



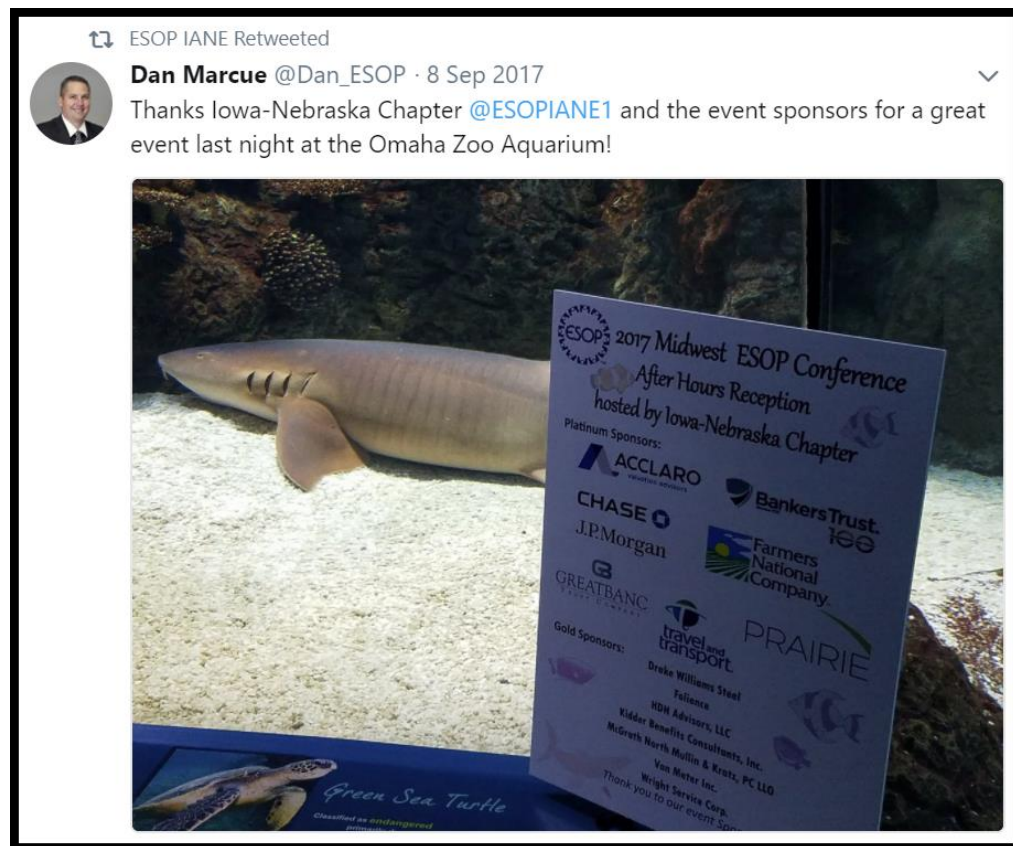
## Employee Owner of the Year Nomination (IA/NE Chapter of The ESOP Association)

Jim Ridder-Travel and Transport, Inc.

I would like to nominate Jim Ridder for the Employee Owner of the Year award. Jim has had a huge impact, not only within Travel and Transport and our local Iowa-Nebraska ESOP chapter, but also in his community. His passion for and knowledge of ESOPs has been a huge benefit to both us at Travel and Transport, Inc. as well as the IA/NE Chapter.

During 2017, Jim:

- Joined the executive committee of the IA/NE Chapter
- Coordinated multiple planning and programming committee tasks for the 2017 Midwest Conference which was held in Omaha
  - Worked on the technical track speaker selection
  - Arranged all the Congressional videos from the Nebraska delegation, which were shown as part of the closing Keynote address
  - Worked to arrange the IA/NE After Hours Reception at the Henry Doorly Zoo (transportation via “Ollie the Trolley”) on behalf of the association during the Midwest Conference





- Presented at the IA-NE winter conference in 2017
- Helped facilitate the office visits to Travel and Transport of both Senator Deb Fischer and Representative Don Bacon in 3Q17



Jim Ridder, discussing employee-ownership with Senator Deb Fischer at Travel and Transport



Jim Ridder, introducing Congressman Don Bacon at Travel and Transport



- Promoted HR2092 and S1589 (being key in getting both Bacon and Fischer to sign on as co-sponsors after their site visits)
- Attended the IA/NE Winter conference, chapter golf outing and Las Vegas conference for the past two years
- Contributed to the EOF foundation
- Revamped our internal ESOP 101 document
- Updated and modernized the annual ESOP administration process for Travel and Transport
- Provided assistance and education to Travel and Transport employee owners
  - Met with the ESOP Communication Team multiple times for educational sessions
  - Worked one-on-one with employee owners about their ESOP-related questions
- Assisted in preparation for our annual shareholder meeting
- And the list goes on

We are a better ESOP company and chapter thanks to the hard work, dedication and passion that J.R. brings to his duties daily. It only takes a few minutes talking to him to realize that he cares deeply about employee-ownership and maintaining and expanding of ESOP companies far and wide. Furthermore, J.R. acts as a true employee-owner, focused on the good of the company and eager to pitch in on any level. The phrase “Not my job” is not in his vocabulary.

I am extremely proud to call him a fellow employee-owner and friend.

Jim Winterscheid  
VP-Human Resources  
Travel and Transport, Inc.

