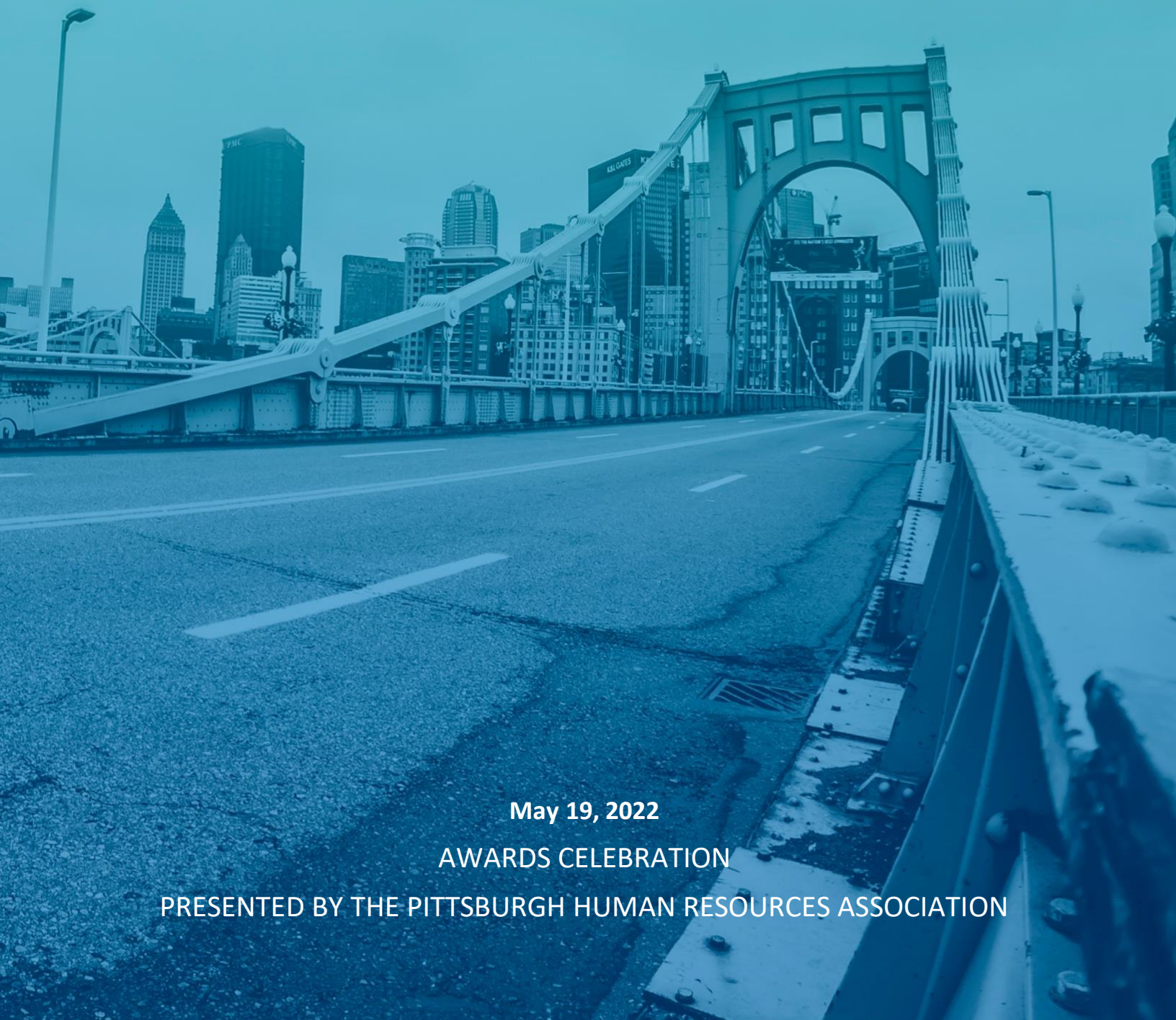




# ENGAGING PITTSBURGH

INNOVATIVE | PEOPLE | PRACTICES



May 19, 2022

AWARDS CELEBRATION

PRESENTED BY THE PITTSBURGH HUMAN RESOURCES ASSOCIATION

## Dear Attendees,

For over two decades, the **Pittsburgh Human Resources Association (PHRA)** has recognized employees and employers from across the region who have demonstrated creativity in designing business practices. These practices have significantly contributed towards organizational and employee achievements. Whether this is your first time attending the celebration or you have experienced it in the past, it is our privilege to have you with us today. Your contribution, support, and attendance is the spirit that makes this celebration a wonderful event, year after year.

