



To positively impact our people, community, and planet every day.

WE ARE **SCHUPAN.**

Powerful, comprehensive solutions that help
our clients do the exceptional.



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620+

Employees with room to grow.

55

Years of delivering sustainable material solutions.

18

Locations across the country.



HISTORY INFORMS THE FUTURE.

with **Marc Schupan**
Chief Executive Officer

From our humble beginnings in a small warehouse with two trucks and six employees in 1968, Schupan has grown to a team of 620 employees across 18 locations in 5 states. Although “sustainability” is a term that didn’t exist in our early years, it has become a central focus. I wish my late father, who started the company, could witness the accomplishments of our employees and the company’s current success.

I invite you to explore our Impact report, a testament to our unwavering dedication to the people, communities, and planet we are privileged to serve. Together, let’s continue building a future where success is measured financially and in our positive impact on the world.

Thank you for all your efforts that make us global leaders in sustainable material solutions!

OUR GROWTH VISION.

with **Jordan Schupan**
Chief Growth Officer

In the last few years, we have experienced tremendous growth as we stay committed to our vision of delivering sustainable material solutions. We’re investing in continued growth by adding multiple state-of-the-art processing facilities, new technologies, supply chain capabilities, and most importantly, talented people, to support the growing needs of our aluminum industry partners.

This growth is only possible due to the dedication and passion of our employees and our commitment to the long-term viability of our business. Our vision for growth is equally matched by our vision for strengthening our culture and empowering our employees, whose work during this era of growth has been, and will continue to be, the key to our future.

To our employees: Thank you for your continued belief, passion, and exceptional customer service, which is the foundation of our company’s success. We’re now at over 55 years of family business longevity. Let’s keep evolving!

To our customers: Thank you for your trust and partnership. You motivate us to provide new solutions and serve you and our industry better.

I’ve never been prouder of our work thus far, our team, or more excited for the opportunities ahead. Together, we can and will continue to honor our company’s traditions while writing a new and bright future.

Let’s keep growing!



Leadership In Our Industry.

Marc Schupan Honored as a 2022 Entrepreneur of the Year National Finalist

Representing Michigan and Northern Ohio, Marc Schupan was named a finalist for the Ernst & Young National Entrepreneur of The Year® 2022. Marc gives credit to the talented people at Schupan and sees this achievement as a win for the entire company.

Notable Leader in Sustainability

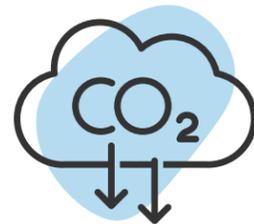
Schupan's Director of Sustainability, Jess Loding, was named a "Notable Leader in Sustainability" by Crain's Detroit Business. The 41 honorees featured in the Crain's report were selected based on the nominees' career accomplishments, track records of success in the field, and effectiveness of their efforts.

Leading the Conversation

Our subject matter experts across various specialties are requested to participate in industry panel discussions, conference presentations, speaking engagements, and invited to join leadership spaces that advance our industries. We've spoken at the Michigan Society of Association Executives, Iowa Recycling & Solid Waste Conference, West Michigan Sustainable Business Forum, California Resource Recovery Association, and the S&P Global Aluminum Symposium.

Marc Schupan wins Harbor Aluminum's Gene Greenberg Annual Award for World's Top Aluminium Executive 2023

Marc received the prestigious Harbor Aluminium Gene Greenberg Award. The award is presented annually to an individual who exemplifies excellence and innovation in the aluminium sector while enacting positive change in the community.



2.9 MILION

metric tons of CO2e were diverted by Schupan.



2.5 BILLION

bottles and cans were processed at Schupan facilities to create new products for the food and beverage industry.

