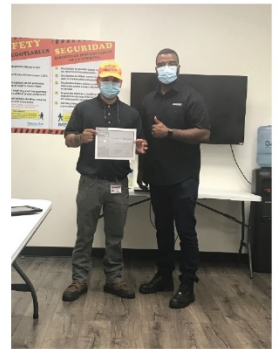


THE REVOLUTION

# roundup



DECEMBER 2020



## A Message from Sean

**2020 has been a year we will never forget.** We began this year full of excitement - focused, as always, on Company growth and the continued development of our culture and commitment to our core values. We have been and continue to be unified by our single powerful mission of preserving our environment for future generations...

Early in 2020, we were faced with and continue to feel the challenges and effects of the Covid-19 pandemic. During this time, I have been inspired by our response as a team. We continue to meet our customer demands, exceed their expectations, and grow our business. Because of your unwavering efforts and diligence, we came away with some big wins in 2020, and we should all be excited and optimistic about the future.



As a team, we took the necessary protocols required to keep our employees safe, and many of us have enjoyed (mostly?) the new and uncharted adventure of transitioning to working remotely. The carryout bag and agriculture businesses were the drivers of our strong financial performance throughout the year. While the Revolution Bag business weakened due to the closure and/or reduced activity of our large institutional customers such as airports, schools, movie theaters, and office complexes, the Rev Bag team has handled these challenges with thoughtfulness and skill. Because of these efforts, as our can liner business continues to recover, we are well-positioned to capture additional market share and enable existing and future customers to benefit from our unique product family and sustainable solutions.

In August, we became an activator in the newly launched [U.S. Plastics Pact](#). We joined governmental agencies and other companies such as Wal-Mart, Coca-Cola, and Unilever to work together to deliver a meaningful step forward toward a true circular economy. In addition, just a few months ago, [we announced our plans to expand the manufacturing facility in Little Rock by an additional 36,000 square feet](#). The expansion will create more than 60 new jobs for the state of Arkansas over the next two years. And this past month, [we announced the acquisition of Polar Plastics Corporation](#) out of St. Paul, Minnesota. The addition of Polar will strengthen our ability to serve new end markets and geographies with unique closed-loop collections, recycling, and PCR-rich manufacturing solutions.

We are experiencing unprecedented times, but our team has done a remarkable job of managing the COVID-19 pandemic. We have proven that we can do hard things and meet any challenge we encounter. Our entire team - from the shop floor to management - accepted these challenges and grew together. We now move forward into 2021 with the same positive outlook and goal of continued growth for Revolution! Although we foresee the pandemic continuing to alter our work routines through at least February, we are confident that exciting times are still to come for Revolution.

**Wishing everyone happy holidays, and let us look forward to a strong 2021 together!**



Save the Date! | December 16, 2020

## *“Update with Sean”*

Tune in for a company-wide virtual session 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 December 15th**

# Get on Board with kudos®

Do you like social media, knowing what is going on within Revolution, receiving or giving recognition, and getting rewards that you can use to purchase gift cards? Then you must sign-up and participate in Revolution's [Kudos](#) program. All employees are eligible (we will be rolling out to our new Polar location soon!). It is simple to sign up (instructions available in English & Spanish) and a phone app is available. With Kudos, you can experience: instant feedback from managers, peer-to-peer recognition, an overall sense of team across the company, and an easy way to share information.



Most importantly, Kudos is a wonderful way for employees to acknowledge and show appreciation for their peers! All employees receive monthly Kudos points that they may award to deserving co-workers. It allows us to get to know each other, even if we are miles apart. It has a personal profile option where you can upload a picture and share fun facts about yourself. We utilize Kudos to help keep our associates informed. Special events and announcements will be shared within the Kudos platform, so you will always have the latest updates on what is new within Revolution. And finally, Kudos is a reward system where we can recognize key events like employee birthdays, anniversaries and holidays. Employees are awarded points that can be exchanged for a variety of gift cards.

