

THE REVOLUTION

# roundup



SPRING 2021

## A Message from Sean

**Spring has arrived, and in many ways it feels like a new season.**

With vaccines becoming widely available, we are finally starting to see some light at the end of the Covid-19 tunnel. We have successfully vaccinated over 300 employees so far and continue to encourage everyone that hasn't already received their vaccine to do so immediately. Vaccination is the surest path to putting this pandemic behind us, and while not in the clear yet, we should all feel encouraged about the future.

Yet even as we see hope and progress within our organization and in the broader community, it's more important than ever that we do not take our eyes off Revolution's larger purpose – to provide better plastic solutions that preserve our environment for future generations. Last week we celebrated Earth Day across the world, and it has never been more apparent how necessary and urgent our work is to help businesses divert waste, reduce their carbon footprint, and adopt circular solutions that will create a positive impact on our planet. As employees of Revolution, we should all feel proud to be part of an effort that makes a significant and tangible impact on reducing plastic waste every day. And we should also each ask ourselves what more we can do to build upon our current efforts.

As we look ahead to the rest of the year, let's be mindful of our ability to make a difference, both individually and as a group, within our business and in the community. Because at the end of the day, we are all responsible for our shared future. Let's work together to make it a bright one.

**Happy Earth Day to everyone, and let's keep the momentum going!**



Save the Date! | May 21, 2021

### ***"Updates with Sean"***

Tune in for a company-wide webcast where CEO Sean Whiteley will be sharing updates about our company and answering your questions! More details to come.

Have a question for Sean?  
Send it to your local HR rep by May 20th

# Earth Day 2021

As we celebrated Earth Day 2021 last week and reflected on how Revolution has looked to be part of the solution in creating circularity in how we collect, recycle and manufacture products with high amounts of recycled content, a quote came to mind stated by Greta Thunberg. Greta is well known for her environmental activism and was listed in Time's most influential people as well as made the list of the 100 most powerful women in *Forbes* all before the age of 18.



**“WE CAN’T SAVE THE WORLD BY PLAYING BY THE RULES, BECAUSE THE RULES HAVE TO BE CHANGED. EVERYTHING NEEDS TO CHANGE - AND IT HAS TO START TODAY.”**

*Greta Thunberg*



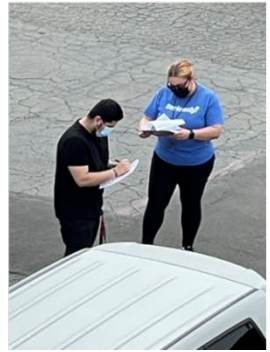
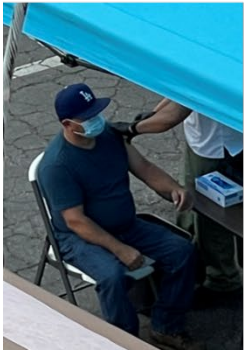
Since our last newsletter, Revolution has been a loud voice through webinars and legislative input supporting requirements around post-consumer resin in trash can liners, reusable bags and other film types as part of the solution towards plastic pollution. This has been met in some cases with applause and in others, not wanting to see

that type of change, push back. Recently, we spoke at a Northeast Recycling Council on [Plastic Film Recycling and End Markets](#), as well as the Plastics Recycling Conference on the [state of the industry](#) for recycling. We also have been part of legislation in Arkansas, ensuring what is called recycling is indeed recycling and not just “waste to fuel” as some groups are trying to push from the chemical recycling world. All these efforts are to increase awareness that Revolution is seeking to make change and be part of the change needed for future generations. Expect more updates in the future on outreach including a feature article in *Plastics Recycling* magazine that will be released in May with Revolution on the front cover.





# Coming Together for Vaccines



Revolution has paid out over **\$45,000** in vaccine incentives to employees the last two months, and we hope to **keep handing out more!** Thanks to a strong turnout in Vernon and Little Rock where we hosted vaccine clinics in late March, we have now vaccinated over 300 employees (and scores of family members). And we want to dramatically increase that number in the coming weeks.

As the vaccines continue to become more available, we are strongly encouraging all employees and their families to get one as soon as possible. *(Congratulations to the team in Vernon for achieving a vaccination rate of almost 70% as of today!).* Getting these vaccines into the arms of our employees is the most important measure we can take to protect them and their families during this pandemic. Although we are currently about 96% COVID-Free within the Revolution employee base – the virus and its variants are still active in our community. It is vitally important that in the coming weeks and months we all continue to be smart and safe as we start returning to our everyday activities. Revolution will continue to make updates and changes to our own policies and protocols related to the virus, so stay in touch with your HR team and don't hesitate to ask if you have any questions about the vaccine or COVID-19 related matters.

