

9 Timely Tips for a Stress Free Tax Season

by Amanda Han

AH! It's that time of the year again when we need to start filing our taxes.

Instead of procrastinating or stressing about the hassles of tax time, we put together a few tips that you may want to consider to keep things as easy and as painless as possible this year. They are designed to help you stay on top of your game during tax time and to ensure that you don't overpay your taxes. AH!!! It's that time of the year again when we need to start filing our taxes. Instead of procrastinating or stressing about the hassles of tax time, we put together a few tips that you may want to consider to keep things as easy and as painless as possible this year. They are designed to help you stay on top of your game during tax time and to ensure that you don't overpay your taxes.

1. Don't Throw Away Your Records: By now you should have received your 2013 tax documents from W-2s to 1099s to name a few. For any of these tax documents, please be sure to save them and provide a copy to your CPA or tax preparer. Making sure that all of the correct info is reflected on your tax returns can definitely help to minimize chances of unwanted IRS questions. If you receive something and you are unsure whether it needs to be sent to your CPA – send it to them anyways! Better safe than sorry.

2. Organize & Review Your Financials: Whether you do your own bookkeeping or if you have someone else do it, be sure to review your numbers before you send them off to your tax preparers. You don't need to look at every transaction that happened last year, but you do want to look at the big stuff. For example, does the net profit look correct? If you sold a property, does the gain or loss seem accurate? Make sure your books are correct before you sent them to your CPA to avoid confusion and re-work costs.

3. Real Estate by Property: If you have rental real estate or if you are in the fix and flip business, your income statement needs to be shown on a property by property basis. If you identify any major issues with your income statement or balance sheet, be sure to contact your bookkeeper or your CPA as early as possible to determine the most time and cost efficient way to make the appropriate corrections.

4. Don't Forget the Balance Sheet: One of the financial statements that a lot of investors forget to look at is the balance sheet. What is a balance sheet? Simply put, it is a financial statement that shows a list of all of your assets and liabilities as of year-end. Not everyone needs



to have a balance sheet, but keep in mind that if you operate with a legal entity, chances are good that you need to have a balance sheet reported on the tax return. So what you want to do now is print your balance sheet from QuickBooks and review it with your bookkeeper to see if the numbers make sense. Is the correct cash balance showing? Is the mortgage balance correct? If not, now is the time to meet with your bookkeeper to get that cleaned-up before tax time.

5. Know What to Bring: Whether you drop off, mail, or fax your documents to your tax preparer, make sure that you know what they need. Now is the time to ask for a Checklist or Organizer so that you can be prepared. Taxes change every year and so do credits, so make sure that you review the information request carefully to ensure that nothing is missed.

6. Make a List of Questions Beforehand: Write down a list of questions for your CPA before your meeting. If you have questions related to gathering documents, ask these questions early to save yourself time. For example, your CPA may not need to see each and every one of your receipts. Knowing what is needed and what is not can help to save you time and make the process more efficient.

7. Legal Entities: Did you form any new entities last year? Dissolve any entities? Or maybe change ownership in your entities? These are some major changes that can have a significant impact on how your taxes are filed so be sure to let your CPA know ahead of time regarding any entity-related changes.

8. Real Estate: If you bought or sold properties last year, be sure to let your CPA know. To ensure that all of your costs are denoted correctly, be sure to send in copies of the final HUDs so that your preparer can capture all of your write-offs.

9. Major Life Changes: Marriage, divorce, babies, inheritances, and death are examples of major life changes. If you haven't already notified your CPA, be sure to let them know of any major life changes before they start working on your taxes so that they can help you file in the most beneficial way.

Tax time can be stressful for a lot of people, but with these simple tips you can get ahead of the game and file your taxes with confidence this year! <http://www.biggerpockets.com/renewsblog/2014/01/22/stress-free-tax-season/>

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PACE CARES WEBSITE

<http://pacecares.paceind.com>

Health Benefit Information
Updated EHS Stories
Safety Videos
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PACE FAMILY HEROES

Pace Industries would like to honor any of our associates or their family members that are currently serving in the Armed Forces or who have served in the past.

