

NEW YEAR, NEW NEWSLETTER

Union Packaging LLC

January 2018

Welcome Back and Happy New Year!

On behalf of all our staff and employees here at UP, we would like to wish you a Happy New Year and welcome you to 2018. We hope you had a restful and joyous holiday season, and that you are ready to attack 2018 with vigor and excitement.

2017 was an eventful year for us. We ambitiously expanded our business and added new products and expertise to our repertoire. With these efforts, we were able to do over \$9 million in gross revenue in 2017. We commenced the process to relocate our facility to a new location in 2019. We launched a new campaign to redesign our website, attract new customers, and revitalize our social media efforts. All in all, it was a successful and remarkable year at UP.

We look forward to furthering these efforts and beginning new ones in the weeks and months ahead, working with our customers, suppliers, and partners to reach new heights. As always, we pledge to continue to grow our expertise while gauging our success by the triple bottom line – sustainability that includes financial, social and environmental performance measures.



President and CEO

What to Expect

A few months ago, we decided it was time to reintroduce a UP newsletter to keep our staff and customers engaged with and aware of the happenings at the company. As a reader, you can expect to see content from our CEO and senior staff, as well as important dates and events that you might need to know. We hope that you enjoy, but we also invite any comments or suggestions on how we can better inform you, the reader, about our business.



UP Administration

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Spotlight on Human Resources

New Policies: Regular Training Keeps UP Safer

Union Packaging strives to maintain compliance throughout all sectors of the manufacturing industry. Training provides education and helps reduce unexpected incidents and injuries, while also keeping Union Packaging in compliance with OSHA Federal Regulations, state laws, and manufacturing-specific regulations.

UP conducts many in-house and third-party audits to ensure we meet all standards. A lack of training can have a negative impact on the company and adversely affect our ability to maintain compliance with safety and regulatory standards and keep Union Packaging up and running.

In 2018, UP will be adjusting our training schedule to make it easier for employees to stay on track and informed. Employees will have one training to complete per month, as assigned through the online portal. When everyone is adequately trained, it makes for a safer workplace and a more efficient environment for all.

Say Hello to Some New (and Old) Faces!

Khalil Johnson joined Union Packaging on November 6, 2017. Khalil previously worked at UP in 2015 and, after being employed in other warehouse environments, he wished to return. We are always excited to bring back former employees who have the passion to produce quality products! Please welcome back Khalil!

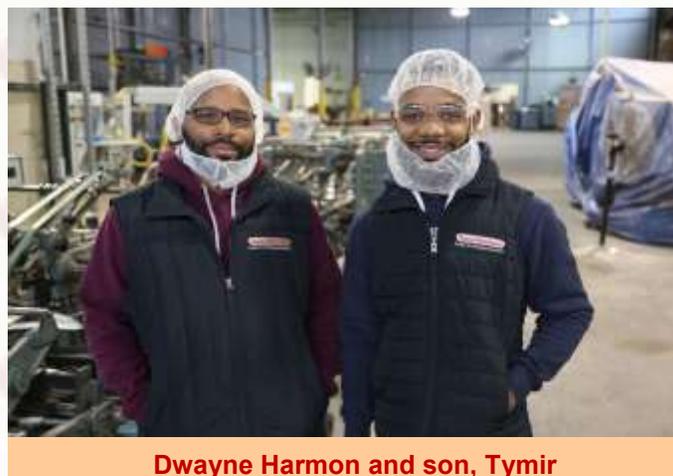
Rasheem Vaughan joined Union Packaging on December 4, 2017. Rasheem was formerly a Union Packaging employee in 2011. He is excited and ready to get back into the manufacturing industry here and help us reach our production goals! We are thrilled to gain a former hardworking employee! Please welcome back Rasheem!

Matthew Velardi joined Union Packaging on January 2, 2018. Matthew is a dedicated and determined individual who has the drive to learn and succeed. He brings a strong history of approximately 16 years with his previous employer. UP is proud to bring him aboard and teach him the unique manufacturing and production processes that UP is known for. Please welcome Matthew!

Ieesha Thibou joined Union Packaging on January 2, 2018. Ieesha was previously employed at UP in 2015 and she showed interest in returning to the UP family! She is familiar with the job requirements and responsibilities and will be able to use her experience to contribute to our mission to strive for success. We are very excited to welcome Ieesha back to UP!

A Career at Union Packaging

Are you seeking a rewarding career path in the food packaging industry? It can be achieved at Union Packaging. A career in folding carton manufacturing offers exposure to a solid industry, provide skill development opportunities, and the chance to build a fantastic career with a fast-growing equal opportunity employer. Stop by our office or visit our website at unionpkg.com to fill out an application today!



