

HIRE TO RETIRE



We celebrated **15 years** of operating in Canada in March of 2023. What an incredible feat – one that would not be possible without a dedicated local team and support from our Corporate HQ in Wisconsin.

As the first employee in Toronto, I have had the pleasure of bringing in top-tier talent that has grown with Uline. We celebrated so many 15-year employees this year. Identifying individuals of this caliber has become increasingly challenging.

Many employers create an environment where responsibility and pay are closely correlated to a person's title. This is often at their own detriment, as folks will bounce from company to company to chase a title and larger pay.

- **Loyalty is a two-way street**, and we should not expect it from our employees if we are not committed to their growth and development – both financially and in terms of role, responsibility and fulfillment at work.

At Uline, titles create structure but rarely speak to the importance of the role. We check our ego at the door and emphasize the value each employee brings to the operation. It feels good knowing success here is not tied to a title.

When I ask the 15-year employees what has kept them at Uline, they speak about **the people, the growth, the responsibility** and **the pride of being owners of their functions or business units.**

- With tenure comes a great level of respect and decision making. We lean on these valued team members for their expertise at all levels of the organization, including executive leadership.
- These employees are responsible for carrying forward the culture and often influencing without authority. They are true stewards of the organization.
- Their value far exceeds their title, and, as an organization, we try to reciprocate that commitment.

A fancy title looks great for a computer algorithm sorting through busy job boards. However, it means little if you have found a home with a company that values what you bring each and every day.

– Karam Lal
Canada Branch Manager



OUR PEOPLE MAKE THE DIFFERENCE

