

## WELCH PACKAGING GROUP, INC.

### Management Trainee Program

#### Purpose

The purpose of the Management Trainee Program is to develop leadership talent within the organization to succeed our business leaders and to enable profitably to grow our business. Participants will receive on the job training, formal classroom, and the opportunity to network within the group.

#### Core Strategy

Identification, acquisition, development and retention of highly talented and productive human resources. Key differentiator between Welch Packaging and our competitors is the capability and leadership of our associates and how we develop and manage that resource.

#### Training and Development Philosophy for Management Trainees

Associate development is related to the individual. Individuals are unique and they change with time – just as practice of management and the needs of the company change with time. Consequently, associates cannot be developed by any single method, such as formalized training. Many development activities are needed, each to file the strengths and needs of a particular person while at the same time responding to the needs of the organization.

Associate development is primarily self development. It is to the mutual interest of both Welch Packaging and the individual to be developed to their fullest potential. While Welch Packaging is the provider of development – and for building a climate favorable to development – the basic obligation for development rests with the individual. Each individual is his or her own best career manager.

Development is primarily the result of day to day work experience. Training programs and job rotation are all important development tools, but direct daily experience on the job is much more important in terms of individual development.

Concurrently, it is essential that management have strong, meaningful, and accurate sense of shared direction. This program will facilitate and train the process of common understanding and an acceptance of company values.

#### Define

*Management Candidate (MC):* An associate who has recently graduated from college that has proven leadership skills and abilities. A Candidate is a potential Management Trainee or Individual Contributor. Candidates will receive daily on the job training along with at least four formal training sessions. After approximately two years of rotation and solid performance the

Candidate will transition to a Management Trainee or an Individual Contributor. Both roles are very important to our business success.

*Candidate Selection:* Candidates will be brought in to fill an open position. A recent graduate will be selected based on the following: geographically flexible, vision (personal career goals), integrity, value added, enthusiasm, energy, maturity, drive, ability to deal with multi-priorities, flexible work schedule, influential, history of leadership positions; high school, college

*Management Trainee (MT):* An associate who has exceeded expectations in the first two years of employment with Welch Packaging. A Trainee will have excelled in at least two rotations successfully and has proven leadership in those rotations.

*Trainee Selection:* Trainees will be selected by CEO, VP, Human Resources and General Manager that participated in the program. A Candidate may decide they want to be an Individual Contributor, not a Management Trainee.

If you are interested in applying for a Management Candidate position please send resume to [resumes@welchpkg.com](mailto:resumes@welchpkg.com)