CELEBRATING INDUSTRIAL ATHLETES
25 YEARS
WAREHOUSE HEROES
OF THE YEAR
• 2024 •

RefrigiWear

# NOMINATION EXAMPLE

## Nominees are judged on 4 aspects of their performance:

### Leadership – Productivity – Ingenuity – Attitude

Winners are chosen based on the nominations alone – so the more detail provided, the better chance your nominee has of winning! We look for two things when evaluating nominations to choose winners: in depth descriptions and hard data about their performance. You don't need to write us a book, but each section should have a decent sized paragraph. Sections like Productivity should include data/statistics about the contributions of your nominee.

**Here is an example of a winning nomination from previous years:**

### LEADERSHIP:

[Nominee] exhibits leadership with his work ethic. [Nominee] is our "dock guy." He loads and unloads all the incoming and outgoing loads. To give an idea of how much that is, on average, he will load/unload 30 54-foot trucks a day! A job not really for just one person, but he is so efficient that it works perfectly. This allow us to use our personnel in a more efficient manner. With his energy and enthusiasm, he makes everyone around him better and always has a smile on his face no matter what. Morale is not an issue on any shift when [Nominee] is around.

Before becoming a warehouse lead, [Nominee] constantly tried to be a leader on his shift by always being willing to help new employees learn the layout of the warehouse, operation of the warehouse management systems, and safe operation of the forklift. [Nominee] always made the right choice even when he didn't know people were watching. From picking up pieces of pallets instead of running over them to re-stacking a pallet if product was being crushed or not properly stacked in the first place, [Nominee] leads by example in all facets of his position.

### PRODUCTIVITY:

[Nominee] handles a workload that otherwise would require 3 or 4 people! This is not a "guess number" as we actually have to plan accordingly during his vacation in order to fulfill his duties. Besides being in charge of our dock,

[Nominee] somehow finds ways to help in other areas, like picking samples, greeting our customers, cleaning, and a bit of clerical work, as well. Needless to say, we know he is the heart and soul of our operation.

[Nominee] is the most efficient employee on the production line and has increased production by 125% in his/her department. This has eliminated the need for multiple stations in his/her area as efficiency has improved immensely. [Nominee] shows up daily with a great attitude and invigorates the team that surrounds him/her. [Nominee] shows great leadership and is a great asset to this facility and company.

[Nominee] strives daily to keep all equipment up and running. When equipment is down, [Nominee] is always the first to show up onsite anytime, day or night, and does not leave until the job is completed. [Nominee] always maintains a great attitude no matter the task and keeps a calm and collected approach to the job at hand which leads to an efficient flow in production. Also, due to [Nominee's] well organized maintenance schedule, equipment down time this past year has only equated to 10 days which is a 50 percent decrease in equipment downtime compared to the previous year.

[Nominee] constantly exceeds his production goals. Our current production standard is 11 lines per hour and [Nominee] has averaged 13 lines per hour for many years now.

### INGENUITY:

Having to load shipments requires a lot of ingenuity to make it work. A perfect example is when a truck driver needs to make "space" for the load. [Nominee] is a master of turning pallets and double stacking loads, and in his words: "I just look at the space and I know what needs to be done." He will rearrange the load on the whole entire truck if he has to in order to make it work. His ingenuity and resourcefulness are second to none and have been the standard to follow.

[Nominee] is always the first employee willing to help straighten a dump pallet in the racks and constantly strives to come up with easy and cost-efficient solutions to fix some of the daily problems seen in the warehousing industry. Recently, [Nominee] realized that we needed a solution for correcting dumped pallets in the racks without having to harness

up and enter the racking to re-stack the pallet. [Nominee] banded together several empty pallets and then shrink wrapped them together, creating a tool for us to push pallets leaning in the racking back up to a standing position where another forklift operator could maneuver his forks into the pallet. This saved us tons of time, wasted production hours, product, and potential injuries.

[Nominee] is highly skilled with various equipment and performs preventative maintenance daily. [Nominee] is a self-starter who is dedicated and demonstrates critical thinking abilities with strong communication, leadership, and problem-solving skills.

### ATTITUDE:

Like any other job, there are moments when things do not go the way it was planned. [Nominee] never has given anyone attitude or complaints. On the contrary, he is the one with the "let's get it done" attitude since day one. A driver told us, "This guy is always smiling and, even when I'm mad because it has been a long day, he always puts a smile in my face". That's the kind of guy he is, plain and simple: My perfect candidate for Warehouse Hero of the Year!

[Nominee] is a very patient and calm employee. [Nominee] realizes the value in getting along with others and goes out of his way to make new employees feel welcome and appreciated. No question asked to him will ever be ill-received. He will take the time to explain his answers and do it as many times as needed for the person to understand.

### ADDITIONAL QUALITIES:

The Additional Qualities section of the nomination form is optional, but it's a great place to expand on your answers, provide additional information like any adversity they've overcome on the job, and to paint a more complete picture of your nominee.

### HOW TO NOMINATE

Review eligibility requirements and example nominations, then submit your nomination online at
pro.refrigiwear.com/warehouseheroes-2024

**NOMINATE NOW!**