



February 2019

Minnesota/Dakotas Chapter  
Employee Owner of the Year Nominations  
**Belinda Bellows**  
Walman | Minneapolis, MN

We would like to nominate Belinda Bellows for the Minnesota/Dakotas Chapter Employee Owner of the Year. Belinda has been with Walman for 27 years. In those years, she has been challenged and grown into many different roles. Over the past couple of years, her specific division has experienced a lot of change. New faces, changing roles, acclimating people into our employee owned culture—all of which can be very challenging at times. She has adapted through it all with grace and an open mind, always keeping her eye on the big picture and what is best for the greater good of Walman.

As a member of the Employee Ownership committee she is creative, innovative and always thinking about our employee owners. She is active in the Chapter as a member of the Program Committee. She has attended many local and national ESOP Association conferences and has even participated in presenting panels. She has been an active participant in company visits and hill visits with our State Representatives and shares those stories and the importance of telling OUR story with her fellow employee owners.

She is a constant promoter and **engager** in our Walman employee ownership culture... speaking from her heart and experience to new employee owners at ESOP lunches, setting an example to new peers from a big acquisition, always willing to help in the planning of company events, especially ESOP Month in October, which has creatively been taken to a new level since Belinda joined the EOC. She consistently participates in volunteer and charitable giving events and encourages others to join her. This is just the tip of the iceberg. The EOC is better and stronger due to having her on the team. She consistently participates in volunteer and charitable giving events and encourages others to join her. She often challenges the way things have always been done, always looking for new ways to engage employees.

She is an exemplary representative of Walman and of being an employee owner in general. One example of this... we actually fly her into our annual meeting a day early to help greet and check all of the other attendees in. This has absolutely nothing to do with her job, but a true testament to her welcoming, collaborative nature and what she represents as a Walman employee owner.

