



WAYNE STEFFEN EMPLOYEE OF THE YEAR 2016

This employee embodies the very definition of our Employee of the Year program.....hard working, dedicated, loyal, and committed to the benefit and betterment of Willow Run Foods and, it's employee owners.

Wayne Steffen joined our company in November of 2012 as our Loss Prevention Manager. Wayne's prior employment consisted of a long and successful career in law enforcement (30 years), most of it spent with the **Johnson City Police Department**, where he attained the rank of Police Captain. Coincidentally, preparing him for his next role here at Willow Run Foods, where his primary functions are to develop and implement new ways to improve our **Food Safety & Security** programs, while also ensuring a safe work environment for our employees.

Some of Wayne's responsibilities consist of performing Wendy's route audits, (following trucks which usually results in positive feedback for our drivers), auditing our parking ticket program, new driver orientation, accident investigations, criminal investigations, employee background checks and, working with Dave Zelenyak in the preparation and execution of our food safety audits; which most recently resulted in the following scores:

Wendy's -99% (Superior) and Arby's-99.8% (Superior)

Wayne is a consummate law enforcement professional, which clearly shows during his presentations at our quarterly driver safety meetings. He covers everything from our vehicle & traffic laws to reviewing driver audits and answering driver questions pertaining to safety sensitive matters. The combination of Wayne's ethical standards and vast experience enable him to be an excellent communicator and facilitator when working with our drivers and, our customers.

Over the past 4 years, Wayne has demonstrated his ability to perform his duties in a responsible, calm, respectful and understanding way, while still providing a safe and secure work environment for all of our employees here at Willow Run Foods.

It is with great confidence that Wayne Steffen is **EMPLOYEE OF THE YEAR**.

Submitted By: Len Basso - Vice President-Operations