



# Join our team.

We're hiring mechanics, detailers, body technicians and many other positions.



## Who are we?

ADESA, a Carvana-owned company, has been a leader in the automotive industry since its founding in 1989. Our goal is to provide a simplified and seamless customer experience across our end-to-end vehicle remarketing services for both car buyers and sellers. Serving a diverse customer base, we offer the largest selection of low-mileage, one-owner cars. You will also find motorcycles, RVs, boats, and more through our online platform as well as our auctions nationwide. Our advanced tools and comprehensive services make buying and selling vehicles more profitable and effective—before, during, and after the sale.

## Working with us is awesome.

Taking care of you is our priority. Whether that's providing vacation time, retirement support (401k), or creating a team-oriented atmosphere at work - we have your back.

### **Competitive wages and overtime**

Our wages are competitive because anything else wouldn't be fair. Plus, you'll always get your first shift during the week and we offer overtime.

### **Your health and family come first**

You and your family's health are important. That's why we offer comprehensive medical, dental and vision benefits. Plus, all new parents (you too, fellas) get paid leave.

### **Time off**

We give 15 days paid time off, so you can recharge.

### **Retirement planning**

Our team provides profit sharing 401k plans so you can invest in your future more easily and steadily. Plus, we match whatever amount you invest for yourself from the start.

### **A team culture**

We all have a clear goal, purpose and position within the ADESA VLCs. However, there's no way we can be successful without a strong team foundation. That's why we nurture a culture of collaboration. We rely on each other to get it done.

### **Advance in your career and grow**

You may be working at a tight-knit ADESA VLC location but you're part of Carvana, a major leader within the automotive industry. There are endless opportunities to grow, diversify and keep evolving your career. We love promoting from within.



## FAQs

### **What are the specific benefits you get working at ADESA?**

A range of benefits are available. We offer comprehensive medical, dental, and vision benefits, along with paid parental leave and 401K matching.

Pay varies by experience, role and location but is always competitive. Our team analyzes and reviews market data frequently, increasing salary and wages accordingly based upon their research.

### **What are the working days and hours at ADESA?**

Your first shift is always offered during the weekday (Monday-Friday). Weekend work will occasionally be available, but is based on business needs. All positions will always have access to overtime pay. Plus, 15 days of paid time off is available throughout the year.

### **Do you offer mechanic tool reimbursement?**

All our mechanics are offered up to \$2,000 in tool reimbursement (paid out over 2 years). We also offer discounted and/or starter tool kits.

### **Do you offer mechanic tuition reimbursement?**

Tech school graduates are eligible for up to \$15,000 in tuition reimbursement – including ASE Certifications. Reimbursement starts at 6 months of employment and is paid out over 4 years.