The **Engaging Pittsburgh: Innovative People Practices Awards** is an exciting opportunity to applaud achievements and successes while cultivating professional relationships. I would like to personally thank our **2022 judges** for their commitment to this initiative:

**Teagan Burkey, PHRA Signature Events Committee Member**

*Talent Management Specialist, Navisite, LLC*

**Ron Kubitz, PHRA Board Member**

*Director, Recruiting & Human Resources, Forms+Surfaces*

**Brenda Thoma, VP, Signature Events**

*HR Business Partner, NTT Security*

**Megan Wollerton, PHRA Signature Events Committee Member**

*Corporate Wellness Specialist, Lifeforce Wellness*

Congratulations to all the finalists! Your hard work and dedication to your employees has brought you to this point. Enjoy the celebration!

Regards,



**Elizabeth Lamping, MPM**  
**Pittsburgh Human Resources Association**  
**Executive Director**



The Pittsburgh HR Association presents

*Engaging Pittsburgh Awards*

*Thank You Business Partners*



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The Pittsburgh HR Association presents

# Engaging Pittsburgh Awards 2022 Company Finalists



The **Pittsburgh HR Association** presents

*Engaging Pittsburgh Award Finalists*

*Leaders Celebrated*



**Angela Garcia**  
Executive Director  
*Global Links*



**Danielle Mundekis**  
**SHRM-CP**  
Employee Relations &  
Inclusion Manager  
*Eckert Seamans*  
*Cherin & Mellott, LLC*



**Tim McElhone**  
Senior Director  
Talent Acquisition  
*84 Lumber*



**Sandra Mervosh**  
**SHRM-SCP**  
Assistant Professor  
HR Management  
Program Director  
*Rowland School of Business*  
*Point Park University*



**Paul David Spradley**  
**Ed.D.,CDP**  
Vice President,  
Diversity, Equity  
& Inclusion  
*Dollar Bank, FSB*



**Tabatha Wendorff**  
**SHRM-SCP**  
Director of HR &  
Talent Management  
*Auberle*

## Companies Celebrated

*Diversity, Equity, Inclusion & Belonging Category*

### City of Pittsburgh

*Diversity, Equity, Inclusion & Belonging Category*



As an employer, the **City of Pittsburgh** understands the changes in the world of work. More importantly, the need for our workplace to be reflective of those changes that showcase diversity, equity and inclusion.

Human Resources and Leadership need to create a focus on minorities and women identifying hires and diverse sourcing strategies as well as on benefits and policies. This would elevate the reflection of diversity, equity and inclusion, which affects the workforce and workplace.

We have implemented the following: Rooney-Rule; Elimination of Salary Question on Application; Paid Parental Leave; Voluntary Benefits; Transgender Healthcare Inclusive Benefit; Paid Safe Leave; On-site Child Care Services; In vitro-fertilization Benefit; The Crown Act; Benefit Hub – Discount offerings for life style accommodating products and added a tenth City holiday – Juneteenth.

### Eckert Seamans

*Diversity, Equity, Inclusion & Belonging Category*



Diversity, equity, inclusion and belonging must be a philosophical shift and an establishment of culture, rather than an initiative, to feel tangible change. Three important methods for embedding these ideals organizationally, include opportunities for learning and development centering on transparency and communication opportunities, including room for questioning and understanding, the creation and implementation of pipeline programs exploring the abundance of talent in the workforce existing in places beyond “industry standard,” and the nurturing and maturation of talent already in an organization through advocacy and support of those with positions of power and influence in that same organization. **Eckert Seamans** works to grow and develop these areas to attract and retain talent, recognizing the necessary internal work and reflection required to promote organizational success and thriving.

