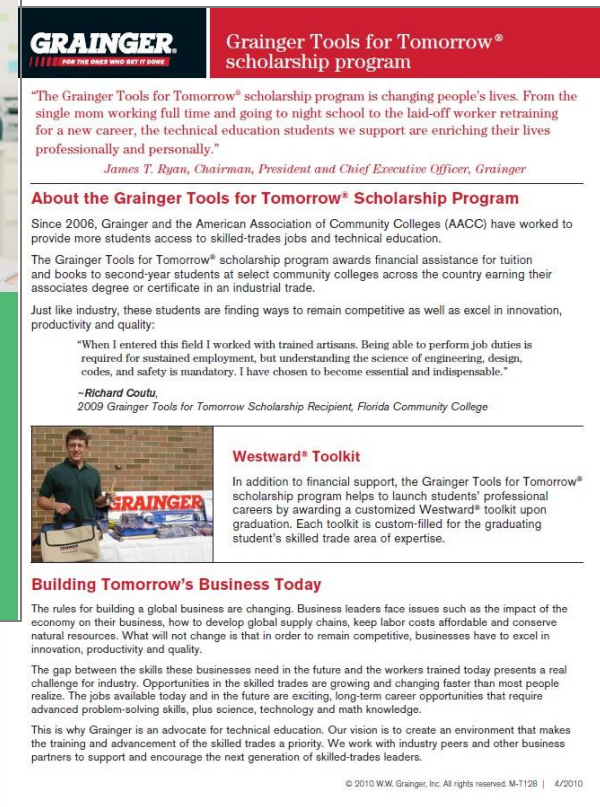
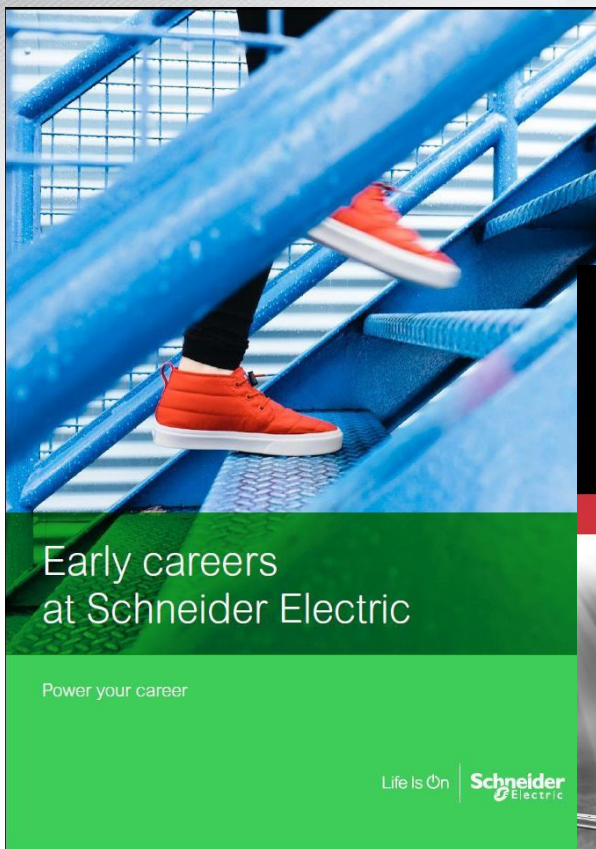
DAY 01 First day at Van Meter







# Sample Employer Branding Brochures



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.com





# JOB TITLES & CAREER PATHS

# Career Paths & Job Titles

- Texas A&M **Talent Development Council** members reported that the number of resumes per job postings increased, when they updated their job title.

## Millennial and Gen-Z Mindset

- **Job Titles** are important – Compares to Friends on LinkedIn.
- **Career Paths** and Growth – Demonstrates company's structure and plan.
  - **Development Programs** – Sales, Operations and Management.



