

# OPPORTUNITIES FOR DEVELOPMENT

*From college recruits to senior leaders, Scoular invests in its people*

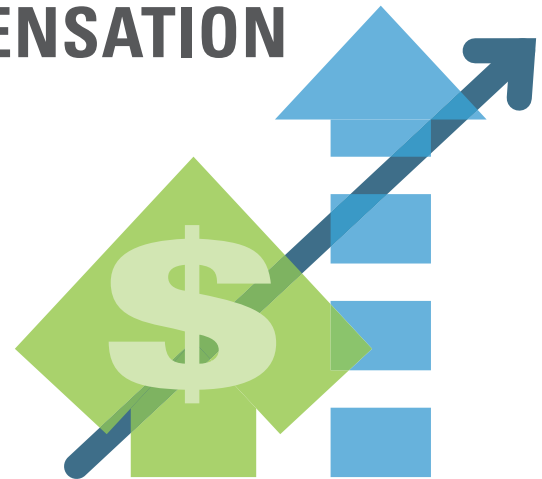
- On-going training and informal mentoring
- Access to senior leaders, business managers, and support services
- Targeted classroom learning and leadership development programs
- Industry association membership
- Travel to company locations and industry events
- Opportunities to network with peer groups



# PERFORMANCE-BASED COMPENSATION

*We select the best and reward excellence*

- Driven by your performance, bonus opportunities increase as your responsibilities grow
- Bonuses for managers are uncapped
- Larger bonuses can be paid in company stock



## LET'S TALK BENEFITS

- 401K (eligible after first 30 days)
- Profit-sharing retirement plan
- Medical, dental, and vision insurance
- High Deductible Health Plan
- Prescription drug coverage
- Paid holidays (12.5), vacation (2 weeks)
- Health club reimbursement
- Educational assistance (up to \$5,250)
- Life insurance
- Paid sick leave, short & long-term disability
- Relocation