**If you have not signed up for Kudos, do so now!** As a special incentive to get signed up, Revolution will be awarding Kudos points for our holiday bonus this year. So, all employees will receive points valued at \$100 that can be redeemed into gift cards to go towards holiday meals or gifts. Get on board and don't miss out!

## kudos® for your Birthday & Years of Service

### Receive Kudos Points

Birthdays - \$10

Celebrating time with the company:

- ❖ 5 years-\$100
- ❖ 10 years-\$400
- ❖ 15 years-\$1,000
- ❖ 20 years-\$1,500
- ❖ 25 years-\$2,500
- ❖ 30 years-\$3,000



- Birthdays
- Work Anniversaries
- Job Recognition
- Company Gift Cards



# Employee Spotlight

## Employees Take Center Stage!

Over the course of the year we've had the chance to work on a number of exciting marketing projects across the company – from creating a revamped [Command catalog](#), to launching the new [Careers website](#), building videos that show the market [how we make and recycle our film](#), and even shooting employee testimonial videos that feature our own incredible Revolution team talent! We love giving our Revolution family the chance to shine – it's our people that make this company who we are, and we couldn't be prouder.



Take a look at some of our staff taking on the spotlight in these behind the scenes shots! And check out the full testimonial videos on the Revolution Careers Website at <https://careers.revolutioncompany.com/>

*(featured pic: frame from Dionicia Barba's testimonial video; top left: Cover girl Belincia poses for the Command catalog photoshoot; top right: Julie Foote is a natural in front of the camera filming her testimonial; bottom left: Billy Knight brought the crew to tears with his heartfelt testimonial; bottom right: our own Sean Whiteley records a video message for the new careers website)*

# Looping You In

## Welcome Polar Plastics into the Revolution Family!

As Sean Whiteley noted in our [October Polar Plastics announcement](#), we feel fortunate to have such a great team with a customer service and quality focus as part of the Revolution family. In a short time, we have seen our core value of collaboration lived out between Polar and the Mesquite, TX facility as they have worked closely together. Joe Westra has been helping lead these efforts and commented, “The teams have been working hard to determine what products can be run at each of the facilities and are truly seeing that



collectively we can be stronger than we were as

individual plants. I continue to be impressed and excited for all we can accomplish.”



A big thank you to everyone involved and to the team at Polar Plastics- we are so happy to have you as part of the Revolution family. To learn more about what Polar Plastics makes, check out their products at [Menards.com](https://www.menards.com) (a 300+ home improvement chain out of WI).

## Women Leaders Set the Bar with Board Appointments

Revolution’s leading ladies are paving the way across our organization and the industry. Two of our female VPs achieved high honors recently by being appointed as Board Members to leading industry organizations:



**Lauren Grande, VP of Sales – Command**, was selected to serve a 3-year term on the **Chick-fil-A Supplier Advisory Council**, where she will work alongside eight other industry VPs (and is the only lady!) on special projects for one of Revolution’s largest customers.

**Cherish Miller, VP of Sustainability**, recently joined the board of the **APR’s [Foundation for Plastic Recycling](#)**, where she will serve as a leading voice on sustainability solutions for plastic packaging, including such efforts as the newly launched *Buy Recycled* campaign, educating consumers on the importance of buying products made with recycled resin.



These achievements warrant high praise for our leadership team, but they are also something we can all take pride in as Lauren and Cherish represent Revolution and all of us as a leading global brand. You go, girls!



# News

## COVID-19 Can't Keep Us Down: How We're Making It Work



Amidst the chaos and pain caused by the pandemic, comes signs of hope, innovation, and the continued desire to connect. Companies are forced to evaluate their businesses daily and to continue to be viable, must be nimble and agile. There is no playbook for a pandemic...we only have our own ingenuity. The employees of Revolution have embraced this challenge by seeking ways to still “get the job done” while ensuring that we keep co-workers healthy and safe. Not a small undertaking! But Covid-19 will not keep us down...