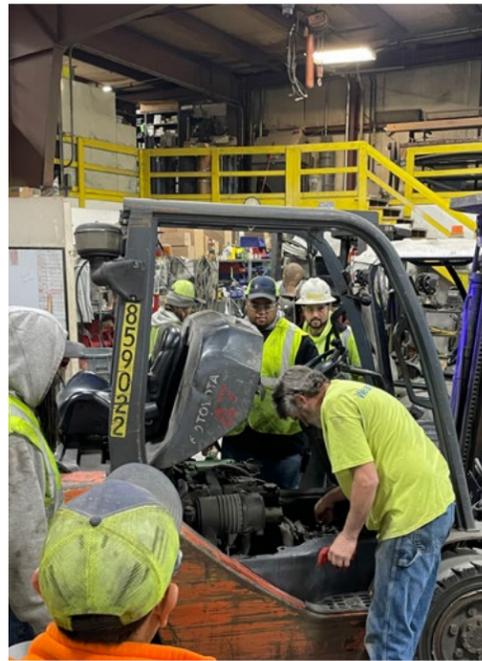


1.1 BILLION

pounds of material were diverted from the landfill in 2023.

Evolving & Growing Responsibly & Safely

Our zero-work injury goal is inspired by our desire to deliver each employee home as safe and healthy as when they arrived.



Schupan adheres to a culture of safety and promotes the standard that “Nothing we do is worth doing unsafely” so all employees develop active safety behaviors. Instilling a “See something, say something” mentality has been an important initiative, adding to the values of a proactive safety culture and work environment.

Implementing standard operating procedures and controls, such as lock-out-tag-out, and providing sufficient resources to support supervisors at all levels improves the safety of everyone at our facilities.

Be Knowledgeable.

All employees receive year-round training and guidance for safety-related issues and machine operation.

Teamwork.

Every month, all levels of the Schupan team gather at each facility for a safety meeting. An open-door policy allows our staff to communicate effectively and work together to mitigate the risk of injuries and accidents.

Lock Out, Tag Out.

All machines must be properly locked out and tagged out before maintenance work can commence.

If You See Something, Say Something.

Employees are the first line of defense against accidents, and are encouraged to speak with their supervisors. Employees are encouraged to speak with their supervisors regarding safety issues with equipment, material, and personnel.



We Are Dedicated To Safety.



Systems

We comply with local, state, and federal regulations while maintaining our ISO 9001:2015 and R2v3/RIOS certifications.



Culture

We aim to not compromise the environment or employee health and safety for profit or production.



Training

We provide robust training programs and opportunities to employees for risk mitigation.



Prevention

We aim to proactively identify and control risks, threats and hazards before they occur.



Analysis

We review policies, procedures and expectations to support and develop our EHS standards and programs.

Empowering People Through *Elevate*

Elevate represents the full array of Schupan benefits and employee perks. Each of us has unique needs requiring different benefit options. *Elevate* provides our team with a variety of easy-to-access choices to support and empower. Our menu of benefit options offers meaningful tools to create a more balanced and elevated workplace experience, tailored to individual coworkers' needs.

We believe in fostering an environment where our coworkers can thrive, grow, and achieve their personal and professional goals.

Marc Schupan, CEO



EMPLOYER-PAID BENEFITS

- Medical, dental & vision
- Disability & life insurance
- Paid time off
- Employee Assistance Program (EAP)



TUITION REIMBURSEMENT

Financial support through a tuition reimbursement program makes dreams of a college education or an advanced degree more attainable.



WELLNESS INCENTIVES

Our wellness incentives support the high level of teamwork at Schupan. Focusing on the overall wellness of our team ultimately allows us to work better together.



WELLNESS CREDITS

Employees can save money on weekly medical premiums by receiving wellness credits each year. Wellness credits can be earned through preventative visits and biometrics screenings.



401(k) PLAN

The Schupan 401(K) plan offers a dollar-for-dollar match of eligible employees' plan contributions.



INCENTIVES & BONUSES

Our monthly gas allowance, attendance and safety incentives, and our yearly discretionary bonus, are designed to help employees live life with a little less financial worry.



Find Your Wheelhouse. Take The Wheel.

Our vision is to empower talent to be a global leader in creating & delivering sustainable material solutions.