## Point Park University; The Rowland School of Business

*Diversity, Equity, Inclusion & Belonging Category*



The **Rowland School of Business** focuses on student success, learning, and making a positive impact in the community. Commitment to diversity, equity, and inclusion is encompassing and lifelong. DEIB initiatives ingrain in our students the importance of respect and inclusion and provide them with examples and opportunities to become constructive members of the community.

The Chuck Cooper and Josh Gibson Center for Equity and Education seeks to create equity and opportunities in education and employment for youth and families from communities of color.

In partnership with Pittsburgh Hires Veterans (PHV), the Center for Veteran's Excellence helps PHV employment counselors prepare our veteran community in the region for employment interviews. The Women in Industry initiative exists to accelerate the success of women-identified students and professionals.

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## Robert Half

*Diversity, Equity, Inclusion & Belonging Category*



**Robert Half** is committed to creating a culture where employees can connect to each other, thrive through opportunities, and grow in the communities where we live and work. We recognize the importance of ensuring that diverse backgrounds, perspectives, and experiences are represented to create dynamic and inclusive environments where everyone can be their authentic self at work.

Our choice of ethics and integrity as our fundamental values set the stage for support of diversity, equity and inclusion (DEI). We strive to make our organization one where everyone is treated fairly, justly, and impartially, and provide equal access to opportunities to have their voices heard and advance in the company. Our DEIB objectives include:

- Amplify zero tolerance for discrimination or harassment
- Expand strategic external partnerships
- Focus on inclusion by building a community where employees can connect, thrive, and grow
- Increase diverse representation among our workforce and leadership through hiring and retention programs

## SoftWriters

*Diversity, Equity, Inclusion & Belonging Category*

# SoftWriters

Starting in late 2020 we made a conscious choice to shift our way of working together by embracing Agile mindsets, principles, and operating models. By embarking on this transformation towards our future we have systematically busted silos, increased inclusion through a team of teams operating model, and rooted hearing all voices in order to create an employment experience that truly engages people through psychologically safe working models that place paramount emphasis in leveraging our different experiences, heritages, and personalities. Leading to higher engagement, retention, attraction, innovation, and increase in value we create together for the long-term care pharmacies we serve on our mission to save lives!

## Mascaro Construction Company, LP

*Learning & Development Category*



In construction, “Build It Right” would seem to be an understood sentiment. Why would you build a multi-million project wrong? While that’s true, the Mascaro “Build It Right” program goes beyond the undeclared. It is an in-depth quality control program that touches every person on every job site.

The “Build It Right” program was developed to prevent costly rework on projects and intertwines the principles of the Mascaro Advantage to “do the right thing” with the concept that superior planning and the development of our team are key factors needed to succeed.

With twice a year professional development, educational resources communicated quarterly, and daily opportunities to gain knowledge from lessons learned, the “Build It Right” program continuously develops our people and positively impacts business goals.

## Culturora

*Talent Recruitment & Retention Category*



**Culturora** is a startup founded by Carnegie Mellon University (CMU) alumni in 2021. Our dream is for all employees to love their company's culture and never want to quit. We use technology to identify optimal relationships at each new moment in an employee's company journey and then set up purposeful conversations for employees with shared tasks rooted in corporate culture. The resulting data and employee-generated content help HR and company leaders strengthen culture, engagement, and retention. We see strong traction and revenue, with The Home Depot and Gibson Capital, a financial services firm, as early customers. We are also completing a pilot with CMU and planning a pilot with CFA Society of Pittsburgh. We are very excited to support talent retention in our home market!

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## Forms+Surfaces

*Talent Recruitment & Retention Category*



CareerTrak is a program available to all **Forms+Surfaces** employees that outlines a path for advancement in both job responsibilities and compensation. The program is based on a five-star system that tracks individual performance in our five "star" areas: Production, Quality, Safety, Attitude, and Attendance.

