

# DENNIS HOWELL

NOSCO, WAUKEGAN

Hello, my name is Dennis Howell. I came to know Holden Industries through a fourth party, on an employment contract with Nosco. I was laid off from a competitor of Nosco's in 2017, and was out of work for two months. I actually got lucky and found out about Nosco through a job fair at the College of Lake County, where I did part-time student work. In this job fair, I interviewed with several companies (mostly employment agencies,) with no REAL hopes of finding anything viable.

There was however, one employment agency that listened to what I had to say about what I wanted out of my future work history. I interviewed with a lady named Jesse from Labor Solutions, who at first already had it in her mind to send me to another mundane, dead-end JOB... But in the interview question, "What is the most important thing to you when it comes to your workplace," I told her "safety and job security." I guess that piqued her interest in what else I had to say about WORKING vs. CAREERING, so she actually took another look at my resume, and REALLY saw WHERE I've been, instead of WHAT KIND of work I've been doing.

In doing this, she saw that I was working for a competitor of Nosco's recently, and saw that I had more than one job title in a short time. For the competitor, I held positions for catcher, second pressman, and pre-make ready all in the span of seven months. When she saw this, she immediately and almost too excitedly yelled, "I know the PERFECT PLACE for you..." She was practically emailing the department manager and telling me where and when to meet him at the same time.

I ended up interviewing with Jeremy Williams, and he liked my attitude, drive and my willingness to do whatever it takes to help a team WIN. Although at the end of the interview I didn't know what department I'd be working in, I still had a start date. So I strapped on my boots, got on the field, and made the plays that got the TEAM results. It ended up paying off for me (and for the team,) because in 5 months, I officially became a member of the Nosco team, holding the positions of CFT, CFT (Floor Guy,) and now (proud to say,) Apprentice Carton Gluing Operator...all in the span of eleven months!

The ability to recognize an individual's talent is one thing; knowing what to DO with it, is something SPECIAL. I felt my work was Appreciated, Wanted vs. Needed and Needed vs Tolerated; the characteristics that form a long-lasting and very strong BOND. These are the VERY THINGS that can make a person come to call "previously-perfect-strangers," FAMILY. And what means MOST to me about having a job with Holden Industries, is the FACT that it is NOT a job, it IS A CAREER; and the BONUS is, I have gained a new FAMILY...