



# SHARI MARTIN

NOSCO, GURNEE

Coincidentally, I'm writing this on my eighteenth work anniversary. In no time at all, I will be able to reflect on two decades of a career at Nosco. A career is an important thing. It's about more than deciding what you want to do for a living. Think about the amount of time we spend at work. The importance of selecting a career can give us a sense of direction, a purpose, goals, structure, gain skills, provide personal growth and development, stability, and we even make more acquaintances and friends through our career. I feel as if I can put a check mark next to all of these boxes in my career at Nosco.

I started Nosco in 2000 as the single mother of a kindergartener looking for all of the above things. I immediately felt like I was part of a family, and I knew this was the right culture for me. In 2014, that same "kindergartener" became an intern in Nosco's Finance Department for a summer through the Holden Internship Program. She now has a successful career after double majoring at Illinois State University. Nosco has had a direct effect on the stability of my family from a financial and personal growth perspective.

My Nosco career journey began as a Customer Service Rep. I became the department trainer and mentor, a very purposeful and self-fulfilling role. I was promoted to Team Lead, keeping my training responsibilities, and maintaining my own customer accounts. From there I was put on a development plan to become the department manager. Nosco invested in my personal development through classes and seminars to prepare me for successfully managing up to 18 direct reports at one time over the course of 3 years. Nosco promoted a number of high potential employees that I hired and trained during my time in Customer Service. Opportunity presented itself when Nosco needed subject matter experts to help implement a new ERP system. I spent two years working full-time on that core team, which eventually resulted in my current position of Business Analyst in Information Systems, where I learn multiple new things every day.

Above and beyond job titles, I believe every single person can be a leader and a contributor, even if it's just leading by example. Nosco has allowed me to "be me" and organize fun events that provide memories for all involved. 2018 marks the ninth annual Halloween Costume Contest that I began hosting just by asking "Can I?" It has now spanned over six plants – WOW! I organized countless potlucks, and hosted numerous special theme days during my time on the front-end. I've been able to write multiple newsletter articles, and lead a couple of Nosco Buzz Videos.

Once Nosco became employee owned, it created an environment where people have a personal stake in the company's performance. It created behaviors that are guided more by values than rules. I've seen people treat each spending decision as if it's their own. Individuals and teams take accountability and collaborate in support of the quality and success of the outcome of their work. These are all qualities I can be proud to contribute to, and I am fortunate to have taken advantage of the ESOP buy-in from day one.

One more important aspect about Holden is that they continue to look at new business opportunities, which sometimes includes manufacturing new things or manufacturing things in new ways in order for us to keep growing in each of our respective market places. We are not staying stagnant, which can lead to business decline. We continue to close on acquisitions. Marketing continues to look for creative ways to re-invent ourselves and grab people's attention. I appreciate this pro-active approach as an employee owner.

The average person will spend 90,000 hours at work over a lifetime. It's safe to say your career makes a huge impact on your quality of life. I choose to spend my career at Nosco.