



SONOCO'S EMERGING LEADERS PROGRAM

Your Future Starts Here

Sonoco's Emerging Leaders Program

(ELP) is designed for current college students or graduates to gain the skills and experience they need to quick start their career. There are two types

Our program is not only project-based but extremely hands-on...

of positions within the Emerging Leaders program, summer internships and full-time opportunities. The program integrates associates into our culture, providing strong business insights, developing solid leadership skills and hands on technical knowledge. Our diverse portfolio of businesses provides numerous opportunities for your career! We offer something for everyone, and have openings across multiple business units.

Our Emerging Leaders Program has been around for over 40 years! Our program is not only project-based but extremely hands-on, giving participants the opportunity to take what's been learned in the classroom and former internships and apply it to real world business situations. Our ELP participants have the chance to make true impacts from day one.

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Former ELP members have continued to thrive within Sonoco and have progressed to a variety of positions including, but not limited to, Plant Managers, Financial Analysts, and Account Development Engineers! Many of our current Sonoco leaders began their journey as part of the Emerging Leaders Program.

We are One Sonoco.

We believe our strength as a company comes from celebrating and embracing the diversity of our teammates around the world applying their unique perspectives and ideas, all while being supported by a common culture built on the Guiding Principle that "People build businesses by doing the right thing."

I chose to work for Sonoco because I was impressed by their positive interactions and culture. I knew I would fit in because my core values aligned with the company. Sonoco was willing, happy, and flexible to work with me and my National Guard commitments.



Maria Foley
Quality Associate in the ELP in Nashville, TN
Michigan State, BS

Our No. 1 priority, safety, goes beyond simply the physical environment we create; it includes our cultural as well. We are committed to creating a safe space for teammates to share ideas, take measured risks, explore new opportunities and be who they are. We are One Sonoco.

ELP Core Objectives



Technical Skills Training
Safety, Maintenance, Operations, Quality



Leadership Training
Supervisory skills, Performance management, Project management, Mentorship



Business Insights
Accountability, Execution, Risk taking, Financial acumen



Culture Integration
Communication, Collaboration, Innovation, Inclusivity



Opportunities as Diverse as our Businesses

Consumer Packaging: Sonoco is a global provider of packaging products and services, delivering innovative solutions to a variety of customers and some of the world's best



known brands. From composite cans, stand-up pouches, easy-open/re-close packaging, injection molding and more, we make your favorite brands easier to enjoy and more convenient. Sonoco delivers a completely customizable package to ensure each brand has a commanding presence on the retail shelf.

Display & Packaging: With close to 50,000 products in the average supermarket, capturing consumer attention is critical. Innovative, eye-catching, customized displays can make a real difference. From in-aisle to end-caps and everything in between, our award-winning point-of-sale displays accentuate our customers' products and attract shoppers. In addition, our global network of strategically located packaging service centers provide the expertise and capacity to effectively execute and manage a wide range of packaging and fulfillment services.



Paper & Industrial Converted Products: Sonoco has been producing paper for more than 100 years. Our paper division produces 1.8 million tons of assorted paperboard grades annually, and Sonoco is the largest producer of spiral-wound, uncoated recycled paperboard tubes and cores in the world. We are also a leader in recycling, with locations worldwide. Today, we offer recycling solutions to more than 15,000 retailers.

Protective Solutions: Sonoco's Protective Solutions segment designs and manufactures custom engineered protective packaging, specialty components and material handling solutions. The industrial division is responsible for components for many of the world's leading automotive manufacturers. The consumer division supports appliances and electronics. Sonoco ThermoSafe provides temperature assurance packaging, mainly for the pharmaceutical, medical, biotech and food industries, especially important during the COVID-19 global pandemic.



View our overview video here.

SONOCO At a Glance

- **Founded in 1899 as S**outhern **N**ovelty **C**ompany
- **23,000 employees in 300 operations in 36 countries**
- **Headquartered in Hartsville, S.C.**
- **Solutions/packaging company {SONoco}, not petroleum company {SUNoco}**
- **Ranked first in Packaging sector on Fortune's World's Most Admired Companies 2020**
- **Named one of Barron's 100 Most Sustainable Companies**
- **Annualized net sales of \$5.4 billion**



EMERGING LEADERS PROGRAM

Full-Time Associate Program

For December or May College Graduates

Visit us at www.careers.sonoco.com/university-recruiting or email us at college@sonoco.com

THESE POSITIONS ARE

- Paid, salary employees
- Typically lasts 12-18 months
- We provide medical and retirement benefits, relocation assistance, and much more!

