



Become a Team Member

*& an owner of a dynamic
company that appreciates
its team members and
celebrates its successes.*

ESOP

Employee Owned
for Your Benefit

That's Right — We're Employee Owned

NewAge Industries has been a successful, family-owned business since 1954. Started by Raymond Baker, his son Ken now heads the company, which is a state-of-the-art manufacturer of plastic tubing and molded products. The growth of the AdvantaPure® high purity line, launched in 2002, has greatly contributed to our ongoing success.

Today NewAge is an employee-owned company. We're financially secure, continuously investing in our future, and committed to retaining and motivating team members.

Come join our team!

"NewAge cares about making work a positive environment."

Where Our Products are Used

NewAge's products are found in a wide variety of industries. In pharmaceutical production, they're used in the manufacture of vaccines—we're actually helping to save lives! They're also used during wind turbine manufacture, and that industry helps reduce our dependence on foreign oil.

Other markets where you'll find NewAge products include food and beverage, chemical, appliance, robotics, industrial machinery, medical, toys, recreational vehicles, and many more.



Benefits & the ESOP

NewAge Industries offers competitive wages with excellent benefits including:

- Profit Sharing
- Subsidized retirement plans including 401(k)
- A generously subsidized health insurance plan
- Life, dental and disability insurance
- Paid time off plus a paid day for volunteerism
- Tuition reimbursement
- A company-paid credit card to a five-star restaurant after five years of employment

One of the company's retirement plans is our ESOP (Employee Stock Ownership Plan), which was started in 2006. Employees, whom we call team members, own 49% of NewAge Industries. Shares in the company are allocated based on each team members' length of time with the company and salary.

Since the inception of the ESOP, the value of our company's stock has increased over 850%.



"The people I work with are great . . . one big happy family."

"My bosses listen to what I say, and my input matters."

Awards & Recognitions

NewAge Industries is proud to be a recipient of the Greater Philadelphia Family Business of the Year award, a finalist in the 2009 and 2010 Top Small Workplaces competitions, one of the

Philadelphia Business Journal's 15 Top Family-Owned Businesses for 2009, and a 2010 winner of the *Philadelphia Inquirer's* Top Workplaces, an employee-judged competition.

"I feel like I contribute to the success of the organization."



Recycling & the Environment

In addition to concern for team members, NewAge demonstrates its concern for the environment. Trash is separated into recyclable and non-recyclable bins, and team members are encouraged to bring in recyclable items from home. Non-recyclable waste is taken to an EfW (Energy-from-Waste) facility and converted into electricity. Energy-efficient lighting is used, and the printing of full-line catalogs was eliminated to help reduce paper consumption. Dock doors have screens to allow ventilation while keeping debris out. Warehouse floors are sealed to reduce

dust, making for cleaner products and packaging, as well as healthier breathing for team members.



In 2011, NewAge Industries went solar. Over 4,000 solar panels were installed on the building's roof, generating one megawatt of power and supplying a good portion of the company's electricity needs.

"If you need help, everyone is willing."

So the Question Isn't ...

"Why would you want to work at NewAge Industries?"

It's "Why wouldn't you?"

"We work together to get things done."

The quotations in this brochure are actual team member comments submitted anonymously during the 2010 Philadelphia Inquirer's Top Workplaces competition.

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