

# Employer Value Proposition

## At Americhem We Offer:

### **Purposeful and Challenging Work**

- *Cross-functional work teams, various committees including charity, color trends and employee appreciation.*

### **Personal and Professional Development**

- *Leadership training, paid college tuition, paid continued education and seminars, in-house industry training, career mapping across all departments*

### **Caring and Supportive Culture**

- *Cross-company community involvement, United Way campaign, 8 hours of paid time off for community involvement, charity committee where employees can make donation request, confidential employee assistance program (EAP)*

### **Highly Valued Relationships and Teamwork**

- *Annual reviews to foster open communication between employee and supervisor, acknowledgement of long-tenured employees, encouragement of collaboration across department*

### **Competitive Compensation, Benefits, and Incentives**

- *Total rewards compensation and benefits package, annual compensation studies based on local markets, annual benchmark studies on all benefits, increased starting wages at most locations, increased shift differentials*