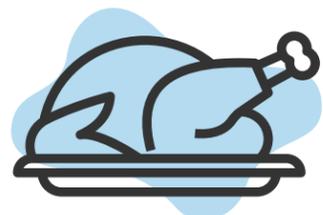
In our commitment to fostering a positive workplace environment, we have implemented several initiatives that, though seemingly small, collectively contribute to a warm and supportive atmosphere. These include:

- Establishing a dedicated health center exclusively for Schupan employees and their families
- Distributing turkeys during Thanksgiving
- Organizing community enrichment days to encourage volunteering
- Hosting annual company outings
- Investing in safety practices

At Schupan, we firmly believe that by prioritizing the well-being and satisfaction of our coworkers, we contribute to the betterment of the communities we serve.

Employee Assistance Program (EAP)

Our team has 24/7 access to Schupan’s Employee Assistance Program (EAP), including a crisis hotline and a work-life website. The EAP is a centralized source for people seeking help with issues like budgeting, financial stability, affordable housing, transportation, addiction support, counseling, and more.



665 TURKEYS

given to employees or donated to Kalamazoo’s Salvation Army and Edison Neighborhood.



1,200+ ATTENDEES

at Schupan’s company outing and various company-sponsored events.

**HEALTH
CENTERED**
Employee Wellness

Employer-Sponsored Healthcare

Imagine healthcare with same-day, no-rush appointments focused on total wellbeing.

With on-site and virtual care options available, our Health Centered clinic delivers a better patient experience and improves the health and quality of life of every insured team member.



You Make Us The Best.

Employees make strong communities possible, and our employees make us the best. Committed to empowering our coworkers to make and discover opportunities, Schupan builds community. Steadfast to ethics and core values, we partner with integrity.

In growing and sustaining our business, Schupan keeps moving the mark forward, adjusting to our coworkers' needs and desires for a fulfilling work-life balance while enhancing our team's engagement.



Engage Survey

In a survey with an **83% response rate**, coworkers identified areas for growth and improvement. Responding to that feedback, Schupan is continually evaluating our processes and offerings to better enhance engagement.



Community Commitment

We encourage our coworkers to invest their time and resources in local education, athletics, and community relief programs. Team members receive one paid community service day every year to help elevate our communities.



Best & Brightest Companies to Work For®

For 16 years running, Schupan has been named one of the Best & Brightest Companies to Work For®. The Best and Brightest Companies to Work For® honors organizations that display a commitment to excellence in their human resource practices and employee enrichment.



National Top Workplace

From regional and national recognition to industry and culture excellence awards, Top Workplaces brings legitimacy to how well our culture is improving the lives of our team members, creating value, and achieving real results. Schupan was designated as a 2022 National Top Workplace from Energage.



Employee Website

Serving as a hub for all employee-related information including benefits, events, company news, and procedures, Schupan launched the **oneschupan.com** website. Analytics show an increased engagement on the site, and our coworkers report greater satisfaction in the ease of access to information.



Our Relationships Matter

At Schupan, we are a people-first company, striving to empower our coworkers to be successful both personally and professionally.



Educational Outreach

Engaging with legislators and environmental groups about the benefits of deposit container recycling, industrial metal processing, electronics recycling, and lean manufacturing help shape our involvement in local policy implementation and strengthen our future impact supporting our clients' climate goals.



Employee Engagement

Throughout the year, our coworkers participate in meetings with management, safety meetings, and are asked to provide feedback in surveys to support our continual evaluation of our internal company-wide development.



Leaders in Industry

Our experts are invited to contribute their insights to industry panel discussions, conference presentations, speaking engagements, and exclusive leadership forums that propel our sectors forward.

Proud Members of:

Michigan Recycling Coalition (MRC)

West Michigan Sustainable Business Forum (WMSBF)

Michigan Sustainable Business Forum (MISBF)

Institute of Scrap Recycling Industries (ISRI)

Association of Plastics Recyclers (APR)

Aluminum Association (AA)

Members United for Sustainable Events (MUSE)

International Festival and Events Association (IFEA)

Metal Service Center Institute (MSCI)

Michigan Environmental Council (MEC)

Michigan Urban Conservation Club (MUCC)

Container Recycling Institute (CRI)



Our People

Make A Difference

Corporate citizenship at Schupan starts with our team, community members, and clients. Together, we strive to improve lives and build stronger communities.

