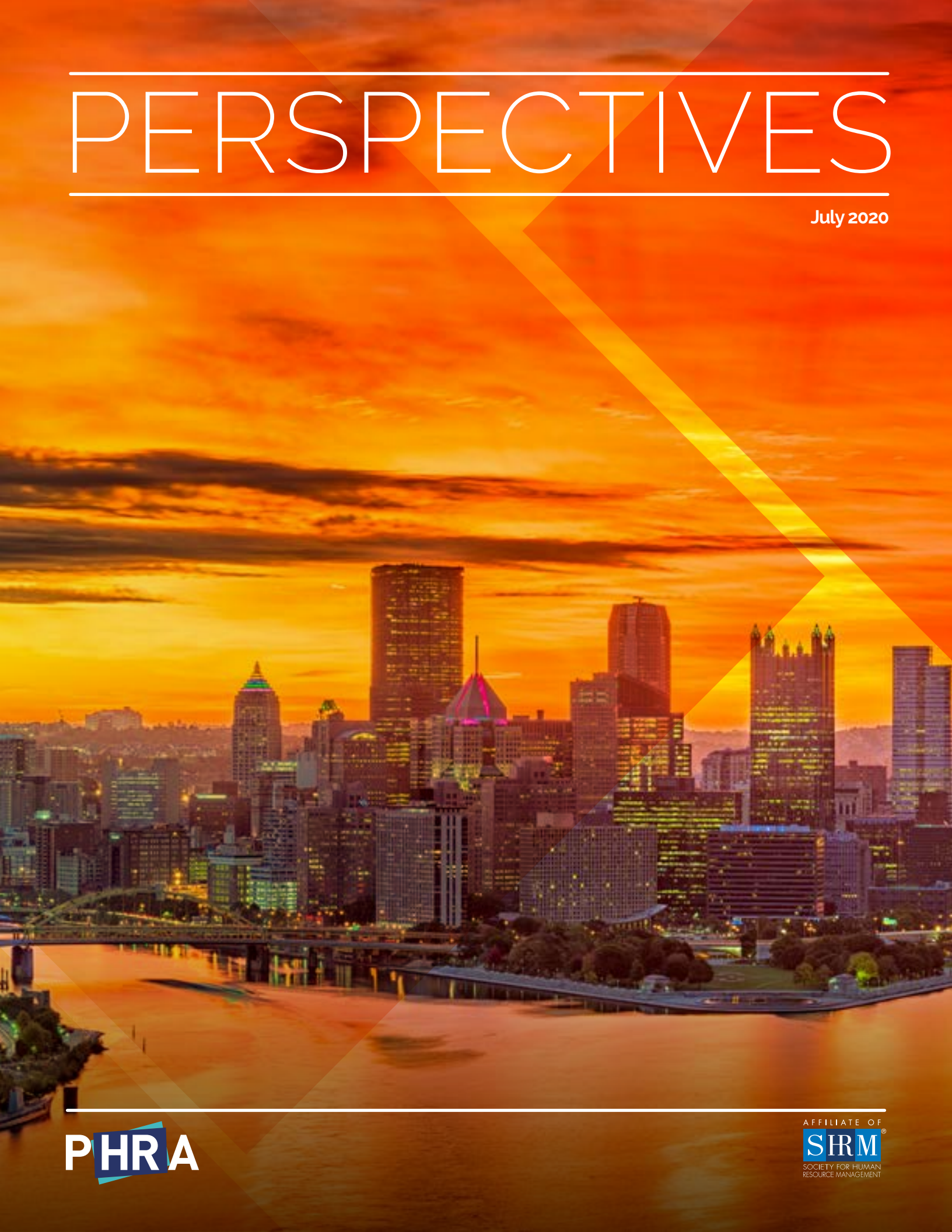


PERSPECTIVES

July 2020



PERSPECTIVES

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FRIDAY, SEPTEMBER 11, 2020

8:00 AM to 2:30 PM



ANNUAL GOLF OUTING



TICKETS:

Golf + Lunch: \$160 PHRA Member | \$175 NonMember

Golf Foursome + Lunch: \$600

Tee Sponsor + 1 Golf Ticket: \$500

Montour Heights Country Club
1491 Coraopolis Heights Road
Coraopolis, PA 15108



PHRA President's Message

Dr. Peter Gabriel, ACC, President, PHRA

Dear PHRA Members,

Power of the Past. Force of the Future. Is going VIRTUAL!

