

**2015 Award Nomination Form
Illinois Chapter of The ESOP Association**

Company of the Year

Company Name:
Contact Name:
Address:
Phone:
Email:

This company should be recognized as the Illinois Chapter's ESOP Company of the Year because:
Please See Attached

Questions, or to submit an application contact:
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Nomination deadline: FEBRUARY 13, 2015

Shorr Packaging Corp.
A Successful and Rapidly Growing
100% Employee Owned Company

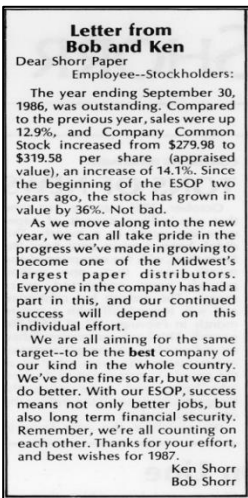
1922 - OUR HISTORY

For over 90 years, Shorr Packaging Corp. has been providing its customers with products and services designed to deliver the best packaging solutions. Steeped in the tradition of a family business and coupled with an ongoing focus on innovation and progress, Shorr proudly offers its customers a unique combination of in-depth business knowledge and personal service.



Our roots began humbly in 1922 when Al Weingardner, Ken Dusell, and Al Richmond formed the Northern Illinois Candy Company whose primary lines included paper bags, janitorial supplies, candy and chewing gum. In 1957 the Company name was changed to Shorr Paper Products, Inc. to more accurately reflect the changing nature of the business. In 1965 Shorr Paper Products bought the Hanchett Paper Company, and combined the operation into one Company in Aurora, diversified into new lines, including retail and industrial packaging.

1984 - ESOP WAS ESTABLISHED



Dedicated people have always been the driving force at Shorr so in 1984, after attending an ESOP conference, the Shorr family decided to establish an Employee Stock Ownership Plan. They were attracted to the system's tax advantages and its potential as a motivating force for the employees. Employees were excited about this because it meant Shorr would be able to make larger contributions to the ESOP than it could with the previous profit sharing plan. The ESOP was launched and the Company experienced explosive growth through geographic expansion, increased sales, and a broader product line by focusing exclusively on packaging capabilities and solutions. Employees quickly realized the benefits of being an ESOP along with the additional benefit of faster growth for the Company.

In 1998 Shorr Paper Products began doing business under the newly established trade name of Shorr Packaging Corp. to more accurately reflect the nature of the business.

2012 - PERCENTAGE OF OWNERSHIP

In December of 2012, the Company became 100% ESOP owned and converted to an S-Corp. We currently have a total of 226 employees of which 211 are actively participating. The additional 15 employees are scheduled to join the ESOP this Fiscal Year (2015). Future new employees joining Shorr through April 1st of this year will also be ESOP members for FY2015.

2015 - OUR BUSINESS TODAY



Shorr Packaging Corp. is an industry-leading, award-winning distributor of packaging products, equipment and services. We represent the best-known packaging product manufacturers and brands in the industry and are one of the largest independent packaging distributors in the nation. We are an established, employee-owned company with a long history and success record, all attributed to one simple principle - listen to the customer. Our extensive portfolio of packaging products and nationwide network of stocked warehouses makes us uniquely equipped to accommodate product needs in a quick, efficient manner. Our customers receive a dedicated customer service representative and access to our e-commerce catalog and ordering system.

OUR MISSION STATEMENT

We are in business to provide our customers with innovative packaging solutions.

OUR CORE VALUES AND BELIEVES

Serving our customers is our first responsibility.

Our second responsibility is to each other. We provide a team environment and opportunities for personal growth.

Our third responsibility is to our employee owners. Our business must make a sound profit to fuel growth and security for our organization and team members.

