

MN/Dakota Employee Owner of the Year Nomination

SJE, founded in 1975, is a privately held, 100% employee-owned manufacturing company headquartered in Detroit Lakes, Minnesota, with 400+ employee owners located in seven locations in Minnesota, Ohio, California and Florida.

We would like to nominate **Brian Halstensgaard** as the Employee Owner of the Year. Brian has been an employee-owner for 13 years. He was hired in February 2005. He is an active contributor to the company's Employee Ownership Activity Committee (EOAC).

Our EOAC is comprised of 30 employees across our seven locations. The EOAC meets monthly to determine upcoming events and employee relations gifts. Brian Halstensgaard has been a member of the EOAC Committee for 6 years and continues to impress and amaze me. He has had many non-exempt, non-managerial jobs:

- Hired: Night Shift Production assembler
- Promoted to a Day shift Panel Assembler
- Promoted to Panel Fabricator
- Promoted to Customer Service Representative
- Promoted to Lead Customer Service Technician

Brian has the most infectious positive personality and his creative skills are second to none. He is always the first to volunteer to help with events and always does them with a smile. Not to mention just going above and beyond. He has been instrumental in the following events we have held at SJE:

- **ESOP Games-** Brian has created and been involved in running for employees
 - Dart the Heart Toss
 - Ducti Tape Ring Toss
 - Obstacle Courses
 - Mini Golf
 - Trivia Contest
- **Shareholder Banquet** – Brian is the “MC” for this yearly event and facilitates a fun evening with over 200 guests!
- **Eggs and ESOP at local Manufacturing Company** –Represented SJE well as an attendee
- **Gave out employee recognition gift \$10 Gas card** “Thanks for putting gas in our tank”– Brian came up with this creative saying
- **Let's have a ball Luncheon** – Brian helped run this event
- **EOAC all member training** – Brian attended this event and had a lot of great questions and generated ideas
- Dressed up as a Flight Attendant to help convey that our “**ESOP is Soaring to New Heights**” along with creating and coordinating a paper airplane contest.
- **Chapter Meetings-** Brian has attended several chapter meetings in Fargo ND along with Minneapolis.

In addition, he was a 2015 Charles R. Edmunson Scholarship recipient. Over the last 13 years, in whatever role Brian has held in our company he's succeeded at. Hence why he has been promoted so many times. Brian is only 33 years old, meaning he was 20 when he started at SJE and he just “oozes” with SJE culture and support of the ESOP. I could see him being the Chairperson of the EOAC or stepping into a management role as some point. He is truly one of our high-potentials and having him be

recognized as Employee Owner of the Year would be such an honor. I also believe he would a great representative for the MN/Dakota chapter.

Our CEO; Dave Thomas fully supports Brian for this nomination. If you have any further questions, please contact Natasha Nodsle; Director of HR at 218-847-1317 or Natasha.nodsle@sjerhombus.com