CareerTrak has become an integral part of our company culture and has succeeded in alleviating serious issues that have existed in areas such as hiring, referrals, employee engagement/morale, and retention. CareerTrak serves as a guide to allow our employees to reach career goals at every stage of their F+S journey while enabling them to experience regular pay advancement within a positive day-to-day work environment alongside other motivated and driven employees.

## ConnectiveRx

*Team of the Year Category*



Serving the healthcare sector, we at **CRx** espouse that we “run on innovation and human empathy.” Support and development of our almost 1,700 teammates is integral to helping people thrive in a purpose-driven collective experience. To underpin this in 2021 we launched two professional growth programs. CRx U is a week-long onboarding program that balances prioritizing the impact of helping patients with a fun learning environment designed to nurture friendships. New teammates adopt a patient persona to better understand the steps and roadblocks along the prescription journey—places where our CRx solutions have a positive impact. The second launch was our CULTIVATE Leadership Development Class, a five-week boot camp teaching core managerial and communications skills while addressing management challenges.

## Auberle

*Team of the Year Category*



The pandemic created trying times and the **Auberle** HR team was no exception. Even with the HR team being all brand new to the organization in 2020-2021, they have embraced change and focused on supporting staff to do their BEST work. Within the first year, the team made onboarding and all of HR fully paperless, completed a DOL Wage and Hour audit with flying colors, created a streamlined process for talent acquisition, and launched multiple communication processes to get engagement information, like wellness and learning, into the hands of the team faster. These changes have fostered a trust between staff and HR that has bolstered a transparent culture where everyone feels a sense of belonging. HR is not only viewed as a support, but as a strategic ally to the mission!

## Neighborhood Allies

*Team of the Year Category*



At **Neighborhood Allies**, our person-first, work-second approach is the foundation of our work culture. We have an open, honest, and vulnerable work environment that allows employees to share constructive feedback and dream big. Flexibility, understanding, compassion and our core values are held front and center in our work, allowing us to maintain a powerhouse team of committed and compassionate professionals. Our focus on the person holistically continues to build momentum and greater resourcing as we navigate post-pandemic life and workforce. We invest in the overall well-being of our employees through training and have individual and team weekly check-ins. Through it all, we have been able to grow our organization's assets to \$17M and our team from 9 to 22 and we know the sky's the limit.

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## Reed Smith LLP

*Team of the Year Category*



Empowered by firm leadership, **Reed Smith's** Human Resources team has built industry-leading programs that have benefited the lives of lawyers and professional staff and advanced the firm's culture. Rooted in the firm's core values, these programs provide forums and resources to help our people better manage work-life balance, handle stress and enhance their quality of life. *Wellness Works* is an integrated work-life balance initiative focused on physical and mental wellbeing. *The Mental Health Task Force* added mental health training for managers and programming to address the stigma attached to mental health and substance use; our *#StopTheStigma* campaign further advanced this important work. In late 2021, the *Family Network* was launched to help employees balance work and family responsibilities across all life stages, including addressing COVID-19 issues and by creating new employment benefits.

## Leaders Celebrated

*This award recognizes leaders who demonstrate integrity, ingenuity, and creativity.*

### **Angela Garcia**

**Executive Director  
Global Links**



Angela believes that we work better, smarter and more effectively when we find common ground on which to build relationships. Angela strives to make space for all team members to share their stories, ideas, feedback, appreciation, meals and challenges with each other. She reminds all team members that they can work through anything as long as we embrace our organizational core values of respect and dignity for ALL people and continuous learning and improvement. Angela believes we build authentic, collaborative relationships by embracing differences, learning from each other, being vulnerable, curious and open to trying something new. Angela leads with transparency, authenticity and passion for work. She empowers staff to find and build on their strengths and practice gratitude. She thrives on interacting and learning from people of all ages, backgrounds, expertise and lived experiences. Angela encourages her team to embrace their differences and foster a welcoming environment for all - their staff, volunteers, clients, visitors and supporters.