*Don't Forget!*  
**\$150 Bonus**  
**When You Get Your COVID-19 Vaccine**

Just show your vaccination record to your location's HR team to verify, and that's it!



# Little Artists Win Big for a Cause



**Congrats to the winners of our Kid's Vaccine Awareness Poster Contest!** To help raise awareness around the COVID-19 vaccine and it's role in helping to protect ourselves and our loved ones, we held a drawing contest for kids of Revolution employees to submit their original artwork on why you should get vaccinated. We were blown away by the creative and impactful artwork sent in by our team!

Winners and their family each received a \$150 cash prize, along with their artwork featured in our

company vaccination posters on display throughout our Revolution locations. Let's give a big kudos to our winners:

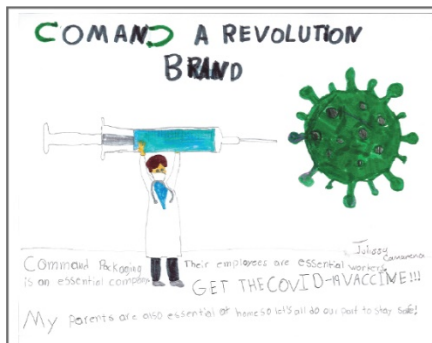
**Jonathan Rojas, Noah Reyes, Julissa Camarena** and **Camila Cuadras** for their outstanding creativity!



**Jonathan Rojas** | Son of Erika Rojas, Packer - Vernon



**Noah Reyes** | Son of Julio Reyes, Pre-Press Specialist - Vernon



**Julissa Camarena** | Daughter of Maria Cabral, Custodian - Vernon



**Camila Cuadras** | Daughter of Ignacio Guevara, Conversion Operator - Vernon

# Employee Spotlight

## Welcome to the Team!

Join us in greeting and getting to know one of Revolution's newest team members.



### TAMMY RUCKER

*Corporate Director of Product Management*

#### About Me

My name is Tammy Rucker, and I am the Corporate Director of Product Management, reporting to Scott Coleman. I live in Chicago, IL in a neighborhood in the city called Bucktown with my spouse and two dogs (which you all often hear on my conference calls). I grew up in Roanoke, Virginia, and went to Virginia Tech for my undergraduate. I have worked in the chemical and plastics industry for over 25 years in various roles including chemist, sales, marketing, product management, and business development.

#### What Do You Like To Do Outside of Work?

I pretty much cook every day. I am able to look in the fridge and make something from the oldest item in there. I love any kind of exploration – whether it is a new place or trying something new. I think this is why I love product management so much. Every day is a new adventure!

#### What's one interesting fact or thing people are usually surprised to learn about you?

I own and ride a 2013 *Ducati Monster 1100 EVO* Diesel edition. I found this particular model on Pinterest and decided that is what I wanted for my starter bike because it was lovely. Many folks told me I would die on it (not very encouraging), but I was methodical around learning to ride and kept my actions in line with my skills.

#### What do you like most about working for Revolution so far?

I love how genuinely nice everyone is. It's not southern "fake nice", it's real. I attribute that to the culture and careful hiring. I also love that the company is very action oriented. If you have an idea, put together a proposal and then ask for it! I'm not saying that you get whatever you want, but there is not a fear in doing something. That to me is one of the most exciting and promising things about the company...the drive to take on the big challenges and create solutions.

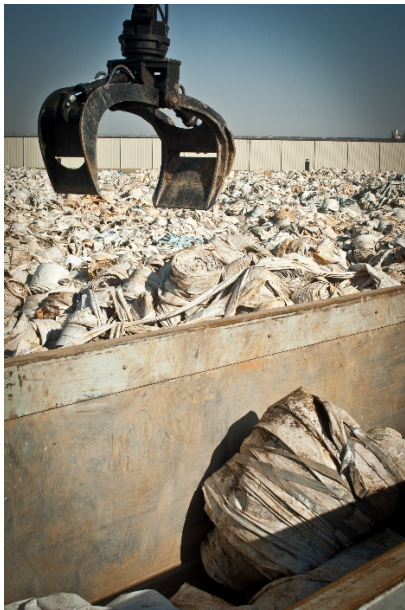


# Looping You In

## Launching Encore<sup>®</sup> PCR Resin to External Markets

Revolution has pioneered post-consumer recycled resins for over 20 years, and now we're bringing our certified Encore PCR to the external resin supply market.

