



# Interested in Joining Our Team?

## Frequently Asked Questions

### What work schedules are offered?

*APC runs on a 24/7 manufacturing schedule. Depending on the shift and location you may be assigned to a 12-hour or 8-hour shift. Typical First, Second or Third shift hours in manufacturing are available (may vary based on location) and some locations even offer a rotating option.*

*Here are a few tips on how to determine what is available in the location you are interested in working:*

- 1. Review our job posting as we typically add the shift we are recruiting for in the body of the posting.*
- 2. Call or email the Recruiter during your screening.*
- 3. Indicate your shift preference in your application or in our screening questions.*

### When is pay day?

*Based on the state and position payday is either Semi-monthly, Biweekly, or Weekly for the hours worked the previous week. Employees may be eligible to receive a shift premium on their straight time hourly rate.*

*American Packaging Corporation offers Company Bonuses which may include, Holiday, Seniority, and Operational bonuses. Bonuses are designed to provide compensation incentives to eligible employees for their dedication to the Company and providing superior performance. Bonuses are based upon the employee's pre-determined percentage of their qualified earnings, including any overtime, for the calendar year.*

### What is the training schedule?

*To support our new employees off to a good start at our Company, an orientation program will be scheduled during the first week on the job.*

*Our onboarding/training typically is conducted your first week Monday through Friday, with most facilities starting at 7:00am-3:00pm. Our training includes informational sessions with our training specialist, online modules, and hands-on learning. You will have an opportunity to tour the plant and meet local representatives on site to assist you with your benefit enrollment.*



## What Personal Protective Equipment is required for APC?

*The safety of our employees is critical to our success - we pride ourselves on working in a clean and safe environment.*

*While out on the production floor it is necessary to wear a hair net, beard net (if applicable), safety glasses, hearing protection and safety shoes.*

*We want your feet protected and to your liking, so we reimburse a maximum of \$125.00 to obtain what you like. Your boots may need to be ESD rated, Electrostatic Dissipative, or EH, Electrical Hazard, based on the role you are performing.*

*Prescription Safety Eyewear will also be made available to you, should you wear glasses and/or contact lenses.*

*Don't worry about having to purchase any of this as APC provides all of this equipment to you – even your safety shoes - we will give you a voucher or instructions on how to purchase your protected footwear.*

## What is the company dress code?

*APC gives our manufacturing employees (3) t-shirts upon hire to wear while working on the floor. Denim jeans are allowed without holes, tears, or “bling”. Manufacturing employees will be provided (6) shirts per year, (12) provided for employees in the ink department. Manufacturing employees will also be provided a yearly pants allowance. Shirts must be tucked in and all personal protective gear on while on your shift on the production floor. Business casual for all others working in the office, as customers may travel to our facilities.*