Why Shorr Packaging Should be Recognized as the Illinois ESOP Company of the Year:

OUR COMMITMENT TO ESOP COMMUNICATION/EDUCATION AND THE ESOP CULTURE/COMMUNITY



We realize that keeping our employees informed and involved is imperative. All employees play an instrumental role in building our business and their future. For this reason, we are committed to consistent and transparent communication in both structured and informal formats. Listed are some examples of the communication methods we utilize to encourage our employees to think like owners and understand that the decisions they make on a daily basis impact the bottom line:

Examples of our structured communications:

- Annual Company ESOP Meeting co-presented by David Shorr, Chairman of the Board and CEO and Craig Funkhouser, President and COO. During this meeting we look back to acknowledge the past year's accomplishments and how they impacted our ESOP and Company valuation. The entire ESOP Plan is reviewed in great detail with an emphasis on the benefits of being a 100% ESOP S-Corp.
- Annual Company Business Review presented by David Shorr and Craig Funkhouser at the Shorr Annual Sales Meeting. This is a "State of the Business" Review during which we look back to acknowledge the past year's accomplishments and look forward with anticipation to the plans and goals for our future.
- Monthly email message from David Shorr sharing key financial results.
- Quarterly ESOP Road Shows hosted by David Shorr. These are visits made to each division for town hall style meetings with all employee owners. We recognize this as a valuable tool that allows for open and direct dialogue on the benefits of being a 100% ESOP S-Corp. The town hall format provides a comfortable environment in which all employee owners candidly discuss what they can do to contribute to our growth and success. These meetings include straightforward conversations about the significant factors that affect shareholder value. Factors typically include: revenue growth, margin improvement, expense control and expanding geographic coverage.
- Quarterly employee newsletter mailed directly to the home of each and every employee owner.
- Monthly, bi-monthly, and weekly team meetings to share key financial results.

Examples of our informal communications:

- Daily announcements on our employee intranet sharing important news, events and celebrations.
- Unplanned events to celebrate success the moment we learn of it. This can be in the form of a spontaneous pizza party that all employees are invited to attend and discuss our accomplishment or something as simple as a 10 minute gathering for a bite of celebration cake.
- Monthly, bi-monthly, and weekly team meetings and gatherings in which departments share news and discuss how to help each other to strengthen our bottom line and achieve our mutual goals.

Shorr fosters the ESOP culture and provides continued ESOP education and understanding:

- We encourage ownership and accountability at every opportunity.
- Annual “Welcome to the ESOP” Luncheon - Employee owners that participate in the ESOP for the first time in the fiscal year are invited to a formal lunch and presented with a certificate showing they are an ESOP member. This event brings about a tremendous amount of pride and excitement for all involved.
- Annual Performance Reviews to measure the previous year’s successes and establish SMART goals for the current year while reinforcing the power of employee-ownership.
- Hosting ESOP themed Annual Sales Meetings and Awards Dinners such as, “I’m a Shorr C.E.O.” (“Shorr Certified Employee Owner”) or “I Own It” (driving home the fact that our employees really do own this Company). ESOP themed company shirts, mugs or related items are also provided.
- 2014 was an exceptionally busy year for everyone at Shorr yet we never lost sight of how important it is for our employees to think like owners. Our employees know better than anyone how we can continually improve best practices and efficiencies. With this in mind, we recently launched a Continuous Improvement Suggestion Program that encourages all employee owners to identify waste and/or improvement opportunities that will keep the Company in the most competitive position possible. This program also nurtures our culture of communication which is open, constructive, trustworthy, and focused. There is Company-wide recognition for ideas that are implemented.
- Our employees work hard to meet our customers’ needs, but we also take time out to celebrate and recognize combined successes and individual achievements. We do this throughout the year at events like: cook-outs, baseball games, golf outings and milestone anniversary celebrations.

Our commitment to the ESOP community

- Active involvement with ESCA: Promote and protect the S ESOP Structure
 - 2014 Leadership Summit
 - 2014 Federal Policy Conference and Lobby Day
- Member of the ESOP Association - National not-for-profit supporting ESOP Companies
 - Attended Annual ESOP Conference and Trade Show
- Hosted a visit by Congressman Bill Foster
U.S. House of Representatives, 11th Congressional District of Illinois



ESOP COMPANY OF THE YEAR

Following another record year in 2014, we are off to a great start in 2015. We are once again exceeding our sales goals and have increased our gross profit. Our belief is that this is due to our continued commitment to our employee owners, our customers and the ESOP Community. All Shorr employee owners have the ability to affect the bottom line, therefore it is imperative that we continue on the path of empowering our employees with the ability to own their future and secure prosperity through the Shorr Packaging ESOP. We are laser focused on continuing our long time commitment to promoting the ESOP culture for the benefit of our employee owners, our customers and the ESOP community!

Please view the attached “I Am Shorr” ESOP video by clicking this link: <http://bit.ly/shorr-esop>