



November 9, 2020

Mr. Jeff Hyché,

I wanted to share another success story around our Tiger Launch program. Each year our company presents our SOAR (Sonoco Awards and Recognition) Awards, which are projects or programs submitted by our facilities across the company in areas of Safety, Quality, Customer Satisfaction, Commercial Excellence, Operations Excellence and People. Sonoco has 300 facilities in 33 different companies. Over 100 projects/programs are submitted each year from across the globe. This year the Reels Division submitted Tiger Launch in the "People" category. We were recently awarded the Gold Award in the People category along with the Presidential Award, which is the highest honor across the company. This would not have been possible without the entire Hartselle School System's Leadership team that has supported this program along with your drive and ability to provide highly capable students. We are planning to have a celebration to recognize everyone that has been involved in this incredible achievement. This may be delayed due to the restrictions around COVID, I but wanted to let you know to expect an invite.

2020 SOAR AWARD WINNER:
- TIGER LAUNCH PROJECT
- GOLD PEOPLE & PRESIDENTIAL AWARD

► **Sustainable Results Recap:** Tiger Launch has made a very positive impact and established strong connection with the local community. This builds goodwill and brand recognition for Sonoco as a preferred employer of choice for all age groups in the area. This is evident by our ability to expand this program from 8 to 42 in just 2 years along with adding students from bordering schools systems. We started by bench marking Southwire's 12 For Life Program, and now Industries across Alabama have visited Sonoco to bench mark our Tiger Launch Program. The talent funnel has created 12 full time conversions for graduating students over the first two years.

► We are proud of our students, not only for their academic and learning achievements, but their exceptional performance on the job. This has allowed us to expand our operation, increase the complexity of the student's tasks and opened doors for the students to variety of career paths within Sonoco. We are just scratching the surface to what they are capable of when they focus on Safety, Quality, Attendance, and Teamwork, there is more to come in the future for this project as we remain Sonoco Strong!

Our intent with Tiger Launch from the beginning was to develop a program that would give back to the community while building a pipeline of talent for our future workforce. Partnering with Hartselle High School (and now 5 other local high schools) has provided the opportunity for juniors and seniors to gain real life work experience, working 20 hours a week in a manufacturing center built for students, as they continue to attend their core classes. This program is allowing students to recognize what type of career they want to pursue after graduation, while building real-world skills for the workplace and their resumes. This has allowed Sonoco to identify top talent to grow in manufacturing, maintenance, or welding after graduation. This is evident in the number of 12 full time hires we have made over the past 2 graduating classes. Even though we have made tremendous strides since we started this program, I believe we

are just scratching the surface with its potential. This program has not only had profound impact on Sonoco and the community, but most importantly the students.

Below are a few notable highlights:

- 2020 included 17 graduating seniors
 - 8 of which have chosen to join Sonoco full time after graduating
 - 2 in the Advanced Manufacturing Technology Apprenticeship Program
 - 3 as welders
 - 3 directly into operations
- The program also currently has 3 graduated students that are currently acting as mentors for the High School students.
- Tiger Launch has converted 12 students into full time Sonoco employees since 2018.
- Year over year the program has grown from 8 students in 2018, to 24 students and in 2019, and now 42 students in the 2020 school year.
- This growth has allowed the Tiger Launch program to take on additional assembled Reel customers while taking on all of the recycled molded plug manufacturing.
- Program success is opening the door to allow high performing rising seniors to explore more advanced roles including welding, maintenance, and business within this program.

I also wanted to let you know that I have been working with the Alabama Office of Apprenticeship on establishing a maintenance and operations leadership apprenticeship programs that can ultimately lead to potential pre-apprenticeship opportunities for Tiger Launch students in the future. The ultimate goal would be to provide high performing rising seniors the opportunity to attain a pre-apprenticeship in these fields and then join this apprentice program upon graduation. I'll be sure to reach out to you and Dr. Jones if I need any support.

Thank you, Dr. Jones, and the local high schools for continuing to partner with local businesses to create opportunities for our community!

Brian Kilpatrick
Director of Manufacturing
Sonoco – Reels Division