



Get to Know **ADI Global Distribution**

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A Guide for Candidates

Get to Know ADI



Hello

Thank you for your interest in ADI Global Distribution. We're thrilled that you're considering a career with us.

Here at ADI, we're more than just a global distributor – we're a strategic partner, connecting leading suppliers of low-voltage and AV products with customers throughout the world. We build success through indispensable partnerships, focusing on the growth and well-being of our team members, customers and suppliers. We believe in attracting top talent to propel both our team and our company forward, which is why we're glad you're here.

If you're interested in joining ADI, keep reading this guide to get valuable insights into our company culture, how you can grow your career with us and the recruitment process that awaits. We hope you find it valuable as you seek to learn more about working at ADI.

Sincerely,

A handwritten signature in black ink that reads "Leigh Ann Angelini". The signature is written in a cursive style and is positioned above a horizontal line.

Leigh Ann Angelini
VP of Human Resources

About ADI

ADI Global Distribution, a Resideo company, is a leading global distributor of security, AV and low voltage products. We supply the products that help keep our communities safe, secure, comfortable, and connected.

Leading professionals rely on ADI for our wide selection of trusted brands, immediate product availability, knowledgeable sales staff and support services. It's why we're a trusted name among dealers, integrators and installers.



We sell and support products in the following categories:

 Access Control	 Video Surveillance	 Residential & Pro AV	 Fire
 Intrusion	 Smart Home	 Communications	 Wire & Cable
 Data Comm & Networking	 Batteries & Power Supplies	 Tools & Hardware	 Central Vacuum

ADI: By the **Numbers**



\$4.6B

In Net Sales



200+

Locations in 20+ Countries



110,000+

Customers



4,100+

Team Members



4M+

Sq. Ft. of Distribution Space



62M+

Units Pass Thru Our Locations Per Year



14M+

Units in Inventory



400K+

Products Available



100+

Countries We Export To

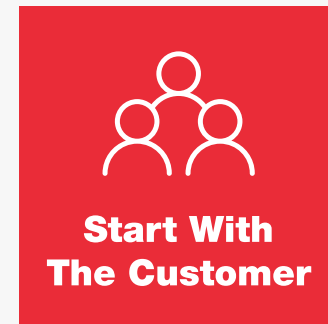


1,000+

Suppliers



Our Values



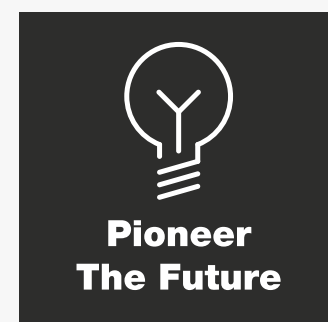
Start With the Customer

We understand our customers' needs and pride ourselves on delivering exceptional experiences.



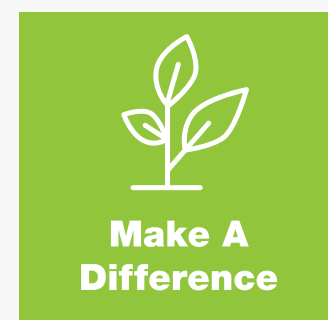
Act As One Team

We work together toward common goals, engaging from a place of humility and respect.



Pioneer the Future

We embrace change, boldly step into the unknown and relentlessly foster innovation to fuel our growth.



Make a Difference

We care about the long-lasting, positive impact we make on each other, our customers, our communities and our planet.



Our Statement of Purpose

We aim to be the indispensable partner of choice for our customers, supplier partners and team members who help keep our communities connected and secure.

Make a Difference With Us

Here at ADI, we care about the long-lasting, positive impact we make on each other, our customers and our communities. One of our key values is to make a difference and we do that by organizing grassroots initiatives within our communities. ADI team members coordinate events in which we host or volunteer for nonprofit organizations like food banks, women's shelters and community outreach programs.



Our **Corporate Partner:** Mission 500

For the last several years, our partnership with Mission 500 has provided critical resources and support to children and families in crisis. ADI volunteers have assembled thousands of backpacks donated to local shelters and school organizations across the US.





Championing Inclusivity: **Embracing All**

At ADI, we firmly believe that diversity is not just a box to check – it's our greatest asset, driving innovation and propelling growth. Inclusion and belonging aren't just buzzwords; they're fundamental pillars of our organization's success. We are dedicated to fostering an inclusive culture where every voice is valued, every perspective is respected, and every individual feels a genuine sense of belonging. A culture where inclusiveness is inherent and not an initiative. Because when everyone feels like they belong, that's when we can truly achieve greatness – together.



