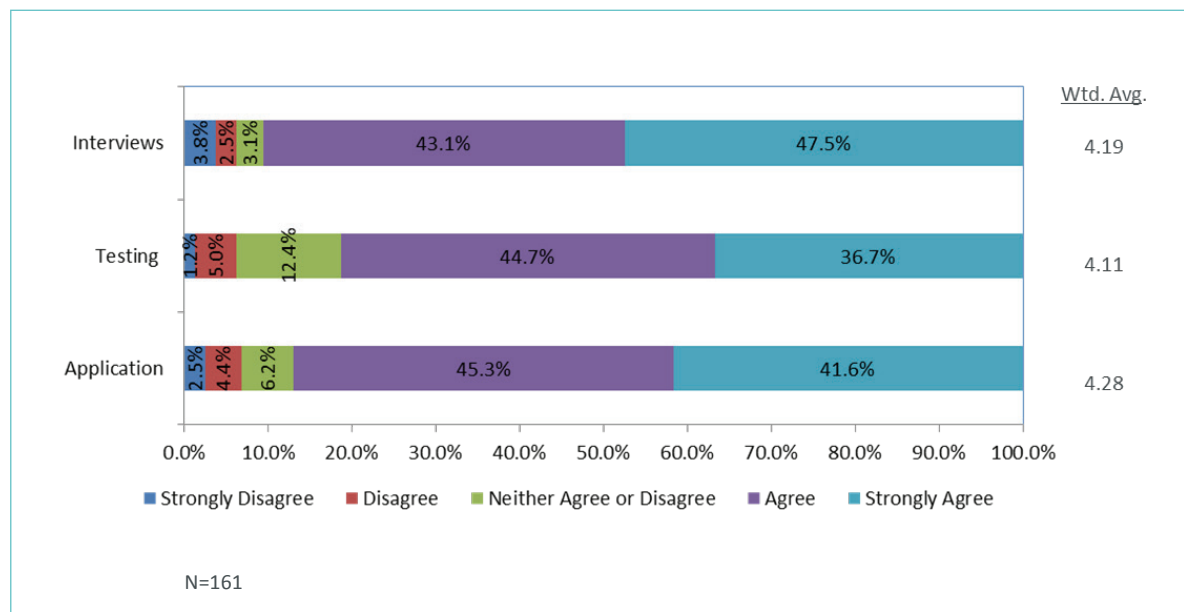


For the first time in 2016, Silgan Containers surveyed new employees who had been with the organization 13 months or less to measure their satisfaction. The survey was intended to capture key insights that could enhance the current recruitment and retention strategies.

## HERE'S HOW NEW EMPLOYEES FELT BY EXPRESSING THEIR LEVEL OF AGREEMENT TOWARD KEY STATEMENTS

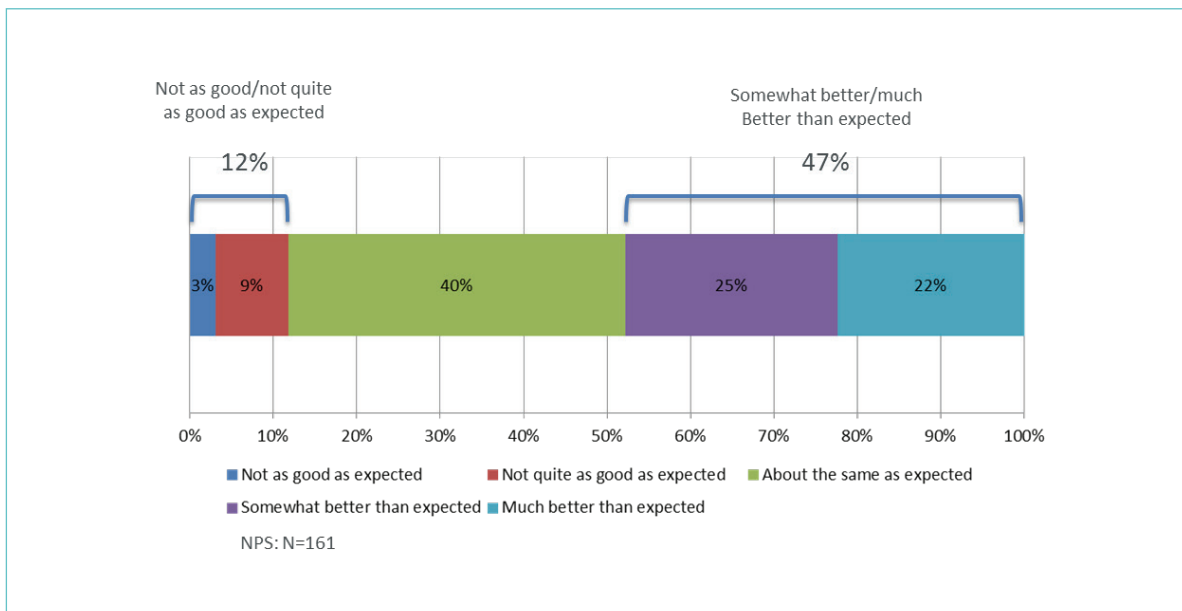
*“The following processes were appropriate for the job I was applying for.”*



An overwhelming percent of new hires were satisfied with the application process

- ✓ 87% of respondents “strongly agreed” or “agreed” with the application process.
- ✓ 81% of respondents “strongly agreed” or “agreed” with the testing process.
- ✓ 91% of respondents “strongly agreed” or “agreed” with the interviewing process.

*“Has your experience at Silgan containers met the expectations you had as an interviewing candidate?”*



- ✓ *An overwhelming majority (87%) of our new hires feel their expectations have been met as a new employee. Almost half of the new employees say it has been better than expected.*
- ✓ *The most common compliment was their delight with the organization culture. Many were surprised to work with unusually supportive colleagues.*

**JUST A FEW EXAMPLES OF WHAT SOME OF THE EMPLOYEES SAID....**

“ Co-worker are willing to help when needed.”

“ my coworkers were more supportive than I thought helping me get integrated in the team.”

“ My discussion at the interview explained a lot of what I would come across but the family like environment at the workplace I did not see coming :).”

“ Supervisor shows respect as well as work in team environment too/some union members need to be more accepting of “People on the street.” (out of plant hires)

“ Got the opportunity to meet immediately with future supervisor, very friendly atmosphere felt “needed” to fill the position I applied for.”

*New employee's are more likely to recommend Silgan Container's to a friend or colleague compared to its peer group!*

## ALL

## STATUS