As we all know, the COVID-19 pandemic has challenged many aspects of our everyday life, including the ability to gather in large groups. Because there is still much that is unknown about the virus, and with the **utmost importance placed on the safety** of all attendees, staff and volunteers, we have made the decision to convert PHRA's conference to a virtual platform. And we couldn't be more excited!

Power of the Past. Force of the Future. Is PHRA's 72nd Annual Conference – that's **72 years** of cutting-edge sessions, top-notch speakers, fresh perspectives, career-changing insights and countless connections – and **we have no plans to stop now!**

What You'll Get at the Virtual Conference

Our goal is to bring you the **amazing PHRA Conference experience** that you have come to expect from PHRA. The platform may be a little different, but the core of PHRA is staying the same:

- **The same top-quality content:** Attend live sessions and plan your own perfectly personalized schedule
- **The same expert speakers:** Interact and enjoy Q & A with our speakers through a live chat experience
- **The same opportunities for networking:** Easily meetup via Video Networking with other attendees, either 1-1 or in a group
- **The same Resource Partners:** Visit virtual booths, review materials, and book video appointments to learn about the latest and greatest tools in HR
- **The same giveaways and games:** We know PHRA attendees are a competitive crowd, and we're going to increase the fun this year
- **The same Happy Hour:** we can't provide the drinks, but we will give you a recipe so you can make a signature PHRA drink at home!

PLUS, there's even more that you can't get at an in-person conference:

- **On-demand sessions:** You'll be able to watch all sessions on your own schedule, which means no more having to pick and choose

And here's what you don't have to deal with:

- **Traffic and parking:** Forget about being stuck on I-79 – instead, enjoy a leisurely stroll to your home office



PHRA President's Message (Cont.)

Dr. Peter Gabriel, ACC, President, PHRA

- **Business attire:** No need to walk miles in uncomfortable shoes (unless of course you want to – totally up to you)
- **The temperature in breakout rooms:** You are the master of your own air conditioning
- **Food selection:** Are you a Pescatarian? Flexitarian? Pizzatarian? Whatever your meal preference is, you'll be able to enjoy your perfect breakfast and lunch (plus, no waiting in lines!)

We look forward to “seeing” you on October 27th and 28th and cannot wait to unleash the Power of the Past. Force of the Future.

Sincerely,

Dr. Peter Gabriel, ACC

Leadership/Executive Coach, Leadership Consultant, and Team Facilitator

Key Leadership LLC



Thoughts from the Past President

Janet K. Manuel, PHRA Past President

To everyone that put their name in the hat for consideration for EC, Board and Committee vacancies for 2021, Thank You!

I look forward to convening with the Nomination Committee to interview candidates in September and present the slate of candidates for Board of Director's to the PHRA members to vote/select from. Thank you for adhering to the call and wanting to serve in a Volunteer Leader role for the PHRA!!

Thanks

Janet K. Manuel, MS, SHRM-CP and PHR

Director, HR & Civil Service and EEO/D&I Officer

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Courts Give “Thumbs Down” to Pennsylvania Employees Terminated For Social Media Posts

By Alan M. Pittler, Cozen O'Connor

Employers recently prevailed in three separate lawsuits brought by Pennsylvania employees who were terminated for social media posts. These cases illustrate that employers may lawfully discipline employees for personal social media posts that violate the employer’s policies or core values, provided employers adhere to the same legal principles applicable to any other disciplinary action.

In *Ellis v. Bank of NY Mellon Corp.*, C.A. No. 18-1549, 2020 WL 2557902 (W.D. Pa. May 20, 2020), a bank was inundated with complaints regarding an employee’s public Facebook post. The employee’s post concerned the arrest of an elected official for driving his car through a crowd protesting the death of Antwon Rose, Jr., a 17-year-old African-American high school student who had been shot and killed by a police officer.

The bank’s employee posted, “Total BS. He should have taken a bus to plow thru [sic].” After learning of the post due to numerous complaints, the employer conducted an investigation. The employee admitted to the post and acknowledged her Facebook page also identified her employer. The employer ultimately discharged the employee for violating its social media policy (which prohibited employees from harming the employer’s reputation) and for violating its code of conduct (which required employees to use good judgment and respect others).

