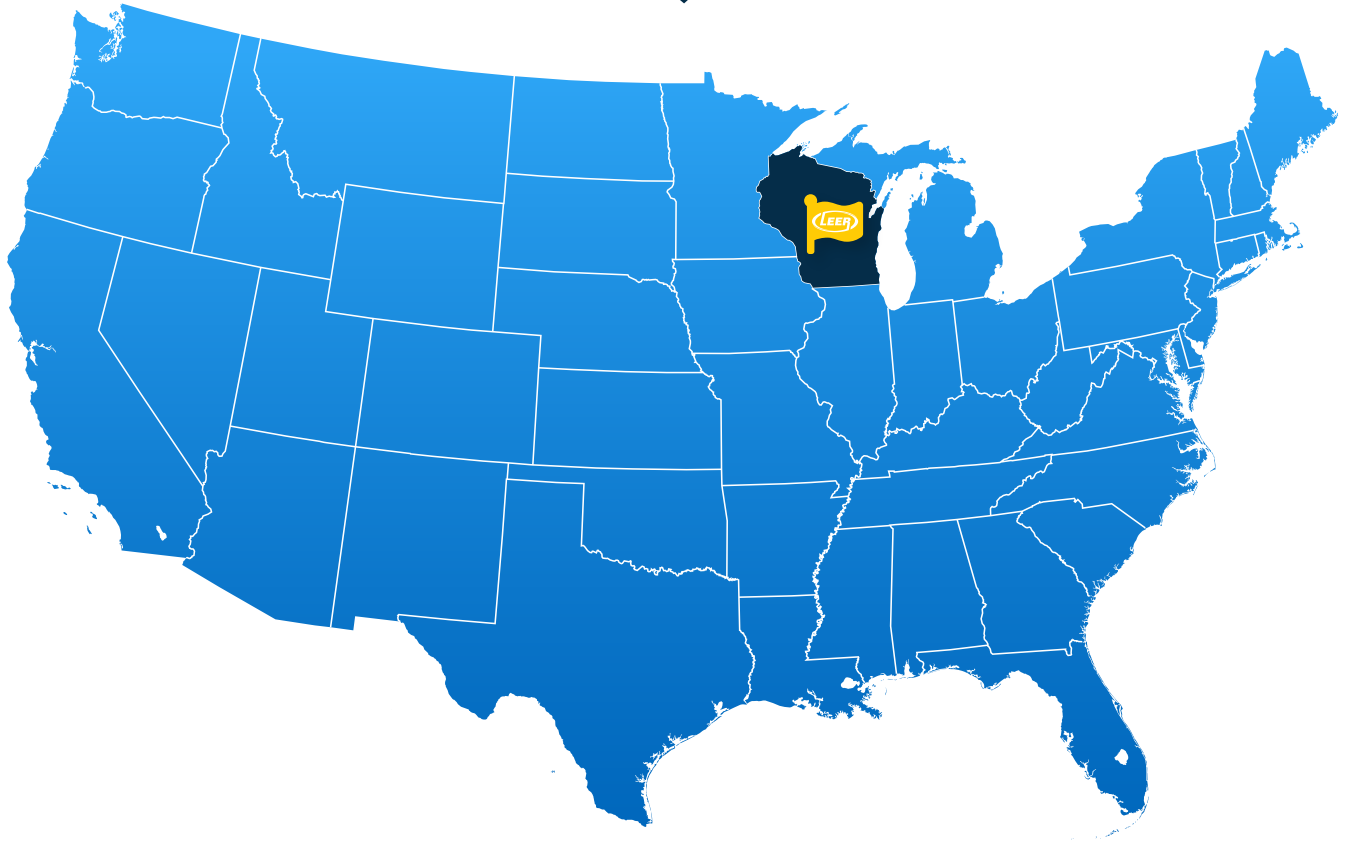




## EMPLOYEE OWNER GUIDE



**Own Your Work, Own Your Efforts, Own Your Company.**



ESOP



Teamwork



Growth



Benefits



Culture



Safety & Quality



Leer is a trusted manufacturer of temperature-controlled storage solutions. Through decades of commitment to product development, customer service and a relentless focus on American-made manufacturing excellence, Leer has continued to shape and drive innovation in the temperature-controlled storage industry.