We care deeply about positively impacting our people, communities, and planet, so for 55 years, we have been a stimulus for beneficial change. We encourage our coworkers to reinforce our company's values of integrity, empowerment, compassion, and sustainability by volunteering to support activities both at work and in the local community. Our philanthropic partnerships with local organizations help promote conservation, education, and health, inspiring the next generation of community stewards.

Adopt-a-Family

Schupan locations adopt families, delivering gifts, food, and other essentials during the holiday season.

United Way

Our annual United Way campaign allows employees to invest in local charities, with a dollar-for-dollar company match. Schupan pledged **\$215,000** in 2023.

Rich Holtz Charity Golf Outing

Dubbed "The Best Little Charity Golf Outing," our annual Rich Holtz outing generated over \$100K in 2023 for Ascension Borgess Underinsured Diabetes & Endocrine Center and Big Brothers Big Sisters of SW Michigan.

Education & Youth Development

We support job training development, scholarship programs, school funding, literacy programs, athletic participation, the arts, and initiatives that serve to create opportunities.



255 PROGRAMS

were included in Schupan's community donation program across the country.



172 EMPLOYEES

participated in using their community enrichment day to volunteer.



1267 HOURS

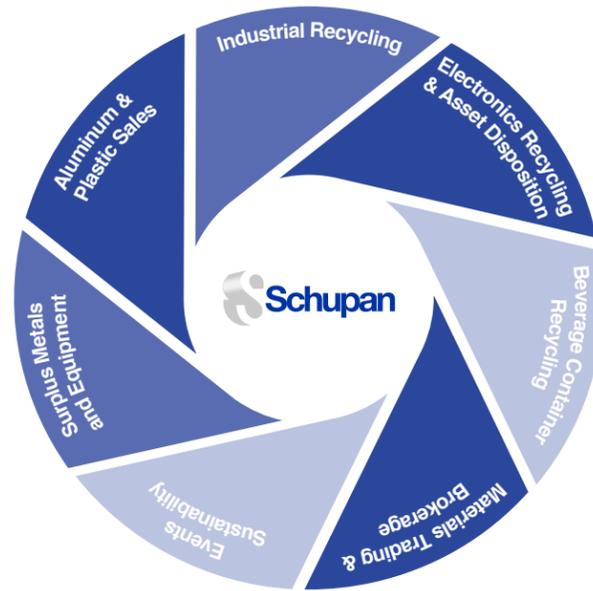
of volunteering in communities.

We are Schupan:

Powerful services for a sustainable future

Established in 1968, Schupan began as an industrial metal recycling company with a mission to cultivate a culture of stewardship, deliver exceptional customer service, and provide industry-specific solutions.

Through strategic and sustainable expansion, we have evolved into a company of 620 individuals, spanning 18 locations across the United States, with a growing global footprint. As a third-generation company, Schupan is well-positioned to continue shaping the sustainable materials landscape for years ahead.



Beverage Container Recycling Best In The Nation

Renowned as the most advanced beverage container recycling system in the United States, our processing system at Schupan Recycling operates through facilities in Michigan and Iowa, establishing us as the nation's largest privately-owned processor of used beverage containers.

In 2022, Schupan acquired Des Moines, Iowa-based Mid America Recycling, a Material Recovery Facility (MRF) and processor of containers generated from Iowa's deposit return system.

We specialize in recycling:

- Aluminum
- Plastic
- Glass
- Cardboard
- Plastic film
- Full product



Event Sustainability Worth The Effort

Empowering our clients to achieve economic, social, and environmental balance, Schupan Sustainability leverages its expertise, resources, and knowledge to guide them on their journey.

