

MASCO

ACE

MASCO ACCELERATED
CAREER EXPERIENCE

ABOUT MASCO

Masco Corporation is a global leader in the design, manufacturing and distribution of branded home improvement and building products. Comprised of nearly 20 companies, Masco operates 45+ manufacturing facilities in the United States, as well as over 20 international facilities. Masco has four product categories and a portfolio of well-known, leading brands.

At Masco, we are committed to providing high-quality products that enhance the lives of consumers. From Shanghai to Mexico City, to the tallest man-made structure ever built, the Burj Khalifa in Dubai, and throughout the Americas, our products are found around the globe. In hotels, residential homes, public buildings, skyscrapers and commercial buildings of every size, Masco's products are trusted to deliver innovation, quality design and reliable performance.

Our ACE rotational program gives you the chance to gain diverse experiences and ongoing coaching and development from the leaders behind these brands. Participating business units include:



BEHR PAINT COMPANY
Santa Ana, California



KICHLER
Cleveland, Ohio



MASCO CABINERY
Ann Arbor, Michigan



BRASSCRAFT
Novi, Michigan



LIBERTY HARDWARE
Winston-Salem, North Carolina



DELTA FAUCET COMPANY
Indianapolis, Indiana



WATKINS WELLNESS
Vista, California

A TEAM THAT ENERGIZES, INNOVATES AND DELIVERS

As a member of the Masco team, you will be joining a company that is a global leader in the design, manufacture and distribution of innovative, branded home improvement and building products. Our culture, which is strengthened by our commitment to diversity and inclusion, will challenge you to reach your full potential within a collaborative, forward-thinking environment. Additionally, our many business units, expansive product lines and well-known leading brands offer you a variety of opportunities to pursue your career goals.

ACCELERATED CAREER EXPERIENCE (ACE) PROGRAM

We are looking for highly ambitious and adaptable talent that can learn quickly and drive results to join our early-career leadership development program. Are you a self-starter who wants to learn what it takes to be a successful business leader? Are you open to new experiences, cultures, and geographies in the United States? Does the chance to improve the way people feel about and experience their homes excite you?

Our ACE rotational program offers motivated recent college graduates the ability to build a solid foundation for a successful career by experiencing high-impact, challenging rotational assignments. Over the course of 2-3 years, you'll have the unique opportunity to gain both cross-functional and cross-business unit experience through 12-18-month assignments. One rotation will be in a commercial (marketing/sales) role and one will be in an operational (manufacturing/supply chain) role.



WHAT TO EXPECT & HOW WE'LL SUPPORT YOU

During the program, we'll support you in accelerating your own development. We will:

- Give you the foundational tools that position early-career professionals for success
- Provide you with ongoing coaching, feedback and mentorship from a diverse and supportive network
- Encourage engagement, learning and long-term relationship building through peer networks
- Help you reflect on yourself and key learnings to enable you to chart your future and fast-track your career

BASIC QUALIFICATIONS

- Bachelor's degree in a business or engineering related discipline
- Strong academic record with a cumulative overall GPA of 3.0 or higher
- Strong leadership capabilities demonstrated through past experiences (e.g., internships, extra-curriculars)
- Interest and ability to relocate every 18 months during the 3-year program (with company-sponsored relocation assistance)
- Can start the program in July 2019 (assumes graduation/diploma before start date)
- Authorization to work in the U.S. without restrictions or future sponsorship

DEMONSTRATED ABILITIES

- Quick-learner, ambitious and adaptable
- Self-starter who is motivated and energized to work in ambiguous and changing environments
- Proactive, problem solver who is analytical and data-driven
- Action-oriented and capable of delivering results in new and challenging situations
- Good communication skills and ability to work effectively with diverse types of people
- Has high ethical standards and strong character



HOW TO APPLY

Masco recruits from a variety of different colleges and universities across the United States. The recruitment period is initiated in the early fall for positions beginning the following summer (July). All candidates should apply online on our website. Our selection process includes a review of core qualifications, assessments of key capabilities and structured interviews. These activities will occur through online, phone and in-person forums.

jobs.masco.com

OUR CULTURE

We strive for a high-performance culture driven by living our values.

FOCUS ON THE CUSTOMER

We are committed to our internal and external customers exceeding their expectations with timely, high-quality and value-added solutions.

CONTINUOUSLY IMPROVE

We challenge the status quo and take intelligent risks. We continuously improve and never stop learning.

RESPECT THE INDIVIDUAL

We appreciate that the basis of our advantage is people. We provide meaningful feedback, embrace diversity and foster continuous development.

CULTIVATE HIGH PERFORMANCE

TEAMS

We value teamwork and trust. We foster openness, support courageous conversations and assume positive intentions.

DRIVE FOR RESULTS

We bring energy to work and hold ourselves and others accountable to achieve results responsibly and ethically.

DIVERSITY & INCLUSION

At Masco, we don't just talk about diversity and inclusion – we celebrate it, we support it, and we leverage it to be a key enable for our businesses.

Masco is proud to be an equal opportunity workplace and is an affirmative action employer. We are committed to equal employment opportunity regardless of race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity or Veteran status. If you have a disability or special need that requires accommodation, please let us know.



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