

**Nomination for Employee Owner of the Year
for the MN-Dak ESOP Assoc. Chapter**

Nominee – Missy McManigle, Walman Optical Company
I would like to respectfully submit Missy McManigle for Employee Owner of the year. Not only do I feel that she epitomizes all the characteristics of an involved, dedicated employee owner, she also shares her beliefs and sets a high standard for others to follow. She fulfills her daily responsibilities with an eye to our Customers, her Co-workers and our employee Shareholders. Her individual efforts have helped grow and foster our ownership culture and I sincerely believe that our ESOP would not be what it is today without her influence.



Some examples of her contributions are:

Employee Communications –

ESOP Communication Committee Chairperson – In her role, she is instrumental in multiple activities held during annual ESOP month.

Publishes Quarterly Employee Newsletter as Editor and Designer

Helped develop Employee Owner’s Manual as Editor and Designer to provide a guide to the ESOP Plan for employees

Wellness Committee – Coordinated the efforts and recordkeeping for both the Walman Biggest Loser and the Walman Wellness Challenges with the goal of reducing the company’s health care costs and creating healthier, happier employees.

While it may be her responsibility to coordinate events such as our National Sales and Operations Meeting, she puts her special touch on activities there to reinforce our Ownership culture. She came up with the idea for a yearbook, where employees submit pictures of themselves and their families and share information about themselves that helps us all get to know one another...from one end of the country to another. Each year she finds a new way to reinforce our ownership culture.

Employee Recognition –

Designer, editor, contributor to our Merit Movement Program – Employees recognizing each other for their efforts to the organization

Designer, editor, contributor to our Recognition Revolution Program – Managers recognizing employees for their individual work efforts

New Visions Program – Missy has been the coordinator for our employee suggestion program for over ten years resulting in hundreds of thousands of dollars of savings.

Walman Cup Program – Missy helped bring an employee idea to fruition...this is Walman’s version of the Stanley Cup that moves from branch to branch each year based on criteria important to our company and our culture

Customer Activities –

Missy is the coordinator of our annual Walman University, where over 300 of our customers attend to receive education in our industry. This event is flawlessly executed and our customers provide glowing reviews of our company and Missy’s efforts...every year!

Missy also coordinates all our customer appreciation events each year including planning, catering and transportation. She cares that our customers understand their importance to our company and our ESOP!

ESOP Association Activities –

Missy is involved at the chapter level as a board member and is on the legislative affairs committee. She has done numerous Capitol Hill visits to the MN congressional delegation and she was instrumental in coordinating several visits from congressional representatives at various Walman Optical locations. She coordinated our Eggs and ESOP event this past year at Walman and she volunteers for the ESOP Foundation Golf event.

Charitable Involvement –

The area where she almost single handedly has had the most influence on our employee ownership culture though is in her countless hours devoted to various charitable organizations.

Here is a partial listing of her volunteer participation:

Relay for Life, Special Olympics, Vision Walk, Dare program, MN School for the Blind, Ronald McDonald House, MS Society...these are annual fundraising events..not one time efforts. When Missy makes a commitment, she sticks with it! She was so inspired by the Cyclists that visited the Walman-sponsored rest stop at the MS-150 event that she decided to ride the 150 miles instead of just volunteer at the rest stop. She not only organized the 20 volunteers at the rest stop and helped design a fun theme for the day...but now she also rides in the event.

Missy also recruits a variety of employees and their families to participate in these events and makes it fun. All our other employee owners have started following her example of giving back to our communities... Walman now has over 200 employee volunteers each year and I feel that without Missy's leadership and example in this area, none of this would have been possible.

I believe that she is what every employee owner should aspire to be and I hope you feel the same. Thanks!