- Turn-key solutions
- Consulting
- Program management
- Waste reduction & zero waste
- Carbon calculations & offsetting
- Energy management
- Water conservation
- Staffing
- Complete event sustainability solutions

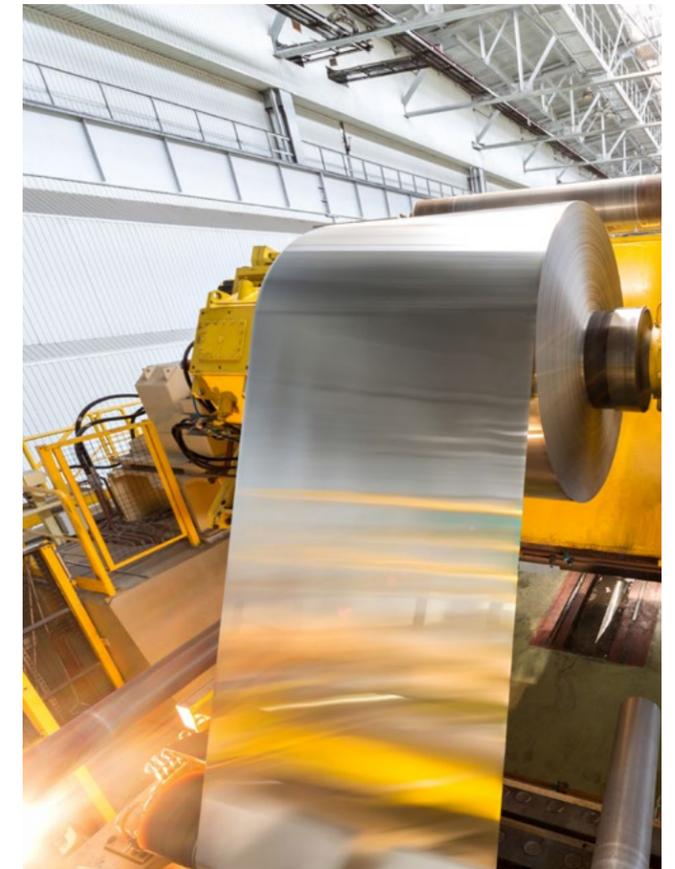
Materials Trading Global Access, Local Roots

With strategically positioned traders across the United States, Schupan excels in the efficient movement of high-quality ferrous and non-ferrous metals and plastics to foster circularity and decarbonization solutions for more than 75 consumer-based industries.

Schupan traders play a critical role in:

- Optimizing the aluminum supply chain
- Contributing to resource conservation
- Reducing environmental impacts
- Achieving circularity within the aluminum industry

Our global trading & supply chain solutions extend beyond material supply, as Schupan traders utilize partnership-based relationships to deliver prompt, flexible, and customized solutions worldwide.



Industrial Recycling Infinite Recyclability

Schupan Industrial Recycling specializes in devising management strategies for the collection, processing, and sales of both ferrous and non-ferrous metals, catering to manufacturers and businesses across more than 60 industries and providing green aluminum for manufacturing.

We help clients realize:

- Supply chain efficiencies
- Optimized collection processes
- Higher commodity values

Schupan Industrial Recycling also purchases metal from the general public & contractors through our convenient drive-through locations.



Aluminum & Plastic Sales Powerful Team, Powerful Innovation

Schupan Aluminum & Plastic Sales presents an expansive inventory of new aluminum and plastic mill products, available for prompt delivery or customized manufacturing to meet customer specifications.

We excel in top-tier production and manufacturing of custom parts, along with providing discounted metals and plastics.

- Multi-million dollar inventory
- Production sawing & precision cutting
- CNC machining, rolling, bending, & MedAccred certified welding
- Free delivery to Southern Michigan, Northern Indiana, Ohio, Northern Kentucky



Rescued Metals Retail With Heart

Rescued Metals is a brick-and-mortar store providing new steel, other discounted metals and supplies, and custom CNC cutting of parts and personalized signs. Plasma-cut signs are available for purchase both in-store and online.