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# Innovation in Job Titles & Paths *from Top Distributors*

- Account Specialist
- Inside Sales Specialist
- Sales Specialist
- Outside Sales Consultant
- Inside Sales Consultant
- Supervisor – Telesales
- Verifier Checker – Warehouse
- Program Specialist
- Inventory Management Specialist
- Customer Success Sales Consultant
- Learning Specialist ( Warehouse)
- Sales Support Specialist
- Business Development
- Sales Engineer
- Materials Handling Sales Representative
- Solution Specialist
- Development Outside Sales
- Development Inside Sales
- Safety Sales Specialist



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# Best Practice: CX Team (Formerly Inside Sales)

## CAREER CONTINUUM

|                       | Customer Associate | Account Representative | Customer Engagement Specialist | Solutions Advisor | Relationship Manager |
|-----------------------|--------------------|------------------------|--------------------------------|-------------------|----------------------|
| Decision-Making       | Guided             | Some                   | Moderate                       | Supervised        | Autonomous           |
| Product Knowledge     | Emerging           | Some                   | Strong                         | Extensive         | Expert               |
| Business Knowledge    | Emerging           | General                | Industry                       | Thorough          | Extensive            |
| Setting Terms/Service | Input              | Some                   | Moderate                       | Broad             | Primary              |
| Customer Visits       | Infrequent         | Infrequent             | Occasional                     | Often             | Frequent             |



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# Career Paths & Development Programs

## LEADERSHIP DEVELOPMENT PROGRAM (LDP)

### PROGRAM OVERVIEW

The Rockwell Automation Leadership Development Programs are unique, two-year programs composed of four rotations (18 months each). The programs provide career-development challenges through a powerful combination of targeted training, mentoring, coaching and robust rotational assignments.

The program provides you with an opportunity to match your background, skills and interests in an environment that will prepare you as a leader of change. The programs also support professional growth with an individualized approach through mentoring, networking and interacting with leaders across the organization.

### PROGRAM QUALIFICATIONS

We are looking for enthusiastic, energetic candidates who have the following qualifications:

- Experience in leadership roles in school, work or community
- Related co-op or internship work experience
- Strong analytical and problem-solving skills as well as strong communication and interpersonal skills with a results-oriented focus
- Ability to relocate as required throughout the program
- Demonstrated academic excellence
- Pursuing a bachelor's or master's degree from an accredited college or university in the defined majors per track
- Demonstrated academic excellence

### ENGINEERING TRACKS

- Architecture & Software (pg 7)
- Control Products & Solutions (pg 7)
- Engineering Services (pg 8)

### BUSINESS/FUNCTIONAL TRACKS

- Finance (pg 8)
- Information Technology (pg 8)
- Operations (pg 8)
- Supply Chain (pg 8)

### OTHER DEVELOPMENT PROGRAMS

- Engineers in Training (pg 11)
- Sales Training (pg 12)

### LOCATIONS

Relocation flexibility is important to succeed throughout these programs. Also, after successful completion of program, members work in various Rockwell Automation locations. Main sites include Milwaukee, Wis. and Mayfield Heights, Ohio.

**Do you have a strong desire to lead change and achieve results?**

**Do you thrive in a diverse environment?**

**Do you value a global perspective?**



## TECHNICAL SALES DEVELOPMENT PROGRAM



### Program overview

A program to hire and develop talented graduates for technical sales in a diverse, global Fortune 250 company.

- Program participants learn to become technical and commercial problem solvers for Parker's widely diverse customer base
- Training is provided in Parker's technologies, products and applications, as well as business basics, selling, and negotiating skills
- Associates will assist product managers or engineers to learn about customer service, design engineering, manufacturing, and other key functions within a Parker operating division
- Associates develop their selling style through work with outside sales representatives and independent sales calls
- Associates will be assigned a mentor to help with the transition to their professional careers

**Parker**



## em<sup>powered</sup> Cummins Technician Apprentice Program

#WorkingRight | careers.cummins.com





## SALES TRAINING PROGRAM

### ABOUT THE PROGRAM

Sales Engineers are the revenue generation for Rockwell Automation. To ensure proper representation of our company in the marketplace, Sales Engineers start their career in our industry-leading Global Sales Training Program.