The employee sued, claiming she was discriminated against based on her race (Caucasian). The employee attempted to compare herself to two African-American employees who were not terminated for social media posts, but the United States District Court for the Western District of Pennsylvania rejected this attempted comparison due in part to the content and manner of the posts, including the fact that the alleged comparators did not voice solidarity with violent actors. Accordingly, the Court granted summary judgment in favor of the employer, and dismissed the employee’s case.

Similarly, in *Koslosky v. American Airlines, Inc.*, Case No. 2:18-cv-04654-JDW, 2020 WL 1984886, ___ F.Supp.3d ___ (E.D. Pa. April 27, 2020), an airline employee created a viral “firestorm” when she made several racially insensitive posts on her Facebook account. After conducting an investigation, the employer concluded that the employee had indeed posted comments that co-workers, customers and the company perceived as racist in nature. The employer discharged the employee for violating the Company’s core values, as well as its social media and conduct policies.

The employee sued, claiming gender and disability discrimination, and retaliation. The United States District Court for the Eastern District of Pennsylvania granted summary judgment in favor of the employer and dismissed the lawsuit in its entirety. Among other unsuccessful arguments, the employee attempted to compare herself to a male employee who was not terminated for social media posts that could be considered inflammatory or offensive. The Court rejected this attempted comparison because only the terminated employee’s post could reasonably be perceived as racist in nature, and there was no evidence that the employer even knew about the alleged male comparator’s posts. The Court noted that employers

Courts Give “Thumbs Down” to Pennsylvania Employees Terminated For Social Media Posts (Cont.)

are only obligated to respond similarly when it is made aware of information about social media posts, but employers “do not have to monitor all of its employees’ social media feeds just to make sure it treats everyone the same.” *Koslosky*, 2020 WL 1984886 at *5.

In another recent social media decision, *Carr v. Commonwealth of PA, Dept. of Transportation*, Case No. 3 MAP 2019, 2020 WL 2532232, ___ A.3d ___ (Pa. May 19, 2020), the Pennsylvania Supreme Court rejected a public employee’s claim of wrongful termination in violation of the First Amendment. The employee, who worked for the Pennsylvania Department of Transportation, was terminated after she posted a “rant” about school bus drivers pulling in front of her personal vehicle, including the following missive, “I don’t give a flying [expletive] about those babies and I will gladly smash into a school bus.”

After receiving complaints from the public and conducting an investigation, the Department of Transportation discharged the employee for engaging in off-duty conduct that undermined the Department’s public image and mission of ensuring safety for the public on Pennsylvania’s roads. Consistent with the Civil Service Act and her status as a public employee, the employee appealed the decision, claiming that she was wrongfully discharged for exercising her First Amendment right to free speech.

While only public sector employees are subject to work-related free speech protections under the First Amendment, these protections are far from absolute. In the case of the Department of Transportation employee, the Pennsylvania Supreme Court ultimately upheld the decision to terminate the employee. The Court observed that since the employee’s posts had limited public importance and could reasonably erode the public’s trust in her public employer’s mission, the employee’s social media rants were not protected free speech.

These three recent cases involving Pennsylvania employees illustrate that employers may take disciplinary action when an employee’s personal social media post violates the employer’s policies or core mission/values. By addressing social media restrictions in policies and training, employers may prevent issues from arising and bolster their ability to issue defensible disciplinary action if necessary. Employers should also keep in mind that the same legal principles applicable to other workplace investigations and adverse employment actions, such as First Amendment considerations for public employers and discrimination law principles for all employers, should be taken into account before disciplining an employee for a social media post. Of course, employers should also consult with legal counsel for advice based on the particular facts and circumstances.

How to successfully navigate the continually changing landscape of hiring during COVID-19

By: Dana (Hoelle) Lawless Talent Acquisition Specialist at Passavant Memorial Homes Family of Services

COVID-19 has dramatically impacted us here in Pittsburgh's economy over the past few months, requiring employers to rapidly evolve their short and long-term hiring strategies. Pittsburgh businesses have made big changes, quickly, to cope with disruptions from COVID-19 (Hiring being one of them). This is pushing employers to innovate and reinvent their style of recruiting.

