



Our Product Lines:



## Become a Team Member

*& an owner of a dynamic company that appreciates its team members and celebrates its successes.*

**ESOP**  
Employee Owned  
for Your Benefit



# That's Right — We're Employee Owned

NewAge Industries has been a successful business since 1954. Started by Raymond Baker, his son Ken now heads the company, which is a state-of-the-art manufacturer of plastic and silicone tubing and molded products. The growth of the AdvantaPure® high purity line, launched in 2002, has greatly contributed to our ongoing success.

Today NewAge is a diverse, employee-owned company with team members originating from over 19 countries. We're financially secure, continuously investing in our future, and committed to retaining and motivating team members.

Join our team!

*"NewAge cares about making work a positive environment."*

## Where Our Products are Used

NewAge's products are found in a wide variety of industries. In pharmaceutical production, they're used in the manufacture of vaccines—we're actually helping to save lives! They're used in medical devices, beverage processing, appliances and the manufacture of wind turbine blades.

Other markets where you'll find NewAge products include craft brewing, food and dairy, chemical, robotics, laboratory, industrial machinery, environmental, recreational vehicles and even toys.



## Benefits & the ESOP

NewAge Industries offers competitive wages with excellent benefits including:

- Discretionary bonuses based on profits
- Subsidized retirement plans including 401(k)
- A generously subsidized health insurance plan
- Life, dental and disability insurance
- Paid time off plus a paid day for volunteerism
- Tuition reimbursement
- A company-paid credit card to a five-star restaurant after five years of employment

One of the company's retirement plans is our **ESOP** (Employee Stock Ownership Plan), started in 2006. As of August 2019, team members own 100% of NewAge Industries through the ESOP. Shares in the company are allocated based on each team members' length of time with the company and salary.

Since the inception of the ESOP, the value of **our company's stock has increased more than thirty times its original value.**

*"My bosses listen to what I say, and my input matters."*



*"The people I work with are great... one big happy family."*

## Awards & Recognitions

NewAge Industries is proud to be a recipient of the Greater Philadelphia Family Business of the Year award, a finalist in two Top Small Workplaces competitions, one of the *Philadelphia*

*Business Journal's* 15 Top Family-Owned Businesses, and a winner of the *Philadelphia Inquirer's* Top Workplaces, an employee-judged competition.

*"I feel like I contribute to the success of the organization."*



# Recycling & the Environment

In addition to concern for team members, NewAge demonstrates its concern for the environment. Trash is separated into recyclable and non-recyclable bins, and team members are encouraged to bring in recyclable items from home. Non-recyclable waste is taken to an EfW (Energy-from-Waste) facility and converted into electricity. Energy-efficient lighting is used, and the printing of full-line catalogs was eliminated to help reduce paper consumption. Dock doors have screens to allow ventilation while keeping debris out. Warehouse floors are sealed to reduce

dust, making for cleaner products and packaging, as well as healthier breathing for team members.



In 2011, NewAge Industries went solar. Over 4,000 solar panels were installed on the building's roof, providing the capacity to produce up to one megawatt of power continuously and supplying a good portion of the company's electricity needs.

*"If you need help, everyone is willing."*

## So the Question Isn't ...

"Why would you want to work at NewAge Industries?"

It's "Why wouldn't you?"



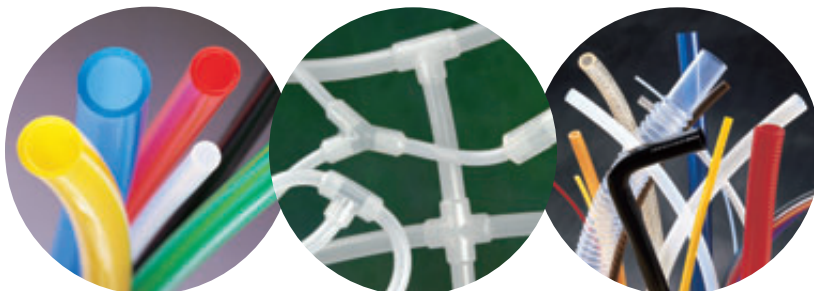
*"We work together to get things done."*

*The quotations in this brochure are actual team member comments submitted anonymously during the Philadelphia Inquirer's Top Workplaces competition.*



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