We would like to share your story with all of our associates on the Pace Cares website. If you would like to share your experience or let everyone know how proud you are of a family member, please submit your photos and stories on the Pace Cares website at:

<http://pacecares.paceind.com/culture/pfh>



“My responsibility, our responsibility as lucky Americans, is to try to give back to this country as much as it has given us, as we continue our American journey together.”

- Colin Powell

Thank you for your service and God bless!

401k & Open Enrollment

The executive team at Pace has heard your concerns about our retirement plan. Your valuable input on our engagement surveys has prompted a change everyone will be excited to hear.

Take advantage of our changes to the 401k plan beginning April 1, 2014!! To help you reach your retirement savings goals, Pace reinstated the discretionary match! Reaching your retirement savings goals may not be as far off as you once thought. To help you get there, Pace will begin to match a portion of your contribution on April 1, 2014. The new match is a discretionary, and will add \$0.25 to your retirement savings for every \$1.00 you contribute, up to 6% of compensation.

How can I join the plan or adjust my contribution rate?

Contact your HR Representative today!

To join the plan you must have completed six months of service. Plan entry dates are on the first day of the following month, once eligibility is met. The following employees are not eligible to join this plan:

- Union employees covered by a collective bargaining agreement
- Leased employees
- Independent Contractors

How much can I contribute to the plan?

You may make pretax contributions of 1% to 50% of your salary, for a total \$17,500 IRS annual limit for 2014. Contributions can be made in whole percentage increments only. If you are age 50 or older by the end of the calendar year, you may qualify to make additional “catch-up” contributions up to \$5,500 for 2014.

Will Pace match “Pretax” deferrals & “Roth 401(k)” contributions?

Yes! Pace will make a combined total discretionary employer match up to 6% of compensation.

What about my “catch-up” contributions?

“Catch-up” contributions will not receive a discretionary employer match based on current plan rules.



EXAMPLE:

Annual Salary	Defferal Rate	Annual Savings	Company Match	Total Savings
\$20,000	1%	\$200	\$50	\$250
\$20,000	2%	\$400	\$100	\$500
\$20,000	3%	\$600	\$150	\$750
\$20,000	4%	\$800	\$200	\$1,000
\$20,000	5%	\$1,000	\$250	\$1,250
\$20,000	6%	\$1,200	\$300	\$1,500
\$20,000	10%	\$2,000	\$300	\$2,300

How do I check my 401(k) balance?

Be on the lookout for your quarterly Participant Statement or sign on to wells Fargo.com or call the Participant Call Center at 1-800-SAVE123 or 1-800-728-3123 during 6:00 am to 10:00 pm central.

Watch for more information to be mailed to your home in the following weeks from Wells Fargo with more details.

Open Enrollment is coming in May. Look for more information to be sent to you in the following months!

Dear Pace Industries Family,

As a valued member of Pace's team, we are always looking for ways to maximize your healthcare benefits. We are all too familiar with the fact that America is facing a healthcare crisis and that health plan costs are increasing at rapid rates – a trend that is both destructive and unsustainable. Rather than increasing the cost for everyone equally, Pace has set up our Health and Wellness program to reward those who are taking the correct steps in their health. We are asking you to take personal accountability for your health and, in turn, help reverse this trend.

Working together, we can create a healthier work place and nation. Bravo Wellness will be administering Pace Industries Health Risk Assessment part of our wellness program. Their role is to support program confidentiality and protect your health information. Pace will not see your results; we will only know how your results impact your insurance premium. Participation in this program is voluntary; however, you will not receive the full discount towards your health insurance premium if you and your spouse (if applicable) do not participate.

Getting Started

Reaping the benefits of Pace's program is easy:

1. You should have already signed up to take your Health Risk Assessment screening.
2. Undergo the confidential health screening conducted by a qualified health professional, at no cost to you.
3. Compare your results against the National Institutes of Health's goals, your employer's goals (which is participation), and available alternatives in key wellness categories.
4. Be sure to take advantage of the reasonable alternative and appeal process as they apply to you.
5. Decide for yourself what the next health step will be. Pace is offering you several resources for improving your health. One key resource will be the Healthstat Wellness Centers and health coaches. Be sure to check them out!