This development intensive program combines classroom learning with hands-on field experience. Upon completion, Associate Sales Engineers will have the ability to act as CEO of their account package, adding value to our customers as part of the Rockwell Automation family.

### WHAT WE ARE LOOKING FOR

- Talented and motivated engineering graduates who have a passion to succeed in a fast-paced environment
- Demonstrated academic excellence
- Demonstrated corporate or community leadership
- Related work/industry experience
- Strong interpersonal and communication skills
- Location flexibility

### A DAY IN THE LIFE

- Experience sales, consulting, engineering and marketing all in one position
- Every day is different... really!
- You are the "CEO" of your account package
- Pay for performance... base + incentive
- You are a key part of the customer's team
- Rockwell Automation is a technology company with constantly evolving products and services... you'll be challenged, you'll continue to learn and grow

| Professional Skills (Months 1-3) | Industrial Control & Power Solutions (Months 4-6) | Field Assignment (Months 7-9) | Integrated Architecture (Months 10-12) | Field Assignment (Months 13-15) | Services & Solutions (Months 16-18) |
|----------------------------------|---|-------------------------------|--|---------------------------------|-------------------------------------|
| July                             | August  | September                     | October                                | November                        | December                            |

## LADDER OF OPPORTUNITY

Our Ladder of Opportunity shows how hardworking Associates can move up in their careers at 84 Lumber.

### WHAT'S YOUR 84 LUMBER CAREER PATH?

Click on a position in the ladder below to learn more about these career descriptions.

| SALES MANAGEMENT                | STORE MANAGEMENT | TEAM HEADQUARTERS   | INSTALLED SALES                    | 84 MANUFACTURING           |
|---------------------------------|------------------|---------------------|------------------------------------|----------------------------|
| Contractor Sales Market Manager | Regional VP      | Department VP       | Installed Sales Divisional Manager | General Manager            |
| Outside Sales Rep               | Area Manager     | Department Director | Installed Sales Area Manager       | Production Manager         |
| Contractor Sales Rep            | Store Manager    | Purchasing Manager  | Installed Sales Manager            | Production Manager Trainee |
|                                 | Co-Manager       | Inventory Manager   |                                    |                            |

### CAREER MINDED

Promotion Based on Performance

- Receive Merit Certificate
- Pass Final Exam
- Complete Self Studies

### EFFORT

1 Week Training at Team Headquarters Early Development Program

### ENTHUSIASM

Manager Trainee CSR Trainee



## sales development program

It's a great day to sell chevron lubricants!

human energy





**STRATEGY IS A COMMODITY**  
**EXECUTION IS THE DIFFERENTIATOR**

**MANAGING TALENT RISKS IS CRITICAL  
TO REALIZING YOUR GROWTH PLANS**



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Questions? Thank You!

[bharani@tamu.edu](mailto:bharani@tamu.edu)

[linkedin.com/in/bharaniN](https://www.linkedin.com/in/bharaniN)

Visit Us at Booth:  
**Master of Industrial Distribution**

For More Info:  
[id.tamu.edu](https://id.tamu.edu)



## TALENT MATTERS

Ideas to Attract, Develop & Retain Talent

#1 Talent Focused Newsletter for Distributors


**IT'S  
FREE!**

### 2025 THEMES

|           |                            |
|-----------|----------------------------|
| January   | Recruiting strategies      |
| February  | Compensation & Benefits    |
| March     | Internships                |
| April     | Recognition & Rewards      |
| May       | Softs Skill Development    |
| June      | Work Trends                |
| July      | People Metrics             |
| August    | Leadership & Communication |
| September | Training and Development   |
| October   | Succession Planning        |
| November  | Retention                  |
| December  | Employee Experience        |

  
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