



## BERT WILLIAMS

### SUPERLATIVE WINNER

Bert has never needed a job description, give him a lay of the land, an idea of what you need and want to accomplish, and some room to plot, play, and plug in his ideas and approach. Ownership is one of our most powerful values, because you really can't get there without using Initiative, Teamwork, Communication, and Grit. Thinking and acting like its your name on the box, taking that kind of pride in your work and care into those you do it with, and not making time for excuses, sets a very high example for all of the team in Shipping to follow, and admire. Bert was humble when Jared talked about how much effort he has put into training partners this and last year, through turnover. He said, "I asked Pauly, is it me? Am I doing something wrong?" Paul told him what we all did in the moment too, "no, Bert, it's definitely not you!"

In Bert's full year back with us he quickly reminded us of how awesome he was when he was with us previously. He has stepped up as the leader on the floor in Shipping for all communication, planning, and training. In everything he does, whether running the machine, rolling hides, training, staying late, coming in early, questioning quality, efficiency, or in just helping the team feel good and have fun, Bert does it with the spirit of ownership!!

*"Shipping taking the Lead! That department crushed Superlatives and had so much fun doing it! I'm glad I got to work with Bert. I recently had the chance to pop in and work over there and Jill had to come out if the office to see if Bert and I were ok because we had been laughing so hard we had tears. Jill said she hadn't seen Bert laugh like that in a while and I said sometimes Bert just needs his Ken." LMAO. Congrats Buddy...couldn't happen to a better guy in a better Dept!" - Ken Warner*



**OWNERSHIP  
AWARD**

### About This Superlative Award

Ownership is a higher form of accountability - way more than just doing your job - this is all about going above and beyond in meeting any issue, opportunity, and or challenge aplomb. Taking ownership has little to do with us as individuals, and everything with doing what will ensure the success and fulfillment of all partners (customers, employees, and suppliers) and the company.