We serve:

- Fabricators
- Manufacturers
- Contractors

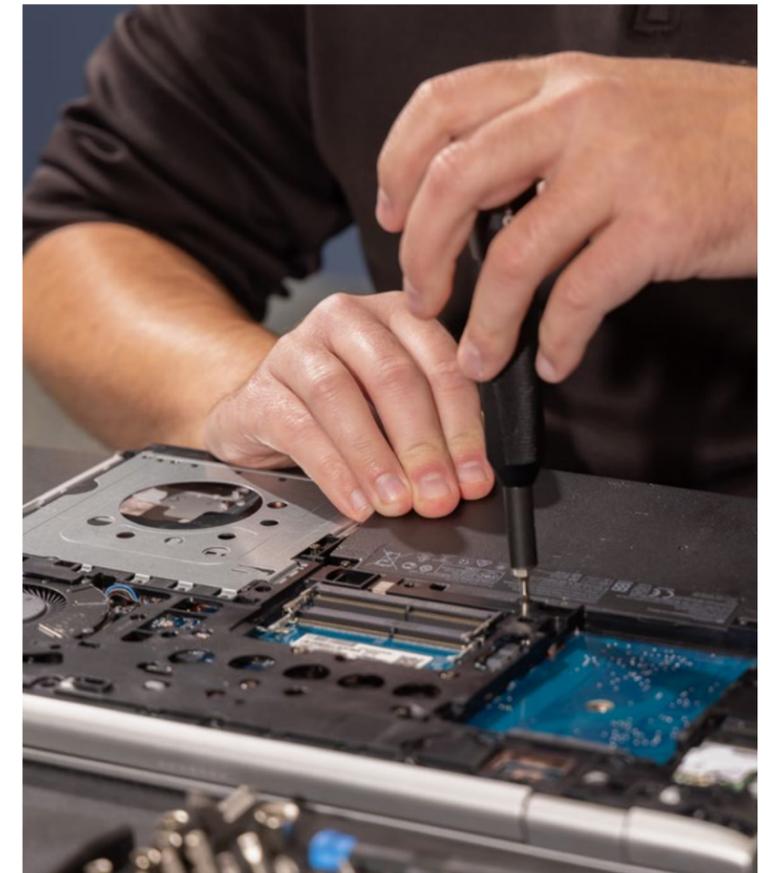
Rescued Metals has made a name for itself in the Kalamazoo community since opening in 2018. Inventory features quality products and materials, with the largest steel selection in southwest Michigan.

Asset Management Data Security

Schupan Asset Management provides tracking & transparency for its partners' end-of-life, data-bearing devices while maximizing the return on investment for their equipment.

As an R2v3/RIOS certified recycler, annual third-party audits test compliance with environmental, health, and safety standards.

We work with schools, organizations, and other recyclers to provide education on the importance of recycling electronics.



Our Circularity Solutions

Our circularity solutions align with clients' manufacturing and recycling goals, encompassing the entire lifecycle of their metals and plastics – from efficient collection of recyclable materials through strategic trading and distribution to manufacturing high-quality, finished products.



COLLECTION & TRADING

We take pride in facilitating the trade and collection of post-consumer metals and plastics from our clients. With streamlined route management, our commitment is to minimize the environmental footprint in transportation, fostering a greener and sustainable future.



PROCESSING & RECYCLING

- Schupan's facilities sort, process, and bale material from:
- Communities
 - Manufacturers
 - Retailers
 - Private businesses
 - Public space recycling programs
 - Entertainment venues & live events



FINISHED PRODUCTS & GOODS

- Over 400 consumer products around the world include material manufactured or recycled by Schupan. Some include:
- Beverage containers
 - Aluminum siding for recreational vehicles
 - Rear-view mirror assemblies
 - Forklift brake pads
 - Aluminum gurney tracks for ambulances



MANUFACTURING & DISTRIBUTION

- Our extensive inventory of metals & plastics for fabrication, CNC Machining, and MedAccred-certified welding offers solutions for industries like:
- Outdoor furniture
 - Medical Equipment
 - Automotive
 - Aerospace
 - Recreational Vehicles
 - Solar and Electric Vehicles



