

Pack Edge



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100%

COMPANY OWNERSHIP HELD BY
EMPLOYEES THROUGH THE ESOP

Company Info

WWW.PACKEDGEINC.COM

PRESIDENT: Jim Freeman

EMPLOYEES: 43

LOCATION/HEADQUARTERS:
955 Portland Road, Saco
ME 04072

FOUNDED: 1998

YEAR TRANSITIONED TO ESOP:

Pack Edge transitioned into an ESOP in 2019, We are 100% employee-owned with a vesting schedule of three years and over 50% of the workforce is fully vested. Meaning, the workers benefit by wealth building for their retirement based on the company results.

Products and services offered

Pack Edge Inc. has been a dependable supplier of packaging solutions, serving many U.S. manufacturing sectors with an extensive range of packaging to meet every client need.

From vital medications and immunizations to fresh seafood, confectionery, veterinary and more, the company utilizes recyclable packaging in the form of corrugated boxes, reusable gel packs, molded foam transport containers and polypropylene and polyethylene food containers. These products support sustainability by being 100% recyclable as well as safe — and unbeatable at protecting perishable items.

Along with providing customized sizes and prints, the company is also one of only two in the entire northeast that offers frozen gel packs. We have a niche in the market, and our strength is in our ability to properly align people, products, and profits. At Pack Edge our culture is customer centric, and our team is the greatest asset we have!

Employee participation and benefits

What is one way employee ownership has strengthened your company's performance?

Employees are heavily involved in the company's operations; for instance, we have an Ownership Committee and a Safety Committee, both comprising of a group of employees from a variety of different departments, working to embody and build that ownership culture. After all, who better knows the work than those who do the work. When employees are engaged and see that their work matters, it shows at multiple levels from customer praise, low turnover, and increased record-breaking sales.

Company culture

What is one event or activity that brings your employees together?

While there is no one big event or major activity that creates our culture, it is the day-to-day teamwork, "get it done attitude and attention to quality" that inspires our team to constantly seek improvement. Our ESOP motto is "Think like an Owner." We ask our employees for suggestions, and we implement their suggestions to lead business efficiencies, making it easier and safer for them to do their jobs.

How does employee ownership shape your customer relationships?

It's that attention to interpersonal relationships that helps the company stay ahead, stay dependable, and stay successful. All our employees, from manufacturing to sales, from top to bottom, want everybody to be here, and they have a different attitude than in typical companies.

Providing the best customer service possible and keeping employees engaged in all areas of the business has placed Pack Edge at the leading edge and we are continually changing and growing our sustainable product lines. And we have fun at work and in the community too!

Community and social impact

Does being an ESOP influence your community involvement?

How does your company give back to the community?

Our community involvement is diverse. We start from "within and pay it forward," we hold a traditional monthly employee lunch, we have engaging events like trivia, ugly sweater contest, t-shirt day, BBQ bragging, and fun football picks. We attend and support local sport events, teams, or golf tournaments. This year, we are proudly holding a golf tournament on October 23rd to support one of our employees who lost everything to a fire last fall. We participate in community outreach like speaking at high schools or colleges about careers, attending the Maine, New England and National ESOP conferences. Several leaders and employees are board or committee members with local professional or trade associations and present at conferences.

Bottom line: Everything we do for efficiency or safety aspect incorporated — any aspect where we can make gains really benefits us all, our stock value and everything we're working toward as a company. ●

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