



We are honored that you have chosen us as a potential employer.

We are very proud of Sashco and would like to introduce you to our philosophies as well as our employee benefit package.

These are some of the things that make Sashco unique; please see if our philosophies fit yours.

We Welcome You To Sashco!

The Sashco Management Approach

- As you seek a new job, we believe that you are looking forward to doing the very best that you can and becoming a great success. Believing in you from the start makes us better equipped to help you realize your goals. If you take a position at Sashco, we will also ask you to trust that your fellow employees want the same excellence for themselves.
- We believe that you are capable of more responsibilities than many companies have asked of you, and we expect that you will take up the challenge and fulfill these responsibilities. We call this 'job ownership'.

Sashco is a learning organization. In addition to class-style learning, we make much use of books and discussions around them. You will have the opportunity to read books about such things as quality, work habits, supervision and many that pertain to your particular job skills. One of your early experiences at Sashco will be attending our 3-day Sashco Academy: a formal class to introduce you to our culture. "Culture" is defined as "The way we do things around here."

Our Philosophy

We believe that the best people to make a decision are those closest to the work. We recognize that to accomplish this, people need to add the 'management' information and training they have not normally had. We strive to make this information available in order to allow people to make decisions 'close to the work'.

At times, most of us have fallen to the temptation of talking about others (gossip) rather than with others. This compounds problems. We believe in solving problems by talking directly with those with whom we may have an issue. We call this our A-B-C method of communication and you will learn this valuable tool at Sashco.

The traditional "them vs. us" division between management and labor is damaging and unnecessary. Why? We are all in this together. Our security and stability is the sum total of the contribution made by all. Remaining competitive is difficult enough without hassling each other!

Teamwork

When you join Sashco you become part of a smaller functional team. Your job will be to help your team serve both internal and external customers. Teams typically do things like make decisions for their areas, develop quarterly budgets and control them weekly and schedule their workload.

Strong Customer Focus

Our mission is to: "Delight the Customer with a Better Way". We go beyond reacting to customer needs and complaints, to being proactive in finding ways to help them solve problems and reach their goals. Everyone is in Customer Service. For example, if you happen to talk with a customer with a certain need, your job is to follow-through to see that they got their answer even if you aren't the one who can provide it.

Sashco's 4 Values

In the early 1990's our whole employee base met in cross-functional groups to redesign how we managed. These groups ended up identifying 4 core values to describe how we should relate to each other as well as everyone we contact, from customer to vendor. These 4 values form the foundation of all we do: Truth, Trust, Care, Forgiveness.

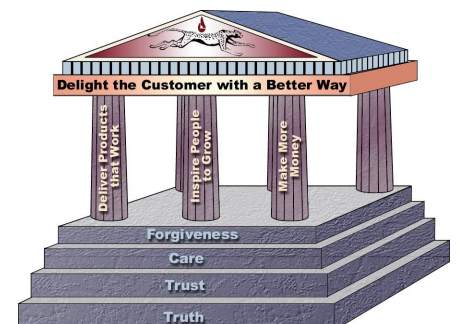
• **Truth:** We define this by contrasting it with its opposite which is lying. We all see things somewhat differently and that is OK. But we know when we are bending the facts or recharacterizing events to our own benefit. We must be able to rely upon one another for the whole truth. Since each of us wants to hear the truth, we must in turn tell it.

• **Trust:** To trust or not to trust – that is a decision we all must make. We all want to be trusted, but for what do we trust others? To start, we should trust that our co-

workers (from subordinates to leaders) all want to do a good job. When we approach with high expectations, we encourage people to live up to them.

• **Care:** Is there life beyond the job? Are we only what we produce or are we individuals with goals, expectations, frustrations, challenges? Caring about each other is a key ingredient to job satisfaction. This leads us to some simple methods of conduct. For example, we believe that bad attitude or bad language produces a negative atmosphere that we do not survive well in. Part of the job at Sashco is to contribute to a positive environment for co-workers.

• **Forgiveness:** We all make mistakes, fall short of our own goals and drop the ball. The question is, can we forgive others that mess up as well and let them have a 'new beginning'. To be sure, the same kind of mistakes repeated is cause for concern — yet we have discovered that holding a grudge even in these circumstances will hurt both parties.





When interviewing with us, please feel free to ask for more detailed information regarding any of our programs.

Our Employee Benefits At-A-Glance

A career at Sashco is both challenging and fun! Our mission to “Delight the Customer with a Better Way” and our vision to “Live Our Values, Impact Our World” are never ending...and have many rewards.

We are a dedicated group of employees committed to our company values (Truth, Trust, Care and Forgiveness), our objectives (Inspire People to Grow, Deliver Products that Work, Make More Money), and to our mission and vision. This is an innovative and inspirational culture!

In addition to competitive salaries, we offer a comprehensive benefits package to our full-time staff members. Our benefits are designed to help our employees stay healthy, feel secure, maintain a work/life balance, plan for their future and inspire them to grow personally and professionally. They include:

<u>Insurance</u>	<u>Voluntary Insurance</u>	<u>Miscellaneous Benefits</u>
√ Health	√ Vision	√ Quarterly bonuses if targeted company-wide goals are met*
√ Dental	√ Short-term Disability	√ 401(k) Retirement Plan
√ Basic Life and AD&D	√ Supplemental Life	√ Personal Time Off (PTO is a combination of vacation and sick time)*
√ Long-term Disability	√ Accident	√ Holidays*
√ Health Savings Account	√ Cancer	√ Direct Deposit Options*
√ Flexible Spending Accounts	√ Critical Illness	√ Product Discounts*
√ Employee Assistance Program	√ Hospital Confinement	√ Continued Professional and Personal Growth Through Workshops, Seminars, On-Line Training, etc.

*These benefits are also offered to regular, part-time employees (min. 20 hours/week)