Today, we have customers in 52 countries, over 300,000 square feet of manufacturing facilities, and 220 employees who collectively, all own the business. When a customer buys from Leer, they're not just purchasing a product, they're buying a commitment from all of us.

## ESOP

Leer is an **ESOP (Employee Stock Ownership Plan)** company. That means each employee literally **OWNS A PIECE OF THE COMPANY!**

Because Leer is 100% employee owned, every employee is automatically enrolled by simply being an employee and doing their everyday job. The best part, it's free! Being part of the ESOP costs nothing for employees. In fact, it's the opposite! Being part of an ESOP puts extra money put into a qualified retirement plan on top of competitive salaries!

At the end of every year worked, all employees gain more shares in Leer's ESOP. Each share has a dollar amount behind it, similar to shares in the stock market. That dollar amount is determined based on the company finances. In simple terms, the more money Leer makes as an organization, the more money our stock shares are worth. That is the secret to what makes Leer so special. The better we do as a group of employee-owners, the more our retirement fund grows. That means instead of our efforts making someone else rich, we all share the wealth as the company succeeds.

Let's break this down further with an example. The longer you work at Leer, the more stock you'll receive. The better Leer does, the more our stock value goes up. For simple math\*:

- Year 1** = You receive 50 shares valued at \$300 per share. That equals **\$15,000** in your qualified retirement plan.
- Year 2** = You receive another 50 shares, totaling 100 over two years. And, the value per share increased to \$325. That equals **\$32,500**.
- Year 3** = You receive another 50 shares, totaling 150 over three years. And, the price increased again to \$350. That equals **\$52,500**.

Now, after working for just three years at Leer (and still getting paid your normal salary) you have an extra \$52,500 in retirement savings because you are an employee-owner at Leer.

\*Math is for demonstration purposes only and not guaranteed. Stock value can increase or decrease based on company performance.

## TEAMWORK

We're a team at Leer. Collectively, we're 220 employee-owners who all work to make this company grow. Our success lies in the hands of one another. Because we're 100% employee-owned, instead of our efforts making someone else rich, we all share the wealth.

Teamwork goes beyond the monetary rewards - it's the bond our employees share that's special. Everyone on the manufacturing floor knows that every employee is an important part of turning a stack of metal parts into the highest quality Ice Merchandisers, Walk-Ins, and Refrigerated Reach-Ins on the market.

## GROWTH

Leer is growing and we couldn't be happier about that! But, that's why we're always looking for the next employee-owner who strives for personal growth, as well as working to help build our organization. Whether it's through continued education, on-the-job training, or peer mentoring, Leer is here to help our fellow employee-owners succeed!

## CULTURE

From celebratory lunches to handing out turkeys at Thanksgiving, we strive to make Leer the best place to work in Central Wisconsin!



***"Own your work, own your efforts, own your company."***

## SAFETY & QUALITY

Here at Leer, we are looking to employ the best-of-the-best! This not only helps build our culture of teamwork and growth, but it also promotes two of our most important concepts: safety and quality.

The Leer brand has become synonymous with exceptional American-made manufacturing quality. We look to hire employees with a passion, focus and willingness to learn during onsite training to make sure our quality remains unbeaten.

Every move, every decision is focused around one main goal, safety. We strive to maintain our outstanding safety records.

Our safety record is critical to the organization because it encompasses what working for Leer really represents. Our safety accomplishments wouldn't be achievable without a culture of safety and quality, hiring the best, and operating as a group of teammates and employee-owners who all strive for growth.

## BENEFITS PACKAGE

- Employee Stock Ownership Program (ESOP)
  - o Annual Company Contributions
  - o 3-Year Cliff Vesting
- Quarterly Bonus for meeting performance goals - doubles with perfect attendance
- Generous Paid Time Off (Starts at 3-Weeks in 1st Full Year)
- 11 Paid Holidays
- Health Insurance (Subsidized by Leer)
- Dental Insurance
- Vision Insurance
- Short-Term Disability Insurance (Paid by Leer)
- Long-Term Disability Insurance (Paid by Leer)
- Life Insurance (Paid by Leer)
- 401(K)

## APPLY NOW

**We want to hear from you!**  
**Apply now at [leerinc.com/careers](http://leerinc.com/careers).**

Leer Inc. is an Equal Opportunity Employer.



**We want to hear from you!**  
**Apply today at [leerinc.com/careers](http://leerinc.com/careers)**