Every Revolution location and every department has stepped up during these times. For example, Mesquite needed to quickly recruit new employees. At first, a job fair did not seem possible with the current Covid protocols.

However, they committed to finding a way, overcoming each hurdle. On October 13th they held an outdoor job fair with required social distancing, masks, temperature checks, and plenty of Lysol & sanitizer! Job fair attendees were asked to sign up online via our new iCIMS applicant tracking system. Interviews occurred onsite, outside, at tables that were spaced more than 8 feet apart. Mesquite was able to hire 8 employees from this event!

## Revolution and Schneider Pitch in After Hurricane Laura

After Hurricane Laura devastated parts of the country earlier this fall, [Schneider Paper Products and Revolution Company teamed up to help hard hit areas of Louisiana.](#)

After immense storm damage caused by Hurricane Laura in Louisiana this August, Revolution worked in partnership with Schneider Paper to donate more than four pallets of plastic can liners to help with local cleanup efforts in effected areas. The Category 4 hurricane hit Louisiana on Aug. 27, and in addition to the rains, communities such as Alexandria and Monroe both received tremendous wind damage that left the cities with much debris and no power for days. Schneider Paper Products, which is based in Baton Rouge, La., helped distribute more than 330 rolls of Revolution Bag can liners to those communities to aid in the cleanup. Read the full story on our blog.



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# Targeting Talent: Revolution Ramps Up Recruiting

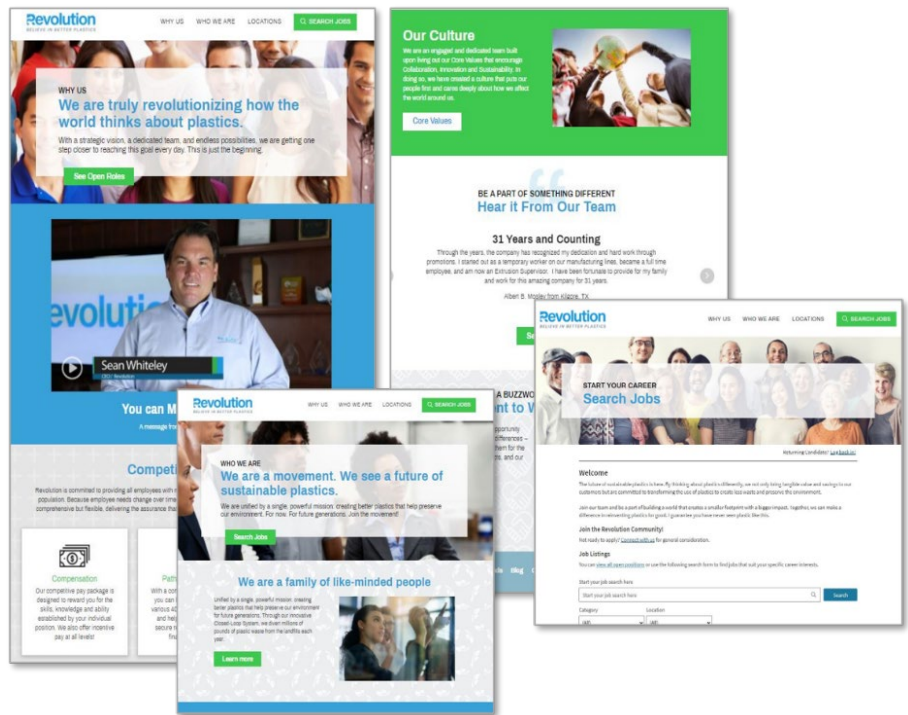
In January 2020, Revolution began executing a new Talent Acquisition strategy with the goal of growing our team of top talent. The first step was to create an impactful career website. Today's typical job candidate is guaranteed to go straight to a company's website before applying. **That's why we were proud to launch our new Career Website at <https://careers.revolutioncompany.com>.**

The site engages candidates with our powerful mission of sustainability. Candidates can learn about our company culture, benefits, locations, core values, and even hear from real Revolution employees via testimonials. Job seekers can also search and apply directly online utilizing our new iCIMS application

portal. We know that job seekers today are looking for companies that offer easy, user-friendly application experiences – it's one of our first opportunities to make a good impression with potential hires. The new software allows recruiters to manage the entire recruiting process online, from the job requisition through a new hire's onboarding. It's a huge leap forward from manual methods that can bog down the recruitment process, and a core element of the new Careers site.