Why you should participate in the program?

- **To manage your monthly healthcare costs**
- **To improve the health of you and your family**
- **To do your part to reverse the emerging national trend of poor health**

Visit pacecares.paceind.com for more information and to see frequently asked questions.

HEALTH RISK ASSESSMENT & SCREENING

To participate in the program, you will undergo a confidential health screening conducted by a qualified health professional. The screening will consist of the following simple tests:

- Blood pressure reading
- Body mass index (BMI) determination - by taking height and weight measurements
- Waist measurement
- Blood draw - to determine cholesterol, glucose, nicotine levels, and other results that are for informational purposes only
- Tobacco/Nicotine use



Here are some tips to prepare for your health screening:

ARRIVAL: Arrive five (5) minutes early and be sure to bring a Photo ID with you.

FASTING: For the most accurate results, fast 12 hours prior to your scheduled time of testing. Do not eat.

**PLEASE NOTE: If you know you are diabetic, hypoglycemic, or on medication, please follow your provider's instructions regarding fasting.*

DRINKS: You may drink water or black decaffeinated coffee (no creamer or sweeteners of any kind). In fact, it is recommended that you drink a glassful (6 to 8 ounces) of water at least one hour prior to your scheduled testing time to ensure a more accurate blood panel.

TOBACCO: If you use tobacco, do not smoke or chew tobacco for at least one hour prior to your screening.

HIGH CHOLESTEROL/ SODIUM FOODS: Limit your intake of salt and high cholesterol foods 24 hours prior to screening.

EXERCISE: Do not engage in strenuous physical activities 24 hours before your exam.

BE SURE TO BRING YOUR PHOTO ID



A Letter From You!

by Travis Jackson
ISO Coordinator / Environmental Management Representative
Patterson Mold & Tool

“Pace Cares” is evident to me on an almost daily basis and I will tell you why. Coming from a military background, I am used to chain of commands where the “upper links” don’t really have much interaction with the people “below” them. This continued into my civilian life as I worked for some very well-known aviation companies. There, all “corporate higher ups” did was the stereotypical shoveling of rules and requirements onto their subordinates without as much as a word until the inevitable “Your project is due, where is it?!”

This environment fed a culture of top down force feeding and had a very negative impact on the overall morale and welfare of all employees who were subject to this abuse. There were not a lot of employees who respected or cared much for what any member of corporate management said or did.

Enter Hal Grant. The way Hal conducts himself is to be commended. There isn’t a problem too big or too small that I don’t feel completely comfortable in bringing to Hal’s attention. Hal goes way above and beyond the call of duty in order to ensure the Environmental Program at Pace is top notch.

Hal made several trips to Patterson Mold and Tool to personally coach me through the requirements of our upcoming environmental compliance audit that we aced. Countless phone conversations and emails contributed to the success as well. This was the single most successful audit of my professional career.

I just cannot say enough good things about Hal. For me to have completed what Hal and I did together would have been an unsurmountable task. We are really truly blessed to have this type of person in our Pace Leadership Team.

I simply have not ever met; and had much interaction with, a corporate executive who goes to these lengths to look after the people in his department. The support, the knowledge, the complete attention to even the smallest detail is priceless.

I’m endlessly grateful that Hal chooses to have this much interaction with me and the EMS program at Patterson Mold and Tool.

I absolutely LOVE my job, and I’m proud to tell people I work for Patterson Mold and Tool, a Division of Pace Industries, and for me, that’s where “Pace Cares” hits home.



