

RECORD HIRING CONTINUES DURING VACCINATION LAUNCH

For the past 10 or more years, 100 - 150 students and new graduates have been hired annually through the International Corrugated Packaging Foundation's (ICPF). Some of ICPF's recruiting resources include its careers in corrugated packaging social network that regularly has up to 1,200 students who have registered with interest in entering the industry, its career portal where member firms can post internships and entry level openings, the resume bank that currently has over 300 active resumes, ICPF student / executive dialogue dinners, and ICPF's national Teleconferences on the business of corrugated packaging & displays and the careers that is annually attended by over 500 students on up to 20 campuses, Students across the country are additionally regularly engaged with ICPF student representatives on each partner campus, ICPF's mentor program, ICPF's student advisory board, ICPF campus presentations by corrugated industry representatives and plant tours. These programs were maintained virtually during the pandemic.

As the height of the 2021 hiring season is coming to a close, it has been one of the most active hiring seasons for ICPF. So far this year, an estimated 150 or more new graduates and student interns have been hired for production, operations, sales and design. The educational backgrounds of the students and new graduates have included business, packaging engineering, chemical & process engineering, paper science, industrial engineering, technology engineering, structural & graphic design, mechanical engineering, and related.

In past years, there has been an average of seven qualified applicants for each position posted on ICPF's career portal. This year that average has grown. Early this year an ICPF corporate partner posted 24 openings across the country to which it received over 270 qualified applications. Most of the positions posted this year by other ICPF corporate partners have received a similar response. However, the number of applications for each opening on ICPF career portal can vary from state to state. And the success in hiring is directly related to HR and other managers promptly reaching out and engaging their applicants, and making timely hiring decisions.

Each year, by far more students have been hired for production, operations and sales than for design. For every new graduate and student intern hired through ICPF for design, five or six have been hired for production, five have been hired for sales, and four or five have been hired for operations.

If you are an ICPF Corporate Partner, ICPF encourages you to begin posting student internships and career openings for 2022 graduates on the portal as early as this August, 2021. Following are a few of the recent hires made through ICPF this year.

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Michelle Clayton, Florida Packaging Science May '21 & International Business (MIB) Dec. '21

Packaging Solutions & Sales Intern - WestRock Corporation

"I attended my first ICPF teleconference with a little knowledge I had from a few classes at school. Now, two years and several ICPF events later, I am interning at one of the world's most prominent corrugated packaging companies. The conversations I had with industry leaders at the Student Dialogue Dinner opened my eyes to all of the infinite possibilities in the corrugated industry. Each executive had so much wisdom to share and also invested in getting to know each student. The career portal created a perfect bridge for me to apply to internships. I'm so grateful to ICPF's community and helpful resources!"



**Haley Melvin, Clemson Packaging Science '20
Sales Representative Trainee - Hood Container Corporation**

"Shortly after ICPF reached out to me through its LinkedIn corrugated careers system, I was able to network with industry professionals and fellow students in ways that would not have been possible without ICPF. Through ICPF's mentor program I was able to gain more insight into the overall experience working within the industry, as well as enhanced confidence when interviewing for potential roles. I learned so much after attending the virtual Student Dialogue Dinner, which also introduced me to executives, including my current

boss, and other recent graduates impacted by pandemic hiring freezes. ICPF's career portal made it possible for me to apply to this career opportunity that I would not have known about otherwise. The fact that ICPF was able to make career searching practically effortless during the middle of a pandemic is beyond me!"



**Sam Savery-Orton - Cal Poly Industrial Technology and Packaging '21
Rotational GIFT Position – Packaging Corporation of America**

"After being invited through ICPF's career network to the ICPF's virtual Student / Executive Dialogue Dinner last fall, I was able to make numerous new connections in the corrugated industry. The career portal also allowed me to post my resume to receive the maximum

attention from employers, and I am very thankful for this incredible resource. I was nervous to search for employment during an international pandemic, but the ICPF career portal made the process of finding a career in corrugated as simple and efficient as possible. Now having served as an ICPF Student Representative at my university, I can confidently say that my decision to get involved with this foundation directly led to this special career opportunity.”



Abby Saul, North Carolina State Paper Science & Chemical Engineering '23

Pulp Operations Intern - WestRock Corporation

“ICPF was and is super helpful in terms of allowing me to network and find jobs within the industry. ICPF's career portal, LinkedIn Corrugated Career Network, and various other resources assisted and were integral in allowing me to secure an internship for the summer. I am truly thankful to ICPF and Richard's persistence in reaching out and ensuring that everything is well taken care of!”