In this article, I will share the latest tips and tricks for recruiters and employers in today's ever-changing landscape.

Reliable technology

For organizations looking to hire, reliable technology is going to be your go to. Virtual recruitment/[video interviewing software](#) will keep your hiring going while protecting your recruiters/HR staff and candidates.

Phone screens have remained the same but face-to-face interviews have moved online. There is many different video interviewing software out there such as GoTo Meeting and Zoom that makes video interviews an ease. Another perk of a video interviewing is that it gives candidates the option to interview as soon as possible, instead of planning a day/traveling to an office location (a win-win for both the employer and candidate). Job seekers realized that when employers are putting safety protocols in place (such as video interviewing) that they're putting their employees first.

Get creative with advertising

Advertising is a key component of the overall COVID-19 hiring/recruitment plan. Advertising during COVID-19 is a company's first impression made upon the labor pool, so it needs to generate interest in the available jobs and portray a positive/warm image. A mainstream job-search website is a normal tactic, as is television, newspapers, or billboards, but during this time we need to get more creative (think Snapchat, Pandora, Spotify). Candidates are constantly using these technologies while at home during quarantine. A successful recruitment advertising campaign during COVID-19 will include most of the above to get the word out there that your company is hiring and hiring fast.

Keep your candidates engaged

Keep candidates posted on the status of their application and share your company's current situation concerning COVID-19 to keep them engaged throughout the process. Also, use tools such as an Applicant Tracking System (ATS), Candidate Relationship Management (CRM) or [texting tools](#) to allow you to maintain relationships throughout each stage of recruiting. Candidates will appreciate the transparency and follow up!

Recruitment has become fully virtual through the pandemic; these changes will likely become embedded as part of the new normal that will emerge as the country recovers (our new remote reality). Follow the above tips and tricks and it will speed up your time-to-hire, become more tech-savvy and efficient — pandemic or not!

CONFERENCE HIGHLIGHTS



Live Interaction with Speakers & Attendees

Interact and ask questions to our speakers through a live chat experience. You'll also be able to easily hop on video chat with other attendees and resource partners!



On-Demand Sessions

You'll be able to watch all sessions on your own schedule, which means no having to pick and choose.



20+ Sessions

You'll end up with pages and pages of notes with actionable tactics that you can apply immediately. Plus tons of strategies that you can share with your team!



Opening Keynote Day 1: Sabrina Saunders Mosby

Sabrina serves as President and Chief Executive Officer for Vibrant Pittsburgh, a premier economic development membership organization and the region's central resource, spokesperson and convener on workforce diversity and inclusion issues for the past decade.



The Power of the Past. Force of the Future!

No matter how long you've been in HR or what position you hold, chances are that there is still something you want to learn.

Our comprehensive programs will help you overcome challenges or develop new solutions and help you make connections that will motivate and energize you.



Opening Keynote Day 2: Candi Castleberry Singleton

Candi is the Vice President of Diversity Partnership Strategy & Engagement at Twitter. She is also the founder of the award-winning Dignity & Respect Campaign, which has helped organizations create more inclusive work environments.

Practice Makes Proficient: This Crisis Is Developing Our Competencies

The time and energy HR pros that are expending on the pandemic is developmental.

By Phyllis G. Hartman, SHRM-SCP

By the time you read this, I hope there will be some leveling of the spread of the novel coronavirus. It will likely take a long time before life and business are back to some kind of normal. Thinking back on other dark times in my life, I realize that no matter how difficult things were, surviving them helped me grow.

That realization in turn makes me realize that our practice of good HR during this time has the potential to develop our professional competencies.

For example, I've been helping my small-business and nonprofit clients sort out the various new laws and regulations enacted because of the pandemic. I'm not an attorney, but in my role as an HR consultant, I find myself working with legal counsel and translating the information they provide into language my clients can understand and use. If you are an HR practitioner inside an organization, you are likely doing the same kinds of things.

This activity is helping me develop the SHRM behavioral competencies of Communication and Consultation. In addition, I'm learning more about past and current U.S. Employment Law & Regulations, a functional area within the HR Expertise technical competency.

Since dealing with COVID-19 is all about people, the importance of HR is front and center. So are all of the HR competencies and functional areas.