LADDER SAFETY

Falls from portable ladders (step, straight, combination and extension) are one of the leading causes of occupational fatalities and injuries. Here are some rules to remember:

- Read and follow all labels/markings on the ladder.
- Avoid electrical hazards! – Look for overhead power lines before handling a ladder. Avoid using a metal ladder near power lines or exposed energized electrical equipment.
- Always inspect the ladder prior to using it. If the ladder is damaged, it must be removed from service and tagged until repaired or discarded.
- Do not use a self-supporting ladder (e.g., step ladder) as a single ladder or in a partially closed position.
- Do not use the top step/rung of a ladder as a step/rung unless it was designed for that purpose.
- Always maintain a 3-point (two hands and a foot, or two feet and a hand) contact on the ladder when climbing. Keep your body near the middle of the step and always face the ladder while climbing (see diagram).
- Only use ladders and appropriate accessories (ladder levelers, jacks or hooks) for their designed purposes.
- Ladders must be free of any slippery material on the rungs, steps or feet.
- Use a ladder only on a stable and level surface, unless it has been secured (top or bottom) to prevent displacement.
- Do not place a ladder on boxes, barrels or other unstable bases to obtain additional height.
- Do not move or shift a ladder while a person or equipment is on the ladder.
- An extension or straight ladder used to access an elevated surface must extend at least 3 feet above the point of support (see diagram). Do not stand on the three top rungs of a straight, single or extension ladder.
- The proper angle for setting up a ladder is to place its base a quarter of the working length of the ladder from the wall or other vertical surface (see diagram).
- A ladder placed in any location where it can be displaced by other work activities must be secured to prevent displacement or a barricade must be erected to keep traffic away from the ladder.
- Be sure that all locks on an extension ladder are properly engaged.
- Do not exceed the maximum load rating of a ladder. Be aware of the ladder’s load rating and of the weight it is supporting, including the weight of any tools or equipment.

5 turning points that will shift the course of sustainability!



Not many years from now, you may find yourself sitting on the sundeck of an Arctic freighter tucking into your grasshopper-and-fries, reading in Mandarin about calorie taxes in Africa. Why? Because long-term trends playing out today are shaping a very different future for you and your business. If you are interested in sustainability, then you also should be interested in the future (and vice versa). In 2013, we witnessed five turning points that could be significant in the years and decades to come.

1. September saw the first commercial use of the Northwest Passage by a large cargo ship taking coal from Vancouver to Finland.

This journey saved a week's worth of fuel by turning north rather than south through the Panama Canal. The Northwest Passage, hugging the indented coastline of Canada's far north, hitherto has been ice-bound even in summer and impassable to shipping. Warming seas and the retreat of Arctic ice is opening it up. It could become a major — although always high risk — shipping route in years to come.

This is a sign not just of shifts in trade patterns and geopolitics, but of a planet being shaped by climate change. In May 2013, atmospheric concentrations of CO₂ reached 400 parts per million for the first time in 3 million years. Although the Warsaw IFCCC climate conference came and went with hardly a breeze, the World Bank took a huge step and adopted the fight against climate change as a central priority, announcing it no longer will fund coal-fired power plants where there is an alternative.

2. A hamburger was created from lab-grown cow muscle cells and eaten during a live broadcast. A good deal of PR and a genuine wow factor meant this was covered by media around the world. According to the tasters, the flesh, grown from bovine stem cells, had the right texture but the taste wasn't fatty enough. Teething problems apart, the development could be hugely significant for the long-term future of food, perhaps one day allowing the mass consumption of meat without the current environmental and animal welfare concerns.

It was also emblematic of a year in which food security moved further up the agenda and mainstream debate seemed more open to alternative solutions: There was a surge of interest in urban agriculture, and the UN's Food and Agriculture Organization released a report in May exploring the role that eating insects — or entomophagy — could have in feeding the planet.

3. Mexico became the most obese country in the world. Excepting countries with tiny populations such as the Cook Islands, as of 2013, Mexico has more obesity per capita than anywhere else: 32.8 percent of adults are obese, compared to 31.8 percent in the U.S. This is the culmination of three decades or so of changes in diet, as well as increases in the consumption of meat, fat, sugar

and salt. Weight-related diabetes is the leading cause of death in Mexico — a country that, although a strong performer in the global economy, still has a GDP that's a fraction of the U.S.'s, confronts widespread poverty and must cope with under-nutrition.