COLLABORATIVE PARTNERSHIPS

- The partnerships we've built enable us to:
- Recycle more than 800 million pounds of material
 - Conduct business in over 20 countries
 - Support over 100 industries with our products and services
 - Support our clients' circularity, recycled content, and decarbonization goals





Creating & Delivering Sustainable Material Solutions

Our approach to the circular economy includes:

- Building products that last
- Distributing sustainable material solutions throughout the globe
- Connecting our partners with services to reuse, reduce, and recycle their materials.

Connecting Our Services



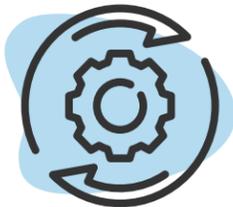
We collect, process, and sell ferrous and nonferrous metals for manufacturers and businesses. Our retail locations in Elkhart and Kalamazoo even buy metal from the public.

The metal collected within our programs is taken to mills throughout the Midwest before, in some cases, being repurchased by Schupan for use in our manufacturing facilities.

Circularity in Action

Our Elkhart, Indiana, location supports waste diversion for trailer and RV industries in Northern Indiana.

The scrap collected contributes to creating 1/4" forklift brake plates in our Dayton, Ohio, manufacturing facility.



MANAGING RECYCLABLES

Our material management programs increase our clients' recyclable material value and offer transparent pricing information.



CUSTOM EXTRUSIONS

Our experienced team uses clients' design files to create the best product strategy for custom parts.



CNC MACHINING

Schupan's 5-axis CNC machines manufacture parts up to 200 inches long.

Delivering Circularity In The Global Supply Chain

Schupan is the nation's largest privately-owned processor and marketer of used beverage containers. Our processing facilities receive, sort, process, and market billions of used beverage containers generated annually by Michigan and Iowa's deposit laws. We use innovative technology such as mechanized material separation, optical sorters, color sorting, crushing, shredding, and baling. We are widely recognized as America's most advanced beverage container recycling system.

Over 75 consumer-based industries rely on Schupan to optimize this commodities supply chain from process to producer to provide high-quality materials back to the market. Working in partnership with those consumer based industries, our supply chain is networked in over 20 countries and supported by offices in Mexico and throughout the United States.

Through innovation, Schupan's higher recyclability rate supports manufacturers' recycled content goals by processing and distributing high-quality aluminum, plastics, and fiber domestically and abroad.

Full Product Destruction

We help the food and beverage industry by handling expired and damaged products. In 2022, our program achieved zero waste.

