

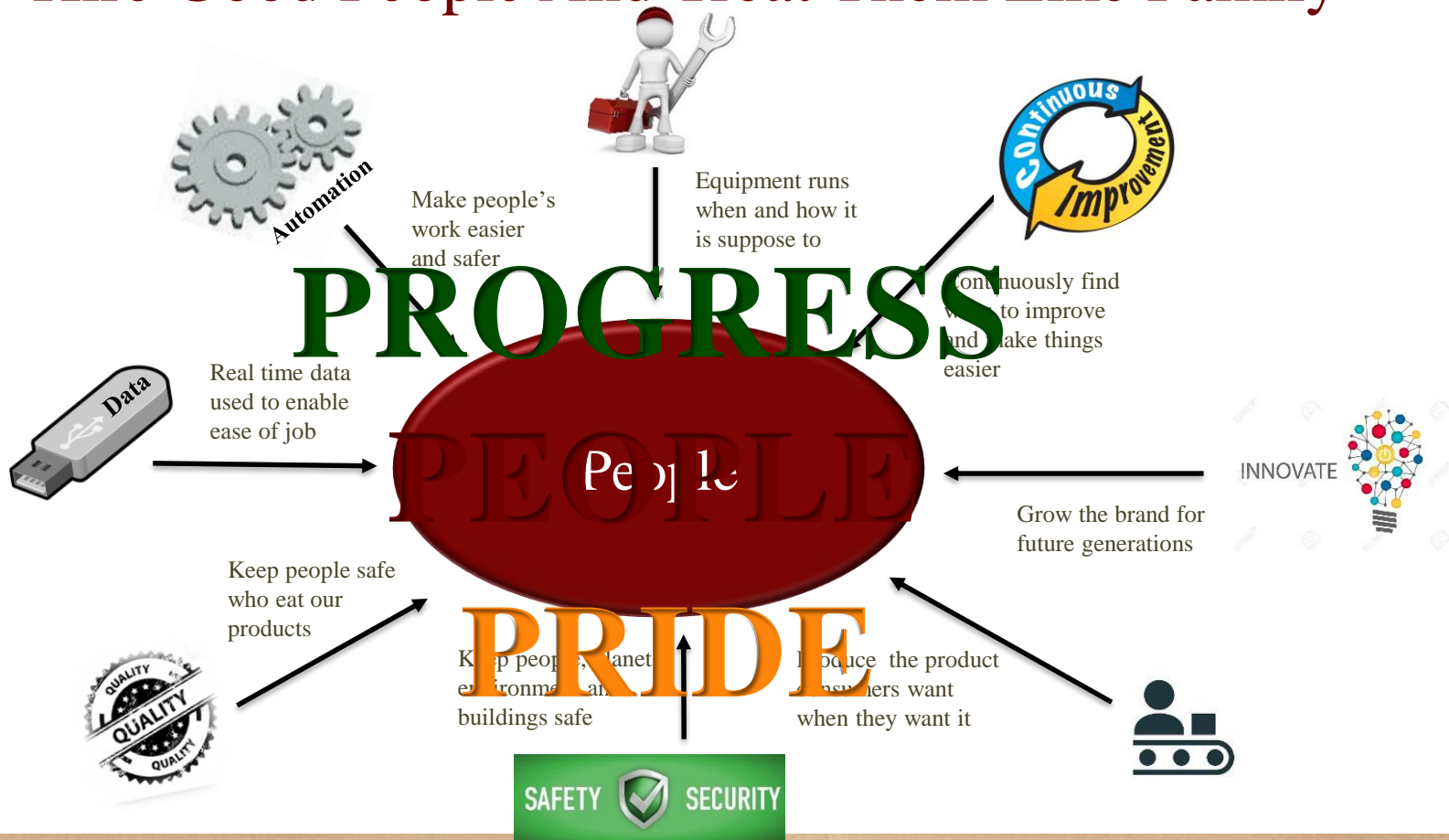


POWER

The Power of We

SARGENTO

Hire Good People And Treat Them Like Family



How we grow our talent

- Maintenance
- Machine Specialist
- Operations Development Supervisors

Maintenance Apprentice Program

- Registered Apprentice Program
 - Curriculum and program set by Wisconsin Bureau of Apprenticeships and the Technical Colleges
 - Sargento and LTC partnership
 - 5 Year Agreement/Commitment by apprentices in May
 - Program starts in August/September

Maintenance Apprentice

- Program revitalized 6 years ago
 - At this time only offered Maintenance Technician Registered Apprenticeship
- 3 position per year
- Total of 15 employees per year in the program
- 5 graduates, 2 more in may
- 2018-three roles will be offered in Mechatronics
 - Needed skill set with increase in robotics, automation, technologies

Maintenance Apprentice Benefits

- Upskill the current workforce to meet strategic needs
- Offers options to employees
- Loyalty
- Expertise
- Collaboration
- Grow our own
- Tied to M 4.0 or IoT



“Sargento gives you every means to succeed. With us growing so much, there’s always room for advancement. They pay for the program so all you have to do is put in the effort,” said Ken. “The more you know, the better you are. Knowledge truly is power.”

Machine Specialists

- Program has been around 20+ years with much success
- Program revamped back in 2015
 - Standardized process
 - Combination e-learning and hands on learning
 - 10 modules with 35 e-learnings
 - Workbooks
 - Mentors

Machine Specialist

- We have 100+ process technicians
- Currently have
 - ~15 individuals enrolled
 - Across all three plant
 - All shifts
- Approximately 18 month program
- Graduate with recognition on intranet

Machine Specialist Benefits

- Upskilling, confident, and effective
- Collaboration with maintenance
- Ability to trouble shoot
- Ownership
 - Address equipment issues and resolve
 - Minor repairs along with performing pms
- Less downtime, more productivity
- Growth and development

Operations Development Supervisors

- Program launched in 2016 with great success
 - Min 6 months, max 2 years
- Currently 4 OD Supervisors
- 5 completed the program
- 2-8 week assignments throughout operations
- Experiences on all shifts at all facilities
- Highly sought after to fill positions

Operations Development Supervisors

- Standardized approach with flexibility
 - Follow specific areas to cover, manual
 - Catch up meetings every 2 weeks
- Big focus on soft skills
 - Gain trust and interacting with different teams
 - Empathy, compassion, communication, accountability
- Understanding how department operates

Operations Development Supervisor Benefits

- Confidence to lead teams
- Collaboration and relationships
- Tools to be an effective leader
- Better understanding of how all operations
 - How each impacts the other
 - Better appreciation
- Opportunity for growth and development
- Fill needed positions when ready