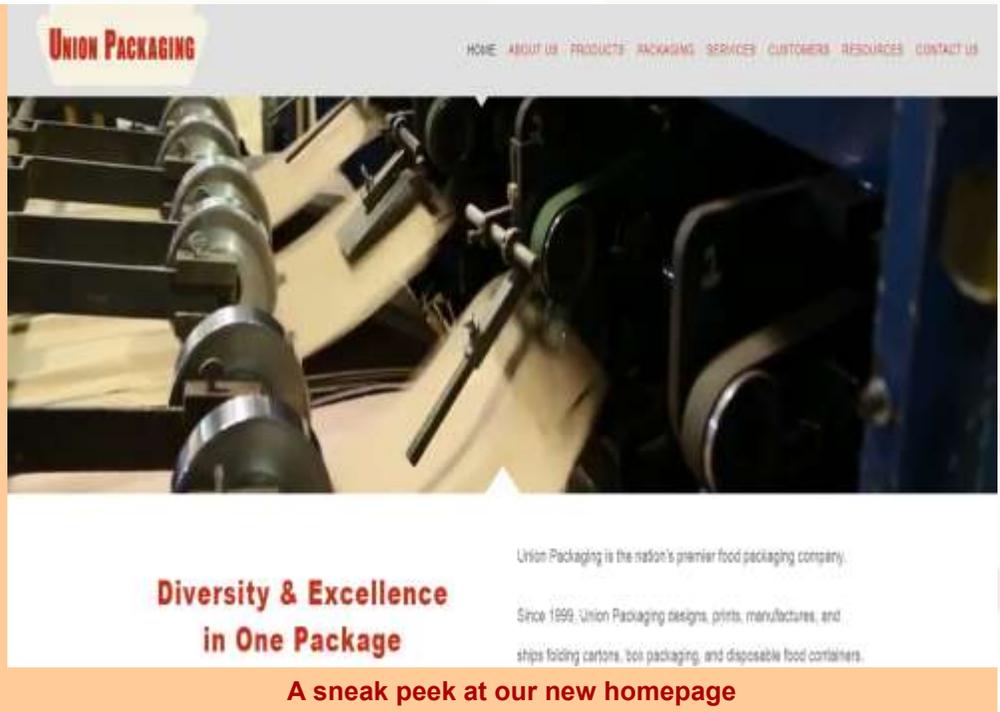
Dwayne Harmon and son, Tymir

Website and Social Media

For the past several months, UP has been working with a local consultant to revamp our presence online. As part of that process, we will soon be unveiling a new website to replace our current one. That change will happen in the coming weeks.

In addition, we are working on some updates to our presence on social media. Our new LinkedIn page and Twitter account are up and running. We will be using those pages, along with our Facebook page, which is already up and running, to keep our friends, partners and customers up to date on all things UP.

We hope you will follow along with us there.



What's New?

Not Just Chicken Anymore...

After years of providing a few of the leading QSRs with some of their most popular food packaging, we've added a new item to the mix that gives our customer better flexibility and the end-user improved quality and strength. The average fast food customer may not think about the need for quality and strength in food packaging, but thankfully, the professionals do. In this case, it's all delivered in an attractive package for favorites like chicken fingers, baked potatoes and other heartier menu items. "We're excited about the way this new product has taken off. After months of development and refining between our long-held customer and our in-house production team, we are manufacturing a new item that satisfies our customer's design aesthetics, functionality demands, and quality requirements, while also keeping accounting satisfied on both sides of the supply chain," says Michael Pearson, CEO, Union Packaging.

New Concepts or Recreating the Tried and True

Whether you are conceiving a new packaging product or you find that it is time for a redux, give Union Packaging a call at 610-622-7001 X107, send us an email at customerservice@unionpkg.com or complete our Request for Quote form at our website: www.unionpkg.com. Our New Business Group will take the time to pair your needs with our capabilities, provide you with a full and comprehensive quote or refer you to one of our many resources to better meet the needs of your project, your budget and your customer.

New Year's Resolutions

In the spirit of the season, we asked several staff about their New Year's Resolutions. Here are some of their answers:

Try to be happy and stress free at work in 2018

Increase paperless tasks and organization of electronic files

Be more productive and reduce waste

Be a more active member of my local community

New Cates Former Operational in 2018

In the coming weeks, UP plans to begin operating a new Cates Former on our production floor to help handle our increase in business. The machine was purchased in 2017 in anticipation of new business in 2018 and was refurbished to handle the production needs of our customers. "This new machine is a workhorse that will allow us to form and glue more products than before, helping us to create jobs and keep our customers happy," said Plant Manager Denis Kovacevic.



Henry Forbes, AA Mechanic, works on the new Cates Former

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Donations Needed!

Former employee Al Jasper recently experienced a devastating house fire. His family lost their home and most of their belongings. Their pets were found safe and are in the care of Red Paw Emergency Relief. If you wish to make a contribution, please see the information below:

Holy Family Home
c/o Dina Herman
5300 Chester Avenue
Philadelphia, PA 19143

Clothing: Women's—1X, Men's—2X

GoFundMe:

<https://www.gofundme.com/house-fire-amp-misplaced-pets>