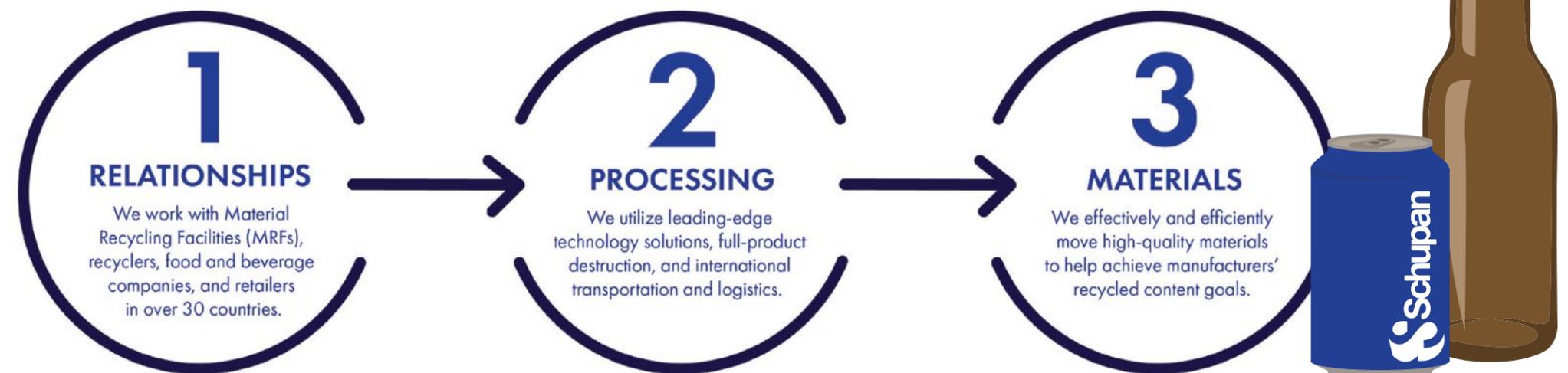
Residential Recycling

Our Des Moines, Iowa, materials recovery facility partners with cities to provide curbside recycling options, diverting over 20 million pounds of material from landfills annually.



Powerful Partnerships. Impactful Results.

We support manufacturers' recycled content goals by providing high-quality material through our custom recycling programs, technologies and supply chains. With facilities in Iowa and Michigan, we grow our local relationships while expanding our global footprint.





We Deliver Innovative Solutions For The Reuse Of Material

Providing Community Solutions

Since 2021, Schupan has held seven electronics recycling drives throughout Michigan, collecting over 40,000 pounds of material. As one of the few providers to perform such services and one of three in the State of Michigan that is RIOS/R2v3 certified, our partnerships with cities around Michigan provide valuable support in reaching our clients' waste reduction goals while safely protecting data.

Schupan specializes in providing unique solutions to our customers, clients, and communities, keeping waste from turning to litter, providing a clean source of recycled material for the manufacture of new products, and providing solutions to the public for the purchasing of materials.

Since 2015, we have been a preferred vendor for the State of Michigan in the collection of water bottles in communities with water quality issues. In the City of Flint and Benton Harbor, we have collected over 6.5 million water bottles, keeping the entire recycling and re-processing of those containers locally within Michigan.



In working with municipalities and other organizations, we're able to handle hard-to-recycle items such as electronics and recover valuable materials such as precious metals, which lessens the demand for mining raw materials like copper, gold, silver, and platinum.



We stock millions of pounds of metals and plastics and ensure even the smaller drops are available for a deeply discounted purchase at our Boneyard.

Shop now at schupanboneyard.com



Our Kalamazoo retail store offers discounted materials for fabricators, manufacturers, contractors, and more, giving a new life to over 5,000 tons of scrap metal.

Shop our products at rescuedmetals.com



We receive used electronics, test and repack them, and sell them online, giving viable products a second life.

Shop our offerings at freshtechdirect.com



Sustainability In Events And Public Space Recycling Solutions

Since 2008, Schupan has partnered with events and cities across Michigan and the Midwest to provide event and public space recycling solutions. Since its inception, we've partnered with 412 projects, diverting more than 3.1 million pounds of material from the landfill.

Highlights:

- One of three businesses in the country that has executed the prestigious Golf Environmental Organization (GEO) certification, working with our partners to achieve the LPGA's first GEO certified event in the world.
- Calculated the carbon footprint for the LPGA's first carbon neutral event in 2021.
- Notable clients include: Detroit Grand Prix, Ann Arbor Art Fair, LPGA, PGA, Indy Car, MGM Grand Detroit Casino & Hotel, Michigan Department of Natural Resources, and the North American International Auto Show.

In our partnership with the Great Lakes Bay Invitational and Dow Chemical Company, we supported the closed loop recycling of the HDPE privacy mesh used during tournament week. The circularity project is the first of its kind and since 2019, Schupan remains the only primary vendor for the handling of this material.



421 PARTNERSHIPS

across the Midwest.



CUSTOMIZED PROGRAMS

We work with clients to develop programs that work for their events to achieve their sustainable goals.



3.1 MILLION

pounds of materials have been diverted from the landfill through our sustainable events programs.





Helping you
do the exceptional.



Sustainable material solutions since 1968.

[f](#) [@](#) [in](#) @weareschupan | contact us at [schupan.com](https://www.schupan.com)