Opportunities:

Manufacturing/ Operations

- Management Associate
- Manufacturing Associate
- Quality Associate
 - Approximately 12 months (within one designated business unit)
 - Provides extensive operations training
 - After 12 months, placement into full-time role will be discussed

Accounting/ Finance

- Rotational Analyst
 - Approximately 24 months
 - Candidate rotates through multiple functional accounting and/or finance areas
 - After completion, placement will be based on candidate's interests and our business needs

Consumer Technology

- R&D Engineer
 - Approximately 18 months (in 3-6 month rotations) within Consumer division
 - Participate in hands-on learning and classroom training
 - After completion of third rotation, placement will be discussed

Sales

- Sales Associate
 - Approximately 12 months (within one designated business unit)
 - Extensive training on sales processes
 - Learn directly from senior member of sales organization
 - After completion, placement will be discussed

WE LOOK FOR STUDENTS WHO HAVE:

- Bachelor's degree in engineering, sciences, technology or business
- Previous internship experience (preferably in manufacturing or functional area)
- Proven leadership experience
- Technical aptitude
- Strong communication, presentation and interpersonal skills

ELP Associates must be open to relocation and willing to work rotating or late shifts.

PREFERRED MAJORS INCLUDE:

Mechanical Engineering

Industrial Engineering

Chemical Engineering

Paper Science/Engineering

Packaging Science/
Engineering

Engineering Technology

Business Administration

Business Management

Accounting or Finance

Supply Chain and Operations



The ELP has given me the opportunity to lead projects and fill in roles that not only developed my skillset but allowed me to feel valued as an employee. This experience has only gotten better with time and you can feel the support and drive to achieve more from those around you.

Arnold John
Former Manufacturing Associate in the ELP, Current Plant SPS Coordinator in Hartsville, SC
NC State University, BS





EMERGING LEADERS PROGRAM

Summer Internship Program

For Current College Students

Visit us at www.careers.sonoco.com/university-recruiting or email us at college@sonoco.com

CONSUMER AND INDUSTRIAL DIVISION INTERNSHIPS:

Manufacturing/Operations

- Offers exposure to various production operations
- Extensive in-plant training centered on manufacturing processes
- Project based with meaningful assignments

Consumer Technology

- Offers a rotation through Consumer R&D departments
- Exposure to variety of markets and insights
- Learn how integrated technology teams support businesses

Commercial/Sales

- Work directly with customers
- Prospect for new clients and serve existing clients
- Exposure to manufacturing processes and production facilities

Preferred majors include

Mechanical Engineering, Industrial Engineering, Chemical Engineering, Paper Science/Engineering, Packaging Science/Engineering, Engineering Technology, Business Administration, Business Management, Accounting or Finance, Supply Chain and Operations

CORPORATE STAFF GROUP INTERNSHIPS

Accounting/Finance

Two rotations (6 weeks each) through two functional accounting/finance areas (Audit, Tax, Corporate Reporting, Treasury and/or Business Unit Finance)

Preferred majors: Business with a concentration in Accounting, Finance or Economics (must have at least 9 credit hours of accounting before summer intern program begins)

Human Resources

Works with Corporate HR team, within departments like Organizational Development, Talent Acquisition, Employee Relations, etc.

Preferred majors: Bachelor's degree received and currently pursuing a Masters in HR or an MBA

Corporate Development/Planning

Supports mergers and acquisitions, due-diligence, strategic planning, financial planning and divestiture activity

Preferred majors: Business, with a concentration in Finance, Economics or Accounting

Supply Chain/Procurement/Logistics

Work within procurement pillars of Category Management, Strategic Sourcing or in the Center of Excellence. Projects could include sourcing commodities, deployment projects for systems internationally, analyzing spend data to identify cost solutions, supplier rationalization, etc.

Preferred majors: Business, with a concentration in Supply Chain Management, Operations Management, Industrial Engineering, or pursuing an MBA

Sonoco internships immerse students in the manufacturing and packaging industries. Students spend the summer working in a division on impactful projects, learning about Sonoco's culture and gaining business knowledge and leadership skills. Sonoco's internship program is designed to be a steppingstone into an ELP Full-Time Associate role.

- Blend of hands-on experiences and opportunities
- Gain better understanding of future potential at Sonoco
- Step toward joining Emerging Leaders Program or entry level positions upon graduation
- Positions primarily filled with rising seniors
- Sonoco internships are available at approximately 150 locations in 34 states across the U.S.
- Sonoco provides activities with other interns and Emerging Leader associates
- Internships last approximately 12 weeks
- Sonoco provides housing and activity allowances
- Relocation assistance provided