Awards

We've
Received





Learning and Development

We're proud to offer a variety of opportunities to develop your skillset at ADI, including:

Professional Development Offerings

We offer a broad range of professional development offerings to help you along your career journey. Resources include formal learning through our massive library of eLearning courses, routine performance conversations with your manager, internal webinars and learning series and on the job training programs depending on your role in the company.

Leadership Development

As part of our professional development offerings, we also remain committed to providing the needed training and development for our people managers. We provide a certification program for new managers on leadership basics to help with the transition from an individual contributor to a manager. We also host quarterly People Leadership Seminars featuring our Executive leaders and subject matter experts to talk about topics that are important as a leader. And, for our top and emerging leaders within the company, we have the Resideo Leadership Program. This ten-month journey helps leaders better understand how to drive transformation and change within their teams.

Career Navigator Tool

This offers employees a chance to utilize self-service resources that are designed to assist employees in charting a clear and practical career plan at ADI.

ADI University

This internal training platform provides team members with a comprehensive education on the newest products and industry trends.

What Our **Team Members** Have to Say



Andrew
Branch Manager
Illinois, US

"As Branch Manager, I've been honored to lead and serve both our team and our customers. ADI's corporate leadership gives us the support that we need to continually exceed our goals as well as our customer's expectations. With continued opportunities for training and development of new products, we are at the forefront of low voltage electronic sales and services. I value the collaboration of our sales teams and our customers, and appreciate the relationships that drive our business forward."



Magdalena
Sr. Credit Manager ADI
San Luis Potosí, MX

"There's never a dull day at ADI! In my eight years here, I've seen this department evolve and adapt to the new challenges of the industry and our customer needs. ADI is a company that inspires you to strive for excellence, to turn impossible to something possible, and encourages you to engage and collaborate cross-functionally."



Emma
Marketing Communications Leader EMEA
Oldham, UK

"I really enjoy working in a dynamic fast-paced business which allows you to challenge yourself, your team, and to help the business to constantly evolve as we improve our customer experience and retain our number one position. It's great how the cross-functional teams collaborate to get things done and the people are our greatest asset."



Your Opportunity at ADI

At ADI, we foster an open, collaborative and people-oriented environment where team members have on the job support and an active role in shaping the company. We provide a competitive salary and a comprehensive benefits package that allows you to tailor your benefit choices to meet your needs.

Our Recruitment Process



Tell Us About Yourself

Apply online and our Talent Acquisition team will review your application.



Let's Meet

Our Talent Acquisition team connects the most qualified applicants to the hiring team for a combination of virtual or in-person interview(s).



Offer Stage*

ADI extends an offer to the selected candidate.



Onboarding and Welcome

Look out for communications from our New Hire Experience team and your hiring manager to give you all the details for your first day.

*Application does not guarantee candidate will progress to interview stage(s) or receive a job offer

Benefits that Benefit You*

ADI offers you a comprehensive array of benefits, programs and services, including medical, dental, prescription, vision and wellness that are designed to fit you. As your career and life evolves, our benefits program is meant to grow and change with you.

*Programs may differ around the world. The list is a sample of the programs offered to ADI employees.



Medical, Dental, and Vision

ADI provides health insurance coverage plans that offer valuable benefits to help you stay healthy and pay for care if you or your covered family members become sick or injured.

We offer multiple Dental and Vision plan options that allow you to select the offering that is right for you and your desired level of care for regular wellness checks and care.

Wellness and EAP

Your overall well-being is our top priority, so we strive to give you a range of options that help you with your mental, physical, and financial wellness.

401(k) Programs

Our 401(k) Plan is more than just a benefit – it's an investment in your future. ADI matches 100% of the first 7% of eligible base pay you contribute.

Employee Stock Purchase Program

The ESPP offers US employees the opportunity to become owners of Resideo stock while enjoying the benefit of a discounted purchase price. Employees can elect to contribute between 1% and 10% of employee eligible compensation. Purchase price is discounted by 10%.

Voluntary Benefits

- Accidental Death and Dismemberment Insurance
- Legal Insurance
- Identity Theft Protection
- Pet Insurance
- Employee Discounts Program
- Adoption and Family Planning Reimbursement
- And more

Thank You for Your Interest in ADI



We Invite You to
Apply Now

Learn more at: adiglobal.com/careers

Resideo is an equal opportunity employer. Qualified applicants will be considered without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality, sex, religion, or veteran status. For more information on applicable U.S. equal employment regulations, refer to the “EEO is the Law” poster, “EEO is the Law” Supplement Poster and the Pay Transparency Nondiscrimination Provision. Resideo complies with applicable equal employment laws in all countries where we do business. For more information on how we process your information in the job application process, please refer to Recruitment Privacy Notice. If you require a reasonable accommodation to apply for a job, please use Contact Us form for assistance.