We are developing our competency in Business Acumen as we work with other organizational leaders. A solid understanding of the business itself is required to decide, for example, whether an operation can continue with state-issued isolation orders. One of my clients, faced with a shutdown order, reviewed its customer list and realized that a customer manufactured ventilators. We worked together to determine how the client could apply for an exemption from the order.

The C-suite is looking to us more and more for answers. This renewed focus on the importance of HR gives us the opportunity to develop our competency in Leadership & Navigation.

As we are tasked with making decisions on layoffs and furloughs, we are developing our competency in Critical Evaluation—using data to decide which positions are critical to the survival of the business and which positions it can do without for a while. I know of one company that determined if it laid off a group of electricians, they might find other jobs, and the organization would lose those impacted employees when things picked up. HR worked with management to find ways to keep paying them.

While all of the functional areas of HR Expertise will likely come into play as we navigate these uncharted waters, some are obvious, especially in industries deemed essential. Risk Management is involved when determining appropriate social distancing, providing personal protective equipment (PPE) and sanitizing to protect employees.

As more remote workers use various platforms to communicate and do their jobs, we are developing our competency in Technology Management. HR is likely partnering with IT to develop and communicate user policies that safeguard

Practice Makes Proficient: This Crisis Is Developing Our Competencies

The time and energy HR pros that are expending on the pandemic is developmental. (Cont.)

the technology of the organization.

We are developing our competency in Learning & Development as the pandemic continues its impact on business. Some of my nonprofit clients are building new skills for their employees in fundraising, which they will need going forward as sources of funding dry up.

As we work to help organizational leaders maintain trust with employees, board members and the community, we are developing our competency in Ethical Practice. One situation involved a shutdown order. A manufacturer applied for an exemption, and as it waited several days for an answer, found out that some industry peers were defying the order, operating before getting the green light. The company's HR professional and CEO discussed the situation and decided it was more important for their employees to see the organization as ethical, than to do like the others and break the law. They closed the plant and found enough money to pay the employees while waiting for the exemption to come through.

During this global pandemic, our proficiency in Global & Cultural Effectiveness—HR in the global context—is also developing, as we help employees deal with COVID-19 and recognize biases (such as those relating to illness or national origin). If our organizations have facilities in other countries, we have to remain sensitive to cultural differences while dealing with these issues.

Probably the most practiced competency during a crisis is Relationship Management. HR professionals are often the balance between the organization and the employees. We need to work constantly and effectively to be the glue that helps hold them together.

My hope is that you find time to reflect on what you are learning during these difficult days—if not now, then later, as you assess your personal and professional growth.

Stay safe and well.

Phyllis Hartman, SHRM-SCP, is an HR consultant in Freedom, Pa. She is the author of several books for the profession, including *A Manager's Guide to Developing Competencies in HR Staff* (SHRM, 2017).

For more information on SHRM Certification, and to register for the exam, please visit our website [here](#). Already SHRM-certified? Be sure to maintain your credential by recertifying. Learn more about recertification activities [here](#).



August 27, 2020

"Whether they are attracting talent, training tomorrow's leaders or rethinking the way they organize work. The nominees have all demonstrated that investing in people is a key component of business success."

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



Dina L. Clark
Covestro LLC
Head of Diversity & Inclusion, North America



Evan Frazier
Highmark Health
Senior Vice President
of Community Affairs



Becky Vinton
Black Box Corporation
Talent Acquisition Director



2020 Engaging
Pittsburgh

Leader of
the Year
Nominees!

Recruiting in a Virtual World: Q&A with Lori Carpenter of Carpenter Legal Search, Inc.

With the impact of COVID-19 and the transition to remote working for many industries, how is recruiting for your clients different? What remains the same?

Albeit there have been more interviews from start to finish for a completely virtual search, it has been a much more “personal” experience for both our clients and candidates. Instead of conducting interviews in a conference room, often with multiple interviewers, people are connecting one-on-one virtually from individual personal spaces. It is a good opportunity for both our clients and candidates to go deeper during interviews, not only on a professional level but also on a personal level, showing more of their personalities and interests in a more tangible way than typically happens in an office setting. That is a very positive step for both parties to learn if the position is a good fit and if the organization is a good cultural fit as well.