This “double burden” pattern of obesity and under-nutrition, sometimes present in the same households, is spreading across the world. The greatest health risks of the future are from non-communicable diseases, requiring an overhaul of health systems and presenting a challenge in particular for food companies that anticipate tobacco-like restrictions on some ingredients in the future.

4. There are now more cellphones than people. It is hard to believe that in much of Europe in the 1970s, fewer than 10 percent of households had a phone. Fast-forward 40 years and sometime in late 2013, the number of mobile phones on the planet finally overtook the number of people. The growth in connectivity is an almost unambiguously positive development, and there is a frenzy of activity around how mobile technology and distributed networks can increase access to finance, education, information and a host of other things. For example, citizen sensor projects such as Smart Citizen and Sky Truth have proliferated, allowing people to gather information that was once the preserve of governments or multinational corporations. The transformative potential for sustainability is huge.

5. The global economy finally shifted south. We've had years of anticipating the arrival of a new economic order, and there's a decent basis in 2013 for saying this finally has happened. According to World Bank data released in January, South-South trade now exceeds North-South trade. The IMF also forecast that in 2013, the total GDP of emerging economies would outstrip that of so-called advanced economies.

China is at the heart of this shift. It may not be the world's largest economy in measured GDP yet, but it is already by far the world's biggest consumer of raw materials, according to a report from UNEP in August, with a rate four times that of the U.S. In 2012, Alibaba, China's leading e-commerce site, became the world's largest, dwarfing Amazon and eBay in sales revenue. In 2013, China made the first soft moon landing since 1976. Another year, another clutch of signals that China is the most important economy for the future of the world.

Taking these five milestones into account, your Arctic trip might not seem so bizarre. If anything, change will accelerate and become ever more far-reaching and volatile, as our planet's population and economies grow and as we become more interconnected. What will your business do now to anticipate change and prosper in an uncertain future?

Featured Recipe on
Pace Cares website:



Budget-Friendly Cilantro Lime Roasted Chicken

Prep time: 5 minutes
Cook time: 45-50 minutes
6 Servings

Cal: 130 | Total Fat: 4.5g
Sat Fat: 1.2g | Chol: 110mg
Sod: 55mg | Protein: 18g
Total Carb: 4g | Fiber: 0g

Cost: \$9.89 for entire recipe
Just \$1.65 per serving

TIPS FOR HEALTHIER LIVING

Drink water – you need to stay hydrated. To determine your water requirement, divide your weight (in pounds) by two. This gives the daily ounce-recommendation.



Pick up your "I Don't Text" window sticker at your local HR office

HOW TO PREVENT AN ACCIDENT AT WORK



1. Always be alert on the job

Being awake and alert all the time while you are at work will not only prevent accidents from happening at work. It will also enhance the performance of your work. Most people who become involved with accidents at work are those who feel sleepy or tired while they are working.

2. Wear the required personal protection equipment (PPE)

Be vigilant about the wearing of your PPE such as; eye and face protection, hearing protection, gloves, foot protection and proper uniforms and other protective garments when working. Never take safety to chance so always wear the proper PPE. If your work requires you to wear a hard hat helmet then wear it.

3. Listen and actively participate during emergency drills

Work places conduct emergency drills to make sure you know what to do in cases of emergencies so as to avoid accidents. Don't look at it as another boring drill and just take it for granted. When an emergency time comes you don't want to be left behind in the face of grave danger.

4. Always ask your supervisor about the possible risks of doing a certain task

If you are not sure about the work task you have been assigned to check with your supervisor to make sure you understand the task and the safety requirements.

5. Never perform a job in which you are not trained for

Trying to perform a task like lockout-tagout or driving a forklift or performing electrical work and not being trained or authorized to do so can lead to serious injury.

6. Always follow the safety policies and programs of your workplace

Employers are responsible for the well-being of their workers while at work so they have installed safety policies and programs which you should follow. You can avoid an accident at work if you follow the safety rules and procedures mandated by the employer.

7. Always be on the lookout for possible cause of accidents and then report it to the management

If you find a hazard or see signs of a possible cause of accident at work you should report it to the proper authority immediately. Do not wait for the accident to happen as it might happen to you.