Every year, our business takes in over 150 million pounds of plastic film waste to be recycled and converted into PCR resin. Historically, we've used all of this recycled material in our own plants and products; however this year, we plan to sell at least 12 million pounds of the resin to external



customers. To

support this growth, we've invested over \$2.8M in wash line upgrades that support quality improvements necessary to sell PCR externally. We've also partnered with global resin supplier NOVA Chemicals to make our PCR available to a broader market. Through NOVA and the efforts of our new Director of Product Management Tammy Rucker, our PCR resin will be sold and put to use in all sorts of flexible film applications - helping other manufacturers and brands incorporate more recycled material into their supply chain.

By offering our PCR to the broader market, Revolution will make an even bigger impact on reducing plastic waste and supporting circular solutions that help preserve the environment.

Learn more about Encore PCR at

<https://www.revolutioncompany.com/encore-pcr>



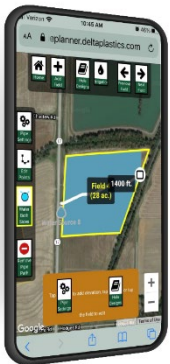
# News

## Jadcore Joins the Revolution Family

In February, we announced the acquisition of Jadcore as the newest addition to the Revolution team. Located in Terre Haute, IN, Jadcore has built a business that is closely aligned with Revolution's own values and mission, and since coming together we have already started to see how the blending of our expertise, capabilities and vision can add significant value to our organization as a whole. Rob Doti, President of Jadcore noted, "[Jadcore's] long-term growth strategy has always been to expand into post-consumer recycling, and the opportunity to combine forces with Revolution is an ideal fit. We are excited to expand the capabilities at our Terre Haute operation and provide more opportunities for our team members..." You can read the full press release [here](#), and the company announcement [here](#).



## New *Pipe Planner* and *Push for Pick Up* App Launch



**NEW VERSION!**  
Pipe Planner™ Program

Helping You Grow,  
From Start  
to Finish.

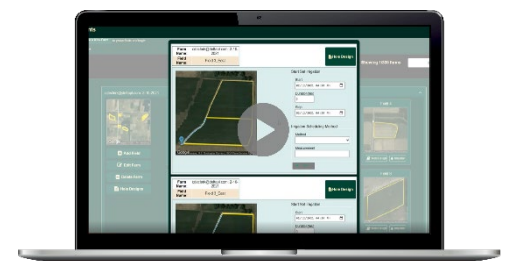


Available on the **NEW!** App Store  
Push for Pick Up™ Mobile App

This spring we launched two exciting new technology innovations that will greatly impact our Delta polytube and collections efforts. *Pipe Planner*, our proprietary irrigation software that assists farmers in planning their irrigation with efficiency and water conservation in mind, released the 4<sup>th</sup> iteration of the program that includes major upgrades to the user experience and functionality. Most notably, the program is now mobile-friendly, making it easier than ever for farmers to use

the app in real time out in the field. You can learn more about the new version of Pipe Planner [here](#).

Additionally, Revolution's development team has spent the last year developing a custom app for our Collections services, aptly called *Push for Pick Up*. The app makes it easy for individuals to request collection of their used plastic and directs the requests immediately to our Collections team so that they can arrange for fast, efficient pick up. This app will eventually become a company-wide tool to help Revolution facilitate and grow our collections services. You can download the app on the Apple App Store for iPhones, and read the full press release [here](#).





## Kilgore Excels in Recent Audit!

Kudos to our Kilgore, TX team for passing a recent McDonalds audit with flying colors! After a rigorous audit process and review, the resulting report contained ZERO findings or areas for improvement. “This is a true testament to all of your teamwork and leadership. You guys have really raised the bar!” said Plant Operations Director Frank Cardenas.

### Q2 2021 Employment Anniversaries

**30 Years**

*Don Beams*

**20 Years**

*Teodora Sanchez*

**15 Years**

*Pablo Espinoza  
Bret Steiner*

**10 Years**

*Fernando Magana  
Michael Malone  
Mario Talavera*

**5 Years**

*Gary Johnson*

**Celebrating  
Revolution  
Anniversaries!**

Congratulations to all of our employees who will achieve major career milestones in the second quarter of 2021.

We applaud your efforts and value your commitment to our company and our culture.

*(And remember, you earn Anniversary Kudos points as well!)*