

Hello!

We are glad to hear that you are considering a career at Portco Packaging!

Working at Portco offers a variety of benefits that extend beyond your base pay.

### **Bonuses & Profit Sharing**

- Our Quarterly Quality Bonus is available to all production staff and select administrative employees when your plant meets a defined set of quality goals for the quarter.
- Profit Sharing is available for eligible positions after 1 year of employment.

### **Time Off**

- Earn Paid Time Off as you work and you can begin using it after your first 90 days.
- 7 Paid Holidays per year.

### **Health Benefits**

- Major Medical offerings include both PPO and HDHP/HSA options.
- Dental & Vision are also available.
- All health plans are ACA compliant and begin the first of the month following 60 days of employment.

### **Income Protection**

- Portco pays for Group Term Life Insurance and Long Term Disability coverage for all benefit eligible employees.
- Employees may elect Voluntary Life Insurance and Short Term Disability at a reduced group rate.
- Our generous 401k program offers up to 4% company matching contributions that are fully vested from day 1! Eligibility is the first of the month following 90 days of employment.

### **Other Perks**

- Friendly, family atmosphere
- Monthly State-of-the-Company where we share how the company is doing in the areas of safety, quality, and financial performance
- Tuition Assistance
- Discount program through Corporate Perks, Verizon, and Wilco Farm Stores
- Awesome parties – Summer Picnic, Holiday Party, and Superbowl Party
- Birthday and Milestone Anniversary Celebrations

**RELENTLESS PURSUIT OF A BETTER WAY**