### **Tim McElhone**

**Senior Director Talent  
Acquisition  
84 Lumber**



Tim joined 84 Lumber over five years ago and he saw an opportunity to join a fantastic company and the opportunity to help grow a top-notch Talent Acquisition Department. Tim believes leadership needs to be built on trust and autonomy. Trust and autonomy at 84 Lumber have allowed for a new perspective and opportunities to bring top talent to their organization. Over the last five years Tim and his team have focused on creating more career growth opportunities throughout their department. It is rewarding for Tim to see his team grow – his focus is to deliver quality customer service and to have a culture that is very welcoming, diverse, and strategic. The future is bright at 84 Lumber!

## Leaders Continued

***Sandra Mervosh***

***SHRM-SCP***

**Assistant Professor  
HR Management Program Director  
Rowland School of Business  
Point Park University**



Sandy considers herself an advocate, not a leader. In 2016 Sandy transitioned from a leadership role as a small business owner to an academic as the HR Program Director at Point Park University, Rowland School of Business. This opportunity enabled her to focus her leadership skills as an advocate for the future of the HR industry, specifically the next generation of HR professionals. Skills Sandy developed as a leader are used to advocate for students and HR professionals through education with the development of a SHRM academically aligned HR program, experiential opportunities including study abroad, internships and co-ops, support, advising, networking, and professional certification through the HR programs senior capstone. Sandy actively contributes to PHRA and provides a pathway through the SHRM Student Chapter for all HR students to become PHRA and SHRM members. No greater reward exists than the success of those you support.

***Danielle Mundekis***

***SHRM-CP***

**Employee Relations &  
Inclusion Manager  
Eckert Seamans Cherin & Mellott, LLC**



Danielle is the first person to hold her role at Eckert Seamans and is the integral force behind the firm's culture of DEIB. She created and pioneers the firm's learning and development programs in DEIB, and helped to create and establish the firm's leadership within the Portia Pipeline at the New England School of Law, which paves the way for law students from diverse and underrepresented backgrounds to find success in summer associate placements. Danielle is responsible for the firm's DEIB programming and works closely with attorneys to create and provide CLEs for our attorneys and staff. Danielle ensures DEIB is integral in all of our policies and processes, as well as their design and implementation. Danielle makes what can be difficult conversations and changes, approachable and in many instances fun. People enjoy reaching out to her because she understands that communication goes beyond talking and requires shared listening and understanding.

## Leaders Continued

### *Paul David Spradley*

***Ed.D., CDP***

**Vice President, Diversity,  
Equity and Inclusion  
*Dollar Bank, FSB***



In both his professional career as Vice President of Diversity, Equity, and Inclusion for Dollar Bank and in his many roles in the community, Dr. Paul Spradley's life purpose is clear and consistent. He uses his voice through podcasts, panel discussions, trainings, keynote speeches, community conversations and 1-on-1 interactions to challenge and disrupt what is and move people towards what can be when we embrace the behaviors of DEIB. At Dollar Bank, Spradley has facilitated conversations around new ways to engage in the talent acquisition process by building relationships with diverse centers of influence and reducing bias and barriers in the candidate process. Through trainings and lunch and learns, Dr. Spradley has impacted the culture of the Bank by supporting a space where all employee experiences are both heard and amplified. For Spradley, everything he does revolves around the idea of "caring for" the other; a concept his doctoral work and the company he co-founded was built upon.

### *Tabatha Wendorff*

***SHRM-SCP***

**Director of Human Resources and Talent  
Management  
*Auberle***



Tabatha focuses on celebrating employees and their dedication to the organization. She really aims to put the human back in human resources. Tabatha's leadership is focused on bolstering employee diversity, identifying the needs of employees, and taking care to create processes to individually support employees so they are able to focus on supporting the mission. Tabatha started some of the biggest initiatives in the height of the pandemic, when being creative about logistics and communication was vital to success.

**Space for sponsor ads**