8. You should always follow posted signs or rules

In order to avoid a possible accident at work follow posted signs in the workplace. Signs or postings like "Caution, Danger, Keep Out, Do Not Enter or Authorized Personnel Only" are there for a reason. These signs are there to remind you to be safe and protect you from an accident.

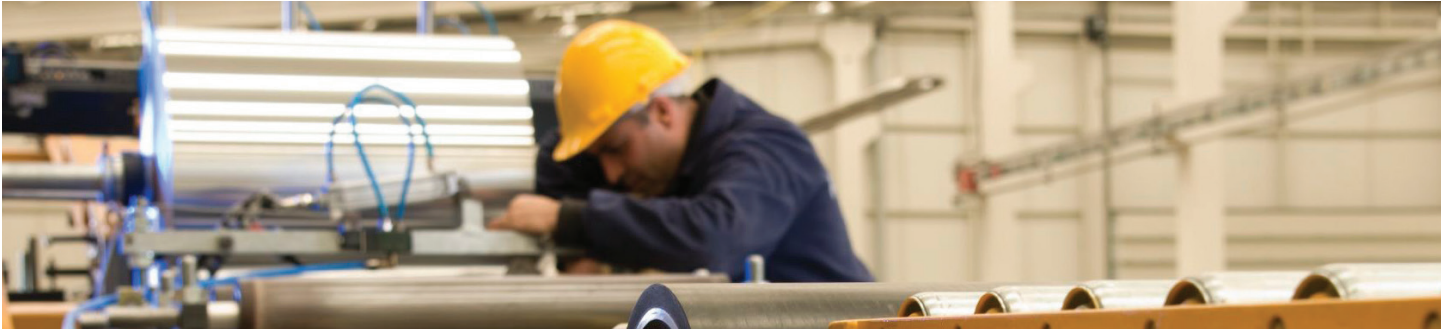
9. Rushing to get the job done

Being in too much of a hurry is a common reason why accidents occur. It's important that you take a few minutes before you begin a task to think about the potential hazards and how you can protect yourself. Then, tackle the task slowly and deliberately – the quality of your work will be better, and you'll get more done than if you suddenly wind up injured.

10. Slipping/Tripping

The number 2 cause of workplace injuries pertains to falls on wet and slippery floors or trips over something lying on the floor. Pay attention to what is going on around you. Make sure spills are promptly cleaned and keep hoses and cords out of your pathway. Maintain good housekeeping practices.

Culture of Awareness



Everyone hopes to see a higher level of worker awareness. But despite these wishes, there doesn't seem to be a bull market in "awareness." In fact, the opposite seems to hold. As external stressors pile on, people become more distracted, oftentimes so beset by personal worries—the economy? Job security? Retirement? Effects on family relationships?—they have difficulty focusing even on simple day-in, day-out activities. So their default automatic pilot Safety programs become glitchy. And this doesn't even begin to account for unusual events that really require split-second scoping out, decision-making, and immediate action.

And, ironically, the more we design out hazards in the workplace, the easier it is for workers to become complacent, to assume all tasks are safe. Of course, creating safe work is what most of us aspire to, but here, as in other areas, "very good" can be the enemy of "great."

We know that danger lurks at the other end. People who work or live in areas of high risk (think of a war zone, or work areas that seem like this) often become jaded to these dangers just so they can function at all. They have raised their Level of Accepted Risk. They ignore ever-present hazards

that would make others stop and think (or leave). On a lower level, when an autonomous worker has to work in highly extreme weather conditions, he or she may discount risks of having to daily walk or drive on ever-present snow and ice.

Given we want others to work as safely as possible, how can we raise baseline awareness? It has been found that you have to go well beyond just expecting or reminding workers to "be aware"; you have to go further to build an entire culture of alertness. Experience has shown time after time that signs, reminders, and slogans aren't enough to spur ongoing attention.

Ever-present, Zen-like awareness is intangible, fleeting—and frustrating when these near-impossible attributes are expected of others. The renowned psychologist William James mentioned that even he could not sustain his attention on one thing for more than six seconds at a time.