Emily Emahiser, Bowling Green State Visual Communication Technology '20

Packaging Design Engineer - Rex Carton Company

“I cannot say enough great things about ICPF. Throughout my time as a Visual Communication Technology major at Bowling Green State University, we would take part in the annual ICPF Teleconference. This teleconference is where my interest in the corrugated industry was really formed. It gave me the opportunity to learn about the industry from professionals, ask questions and network. While the Teleconference gave me tools and information, ICPF's Career Portal is how I found my position at Rex Carton Company. The portal helped to streamline my process of making applications to reliable companies and positions aimed at what I wanted to do.”



Wesley Smith, Clemson GC Major and Packaging Science Minor '20

Management Trainee - WestRock Corporation

"After being introduced to ICPF through its LinkedIn corrugated packaging career network and reading many great things about the foundation, I decided to put my resume on the ICPF career portal. I was later presented with the opportunity to appear in an ICPF trade press article. Within a couple of weeks, I had many companies reach out to me for internships and full-time job opportunities. Thanks to ICPF's assistance, I reconnected with WestRock where I had previous internships and landed a full-time Management Trainee opportunity."



Emily Anderson, Clemson Packaging Science '22

Packaging Co-op 2021 - WestRock Corporation

"ICPF has been an extremely helpful resource while beginning my packaging career. ICPF's annual Student Dialogue Dinner was a big help, along with the Teleconference, and most of all: the website's career portal. Through the job portal, I was able to apply to a number of internship positions within the corrugated industry which led me to my upcoming co-op at WestRock. I am so grateful for Richard's concern and passion for connecting undergrad students and new graduates with professionals!"



Austin Sapp, Florida Chemical Engineering '21

Chemical Engineer 2021 - WestRock Corporation

"My first interaction with ICPF came at its annual Teleconference this spring where I was introduced to professionals in the corrugated industry. After the Teleconference, I signed up for the ICPF career portal and uploaded my resume which was extremely helpful with spreading my resume and getting my information to companies. Thanks to ICPF I was able to receive an offer from WestRock and I'm proud to say I will be working there full-time."



Makayla Sarkis, Virginia Tech Paper Systems & Design '21

Junior Structural Designer - Bay Cities Container

"ICPF's industry dinners and multiple teleconferences really helped me to expand my knowledge about the industry, as well as, learn about different career paths. The websites career portal was exceptionally helpful to me in securing interviews and a full-time position at Bay Cities Container. The portal is easy to navigate and constantly being updated to help students find internships and full-time positions. I am very thankful for ICPF and Richard for helping me to acquire a career within the Corrugated

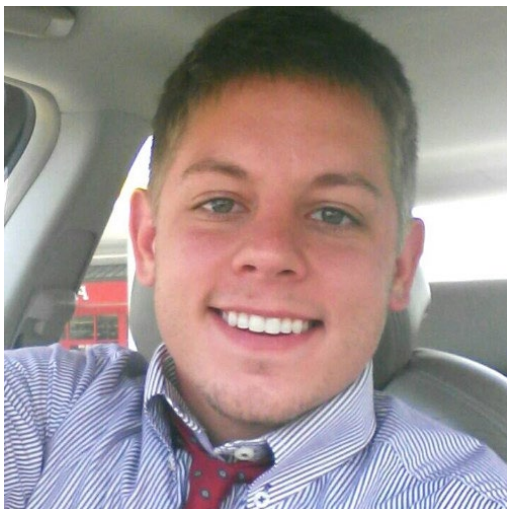
Industry!"



Max Klein, Indiana State Package Engineering '23

Designer Intern – WestRock Corporation

"ICPF reached out to me and from then I have been able to be a part of its teleconferences and virtual dialogue dinners with executives I would have never expected to be talking to, and listening to them talk about the corrugated industry and the amount of opportunities. The career portal makes the task of sending résumés into companies and contacting recruiters as easy as a couple clicks of a button. It enabled me to connect with WestRock and land a summer internship in the corrugated industry."



Keenan Sullivan, Clemson Packaging Engineering '20

Packaging Consultant - Hood Container Corporation

"ICPF was my introduction to the company that I now work for and love. The resources ICPF offers gave me opportunities to network and apply for positions that I was unaware of. The ICPF career portal was incredibly useful and easy to use. I was able to connect with Hood Container Corporation through this portal. I could not be more thankful for the resources and opportunities that ICPF provides!"