**Since launching in July, the website has drawn close to 10,000 views from prospective job hunters, and we have received nearly 2,400 applicants through the online portal. And we're just getting started.**

In addition to a robust online presence, other exciting recruitment initiatives include engaging local marketing campaigns, an employee referral incentive program, on-site career fairs, and partnering with various local diverse organizations. We are committed to staying at the forefront of recruiting to keep attracting and hiring the very best talent to join our Revolution family.



# Earn \$500!

with Revolution's Employee Referral Program

Did you know you can earn cash when you refer new hires to Revolution? Send new recruits to HR or to apply through our job portal, and if they are hired, you get rewarded!

For questions or more information, contact HR.



# Achieving Circularity Through Partnerships

As our team continues to look at ways we can bring sustainable solutions to our customers, Director of Sales Amy Smith knew Jason's Deli would be a great fit as we began to recycle distribution film. Through their growth,



Jason's Deli has become more than just a carryout bag customer to Command - they are a true partner. We have just started picking up their distribution film in Texas that we will be recycling and turning into trash can liners for them. This is a great example of how a waste problem has become a sustainable circular solution. Kudos to Amy and the entire Collections and Recycling team for all your efforts. We look forward to seeing what this grows into and inspires other companies to do. Please feel free to reach out to [Bret Dague](#) and [Cherish Miller](#) on any ideas you may have.

# Sustainability in Action: Focused on Being Part of the Solution

With Sustainability being part of our Core Values and something we strive to live out in all we do and manufacture at Revolution, we knew it was critical to join the [U.S. Plastics Pact](#) as a founding Activator in August. The U.S. Plastics Pact is a collaborative led by The Recycling Partnership and World Wildlife Fund and part of the Ellen MacArthur Foundation's global Plastics Pact network. It is comprised of companies, government entities, non-governmental organizations (NGOs), researchers, and other stakeholders.



## FOUNDING ACTIVATORS



We will be participating in a workstream that identifies market and innovation needs to achieve 100% of plastic packaging is either recyclable, reusable or compostable by 2025 and what the definition of recyclable packaging is. Through these efforts we want to ensure Revolution has a voice in the future of recycling and use of post-consumer resin as regulations are put in place, infrastructure built and brand owners set targets for packaging. We will continue to keep you posted on our efforts. Any questions, please contact [Cherish Miller](#).



## Q1 2021 Anniversaries

### 25 Years

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*Mary Wilson  
Siti Rindu  
Martin Ramirez*

### 20 Years

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*Kien Truong*

### 15 Years

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*Angelina Garcia  
Alma Ortega  
Victor Loyola*

### 10 Years

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*Corey Rudd  
Tricia Griffith  
Deborah Price  
Tracy Ostrander  
Krystal Brookins  
Maria Enriquez  
Luis Ocampo  
Zuniga Zavala  
Narciso Trujillo-Beizabal  
Marcus Johnson  
Tim Shambro  
Benny Wyles*

### 5 Years

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*Gerald Fabbri  
Bryan Olbrias  
Kevin Templeton  
Justin Sanders  
Enrique Montalvo  
Manuel Magana  
Reyna Sanchez  
Jeromy Plagenza  
Logan Holbert  
Alfred Earl Bowman  
Thomas Hess  
Anthony Green  
James Saffell  
Christopher Wayne West  
Ceasar Emerson  
Kimberly Ann Rogers  
Krystal Gibson  
Victor Williams  
Equent Robinson  
Bradley Holbrook  
Joseph Tharp*

## Celebrating Revolution Anniversaries!

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Congratulations to all of our employees who will achieve major career milestones in the first 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!)*