In contrast, alertness is based on skills, not just exhortations or hopeful thinking. Developing a higher-level Culture of Alertness necessitates two simultaneous tasks: 1. upgrading individual skills for improvement and 2. reinforcing these skills so they are consistently applied and refined.

"Working safely is a condition of employment at Pace Industries. Safety is everyone's responsibility."

How to accomplish this?

1. Develop and disseminate a working definition of "alertness" so that all understand—and incorporate your expectations. If others don't believe that your plans are doable by them, they'll be unlikely to even try to boost their alertness skills. Make sure you communicate that these skills are learnable by all—any age, any position—build over time with use, and can significantly help at work and at home. "You may not be able to get quicker and stronger as you age, but you can certainly become more alert with the right training and practice."

2. Reduce unnecessary distractions and mixed messages. This includes avoiding overuse of color-coding hazards or signs that pull attention away from current risks such as forklift traffic. Make sure supervisors don't fall into just telling people to "just pay attention," as if it is a switch you merely flip on and stay "on" throughout the day.

3. Provide a range of clear examples of alert actions at work and home. These might include: Benefits of surround observation, i.e., developing an early warning system: Fisherman look for small signals that indicate where fish will be biting; Poker players get an advantage by noticing their competitors' "tells," which are often-miniscule, nonverbal bits; or of martial arts adepts who've been trained to sense an attack mounting at a very early level.

Last-minute injury avoidance, e.g., how attention to small variations in the sound of an air tool cued your operator to shut down the compressor, likely averting a potential major incident.

How this can be applied to health decisions, seeing signs of disease at a low level—whether a tiny mass or an unusual smell in breath—led to early intervention that helped head off life-threatening illness at the pass.

Examples where keen observation and adjustment significantly elevate adeptness in communicating, persuading, and leadership.

4. Train all staff in alertness skills. All people can boost their abilities to direct attention and then make better decisions. Alertness skills include: eye-hand coordination, self-honesty about current alertness habits/strengths/limitations, consciously scanning and selecting your attention target, quickly switching attention to a higher priority risk, regaining attention after being distracted, sustaining attention on a given task while working, and more.

There's obviously a lot more than this. However by developing a culture of alertness can energize associates, raise morale, and considerably reduce injuries.



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PACE NEEDS MORE TECHNICAL TALENT NOW!

A Pace associate recently asked, “What are some of the skills and abilities that Pace Industries is looking for in their manufacturing facilities?” That is a great question. Major needs at Pace are as follows:

- Ability to operate and program automated manufacturing systems
- Understanding of hydraulic, pneumatic, and electrical systems and how to repair or rebuild our manufacturing equipment
- Ability to read and write machine programming code
- Ability to read manufacturing blueprints

These skills are needed for:

MAINTENANCE TECHS

QUALITY AUDITORS & INSPECTORS

AUTOMATION TECHS

TOOL AND DIE MAKERS

**CNC AND CMM PROGRAMMERS
AND OPERATORS**

PACE INDUSTRIES

OUR REFERRAL PROGRAM IS GOING SOCIAL, & YOU GET REWARDS

Sign up now at: <http://bit.ly/zao-pace2014>

- AUTOMATIC MATCHING**
Connect to social networks & Zao will show you which of your friends might be a good fit for our open jobs
- ZAO MAKES SURE YOU GET CREDIT**
You get credit, points and leaderboard achievements when you share jobs & upload resumes through your Zao account
- SMART AUTO POST**
You can automatically share jobs on Facebook and LinkedIn
- IT'S REALLY EASY**
Watch the intro video [here](#)

As a current Pace associate, you have the inside track to getting these jobs! If you have a solid work history and the ability to learn and develop your technical skills, you can step into these types of careers within a few short months. It starts with contacting Ken Stuckey, Director of Talent Acquisition & Development, at ken.stuckey@paceind.com for more information.

Take the first steps towards a better job today. Let us help you discover and develop those skills you might not be using to take your career to another level at Pace.