SUPPORT AND SUCCESS

THE STORY OF WORKING AT PACKSMART



PackSmart®

Strong Relationships, Stronger Results.

READY TO CHALLENGE THE STATUS QUO?

The PackSmart Team challenges the status quo, and that drives the success of our customers and employees. We help businesses streamline their packaging and find efficiencies in their operations. PackSmart brings together dedicated expertise, responsive service and an exclusive, proven process. And, it's all backed by over 40 years of strong relationships and stronger results.



A MESSAGE FROM OUR CHAIRMAN

At PackSmart, one of the founding principles dating back to the start of the company with my father, has always been one of utmost integrity in all business dealings. As we grow, our intention is to add to our team of people who believe in these core principles. We want our customers, vendors and employees alike to feel confident in working with and for PackSmart. In addition, we value all of our employees and strive to support them in their personal and professional endeavors. I know we've come this far as a company as a direct result of all the contributions from our PackSmart team members!

Sean Ross, Chairman of PackSmart, Inc.

PACKSMART AT A GLANCE

BENEFITS	BY THE NUMBERS	CULTURE
Medical and Dental insurance	**40+** years in business	True family atmosphere
Employee Assistance Program (EAP)	**13.33** years of service is average for all employees	Highly experienced staff
Life insurance	**60%** of PackSmart employees have been with the company for 5+ years	Committee for strong interdepartmental communication
401(k) Retirement Plan (with deferral rates exceeding industry benchmarks)	**1** amazing, supportive team of "PackSmartians" that supports each other and our customers	PackSmart employee events every month
Paid holidays		C.O.R.E. Values Recognition Program
Paid vacation		
Excellent work/life balance		
Education (4000+ training courses)		

ABOUT THE EOS SYSTEM

PackSmart has been using the Entrepreneurial Operating System (EOS) since 2009. EOS is a system for managing human energy in an organization. All companies have an operating system; however, it may not be a consistent operating system. Here at PackSmart, all our employees have a clear understanding of where the Company has been, where it is now, and where it is going. This system gives our employees a well-defined structure in which they can grow, feel more fulfilled in their work, and achieve their personal goals. We are more than 90% strong in all 6 components of EOS and our survey results have increased in each of the last two years as measured by our employees.

TOP REASONS TO WORK AT PACKSMART

Ask PackSmart employees why they like working here, and they'll share candid answers like these.

"Work/life flexibility"

"When there is the understanding that things come up, it makes it easier to not have to choose between something related to home life vs. work. Having management who will work with you and is understanding, puts your mind at ease, especially when something urgent comes up."

- Director of Sales Operations

"Family-owned business"

"I know how hard family-owned businesses work, and how important everyone's contributions are, and that usually brings stability to the company. I like the family atmosphere as well.

- Outside Sales Representative

"A trusting environment"

"Our employees have each other's backs. Trust levels are high, and we celebrate each other's successes. I don't feel like I am being micromanaged, and I'm able to make decisions based on what is best for my customer and PackSmart. It's a very supportive environment.

- Inside Sales Representative

"Pay, benefits and flexibility"

"The pay and benefits are not only fair, but are great! But, what is just as important as pay/benefits, is flexibility. PackSmart recognizes the importance in their employees to take care of themselves and their family. Since we are a team, we work with each other to accommodate appointments and/or the need to leave to go pick up a sick child from school."

- Inside Sales Representative

"Your opinion matters"

"PackSmart encourages new ideas and listens to your suggestions. You and your ideas are valued. PackSmart also encourages working together to get the job done right. If you need help, it's there and you feel supported. During quarterly meetings prizes are awarded for accomplishments. They make you feel like going that extra mile."

- Office Assistant

"Every day is different"

"Although there is some routine, you come across new situations every day. This brings an opportunity to learn something new or challenges you to find the right solutions."

- Service Coordinator

C.O.R.E. VALUES recognition program

The C.O.R.E. Values Program (Cultivating Outstanding Recognition for Everyone) promotes the five PackSmart C.O.R.E. Values and provides valuable recognition within the company.

In this program, employees can be nominated to receive a C.O.R.E. Value Poker Chip for exemplifying one of PackSmart's C.O.R.E. Values. The ultimate goal is to receive a chip for each one of the C.O.R.E. Values and earn a grand prize for earning all five.

In addition, all extra chips earned throughout each quarter are redeemed for entries into a quarterly drawing. This program increases recognition and morale while it puts a greater emphasis on our C.O.R.E. Values and what it means to be a PackSmart employee.



PACKSMART C.O.R.E. VALUES

- Willing to Learn
- Positive & Engaging
- Finds a Better Way
- Collaborative
- Do What You Say

"At PackSmart, we are there to support you on a personal and professional level."



EMPLOYEE ACTIVITIES

The PackSmart Events Committee plans something fun each month. Past events have included Happy Hour at Hawthornes, Cooper's Hawk Celebrations, Medieval Times, Escape Rooms, The Great Big Game Show, Kane County Cougars Games, and more!

In addition, PackSmart gives back to our community with events like food and toy drives and PackSmart coordinated group volunteer events at Northern Illinois Food Bank and Feed My Starving Children. Our designated volunteer program rewards employees for completing volunteer service hours.

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