

Leadership Development Program (LDP) Overview

Program Overview

Graphic Packaging International's Leadership Development Program (LDP) is a high-visibility, 12-month leadership program with formal learning and assessments designed to provide fast-track industry experience and teach "hands-on" business development processes and strategies. LDP Associates develop relationships with GPI leaders through partnerships with an Executive Sponsor, Leadership Mentor, Peer Mentor, and an Onsite Manager. Throughout their time in the program, associates will lead individual and team projects and have an opportunity to make in-person presentations to their division's leadership team alongside members of their cohort.

In addition to their learning program, LDP associates also go through a cross functional training called *Chip to Ship*. *Chip to Ship* provides an all-encompassing overview of key business aspects including Supply Chain, Corporate Functions, Paperboard Mills, Sales, and Converting Operations. This training includes intentional leadership development courses and allows associates to build a foundation and pathway for future leadership possibilities.

Program Tracks

Finance: LDP associates on the finance track work with Plant Controllers at their designated locations learning tasks such as Month End Close, Management Reporting, Financial Analysis, and Auditing. Ideal candidates are recent college graduates or those early in their careers that have experience in accounting or operational finance. Upon completion of the program, associates are placed into a financial analyst role on the track to becoming a Plant Controller.

Sales: Sales LDP associates build a solid foundation of packaging sales by learning the basics of Graphics, Packaging Design, Converting, and Sales Support. This knowledge is used to make an impact on their designated sales training team by leading projects and generating new business prospects. Ideal candidates are recent college graduates with relevant internship experience or people early in their sales careers. Upon completion of the program, associates are placed in a Sales Representative or Technical Sales Consultant role.

Converting Engineering: Converting LDP associates work with plant leadership to build their technical knowledge of operations. During the year, associates will rotate through Safety, Production Control, Sheeting, Printing, Cutting, Gluing, Shipping, and Maintenance; all while contributing to process improvement and gaining supervisory experience. Upon completion of the program, associates are placed into a production supervisor or process engineer role on the pathway towards future management roles.

Mill Engineering: LDP associates on the mill engineering track work with team members at their locations to rotate through Safety, Fiber, Utilities, Paper Machines, and Maintenance. These rotations build the foundation of paper mill operations and allow associates to accelerate their path towards mill leadership roles. Ideal candidates are recent college graduates or early career engineers with Chemical, Mechanical, or Electrical Engineering degrees and experience working in a paper mill or a similar environment. Upon completion of the program associates are placed into an engineering role on the new engineering compensation structure.