

**2014 Award Nomination Form
Illinois Chapter of The ESOP Association**

Employee Owner of the Year

Employee Owner Name:	Brett Moe
Name of Company:	Holden Industries, Inc. / Nosco, Inc.
Company Address:	500 Lake Cook Road, Suite 400 Deerfield, IL 60015
Contact Person's Name:	Barbara Barkley
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Brett Moe has been a Nosco team member for 32 years, the last 16 as Maintenance Manager! In his time at Nosco, Brett has demonstrated an extreme willingness to help Nosco and Holden Industries move forward with initiatives in areas such as Lean Enterprise, Safety, and new site development, all of which contribute to enhance Shareholder Value.

The work ethic that Brett possesses is one that he uses to cultivate the effectiveness of his team, which is Maintenance and Facilities. He focuses on training key members of his team to ensure the future is in good hands. Brett is a go-getter who works day and night to see a project through; he will often come in on the night shifts to complete tasks when there just aren't enough hours during his "normal" shift. Working closely with our Lean Implementation Managers, Brett has assisted greatly in Nosco's lean journey. Brett was involved in several key decisions, and then accepted and completed each step with enthusiasm and focus, be it moving large production equipment or painting lines on the floor. When asked about Brett's service, his manager stated, "Brett truly exemplifies employee ownership through his actions each and every day. During his years at Nosco, he has continually put his heart and soul into his service to the company and our customers."

As a key member of our Safety Team, Brett has a keen eye for employee safety. He has completed 10 hour OSHA training, which was specific to the printing industry. He is also a certified first responder. Several times in past few years, we have hosted a Safety Consultant at Nosco and Brett has actively participated in those visits; questioning and learning all that he could and then immediately addressing any issues. Brett understands that safety is a key value at Nosco, and this understanding has helped to propel our Safety Team and our Safety Action Compliance Team to the next level. Brett makes use of his expansive knowledge and skills to keep production

humming at all Nosco sites. His skill set includes plant layout, machine and electrical maintenance, machining and fabricating of parts, building construction, and HVAC.

Brett has also played an indispensable role in the start-up of our strategic Bristol, PA facility. Over the past several months, Brett has spent more time at the On Demand Solutions Center (ODSC) than he has in Illinois. Since the signing of the lease, Brett has been involved in planning the new facility, construction to get the building ready, equipment installs to prepare for production, and training to ensure the proper safety and maintenance procedures are in place at Nosco's newest location. He grabbed onto the new responsibilities and promptly booked his trip to the East Coast. In regards to the plant start-up, the Bristol Value Stream Manager said of Brett, "he always does amazing work but has somehow raised the bar to make our ODSC happen. I cannot think of a better role model for employee ownership." The thought and care of each detail is evident in Brett's work – no job is too small to receive his full attention.

Brett is a model Employee-Owner, he is highly aligned with the Nosco Leadership Covenant in that he is held in high regard by his peers due to his respectful manner towards others, and that by his actions everyone sees that he is always committed to doing what is right. He unselfishly works the hours needed to get the job done, putting the team first. He is clearly a person of character and integrity, heaving a unique blend of competency, humility, high technical skills, and commitment to the success of our company. The willingness to go above and beyond truly demonstrates what it means to be an Employee-Owner; it shows his ability to see how any project can affect the big picture. Brett Moe embodies the heart and soul an Employee-Owner through and through.