

***Mackay Employees are the Key to Sustainable Success  
Join a Winning Team!***

- **Healthy, Prospering Company:**
  - Growth - headcount and revenue has increased for 18 consecutive years.
  - Profitable each year since 1988.
  - Typically 80%+ of profits are reinvested into Mackay.
  - Management emphasizes strategic, steady growth and avoids debt financing.
  - Continuity - owned and managed by the same family since 1987.
  
- **Opportunities for Advancement;** since 2000 . . .
  - Mackay employment has grown from 70 to 230 employees.
  - Increased locations from 9 to 15 in the U.S., and added 11 global offices.
  
- **Job Security:**
  - Mackay has not incurred lay-offs since 1987.
  - Mackay prides itself on engaging a diversified cadre of employees, customers, vendors and locations.
  
- **Commitment to Employees:**
  - Priorities - Mackay's owners value their customers, employees, vendors, shareholders, and executives, **in that order**.
  - Retention - Annual employee turnover is 13%, versus 24% (U.S. national average).
  - Raises - 12-18 month employee review cycle; granting raises to most employees, albeit recessions.
  - Benefits:
    - Mackay benefits are in the top 25% of companies worldwide; without reduced or suspended benefits in 25 years, even during recessions.
    - Pensions
      - U.S. employees benefit from a fully-funded pension plan.
      - Employees outside the USA - Mackay supplements government pension programs with private retirement plans.

**Mackay is committed to developing long term mutual professional relationships with our employees.**

**We look forward to hearing from you to determine if your skills match Mackay's current needs!**