Having virtual technology also makes the search process more personal for Carpenter Legal Search. We recruit nationally, and with recent cuts in travel expenditures, we would not have been able to make as many face-to-face connections with our clients or candidates. Our search process remains the same, and we are providing the same service; however, in many instances, the personal connection has been enhanced.

With people working from home, the availability of candidates to interview is greater as they have more flexibility to schedule personal time throughout the day. Virtual interviews are now more acceptable from a client perspective as well, whereas before the pandemic, interviewing in person at the client site was almost always required, particularly during the latter half of the search process. Additionally, candidates do not need to take a day or two off of work to interview as would have been necessary if they were traveling to interview at a client site. Unlike trying to schedule all interviews for a candidate during one day in a conference room, virtual interviews can be staggered so that it works for everyone’s schedule, and it makes it possible for a candidate to interview with a client’s global workforce in multiple locations.

How has Carpenter Legal Search adjusted to better serve their clients and candidates virtually?

Since our business was already in the cloud and we had the capability to conduct virtual interviews, we only needed to start utilizing that technology on a larger scale. Instead of just capitalizing on our virtual capabilities for those clients and candidates outside of our region, we now utilize it for those within our region as well. Even with quarantine measures, we have the opportunity to “meet” every candidate in person.

We also have been able to assist clients and candidates who are not used to virtual technology, facilitating interviews and offering insight. We give our candidates the opportunity to test the technology and are able to provide feedback to both parties on the virtual experience.

As we adjust to remote working along with the rest of the world, we are paying close attention to how we are operating and with whom we are working. We are remaining flexible and responsive to our clients’ needs as they evolve to meet their expectations and to continue to provide uncompromising personalized service.

Recruiting in a Virtual World: Q&A with Lori Carpenter of Carpenter Legal Search, Inc. (Cont.)

What is one of the most positive things about conducting a completely virtual search?

Although interview scheduling is dependent on a client's time frame and a candidate's availability, the timespan for interviews is reduced because travel does not need to be arranged and all parties have greater flexibility. Time zone differences can be managed more easily, and a candidate has the opportunity to meet with more people in more client locations in a shorter span of time.

What would you say would be a point of caution for clients when conducting a virtual search?

The amount of time it takes to identify, interview, and determine which candidates to submit to a client has not diminished greatly. People are more accessible because they are working from home; however, the number of people with whom we speak in the recruiting phase of the search process has not decreased.

It may take a candidate time to warm up to accept an offer without tangibly seeing the office in which they will be working or physically meeting the people with whom they will be working. This is especially something to keep in mind for those candidates who are interviewing for a position for which they will need to relocate. Candidates generally will want to visit a location before committing to relocating, unless they are originally from that area.

We are becoming a much more mobile society. Clients need to be prepared to be asked if a position can be structured so that a person can work remotely. Many lawyers are now getting used to working remotely and may want to continue to do so. The client must be able to say definitively whether it is possible or not, depending on their needs, structure and the role itself. Expectations for someone to be in the office five days a week has gone away for many corporations and law firms. Additionally, allowing someone to work remotely opens up a larger candidate pool than if you require someone to relocate.

What is one piece of advice that you would offer to candidates who are interviewing virtually?

Although you are interviewing from a personal space and have the opportunity to get to know someone on a more personal level, remember that you must maintain a level of professionalism. Test the technology ahead of time; do not assume that you will get it to work at the last minute. You need to "arrive early," even in a virtual environment, so that you will be ready and prepared for your interviews.

Do not assume that virtual interviews are less important. You have an opportunity to have notes by your side to remind you of the things that you would like to convey to the person with whom you are interviewing. Be prepared to answer different sorts of questions than you might have previously in other interviews, including questions such as: "Describe a typical day in a work-from-home environment. How does that differ from your working style in the office six months ago?"

Make sure to get the appropriate person's contact information for troubleshooting purposes in the event that the virtual interview does not function or an interviewer does not show. You need to be prepared for the unexpected. Someone's internet can go out. Someone may be interrupted by children, a pet or a spouse. You have the opportunity to show flexibility, adaptability, understanding and professionalism.

Recruiting in a Virtual World: Q&A with Lori Carpenter of Carpenter Legal Search, Inc. (Cont.)

Why is the role of a recruiter even more valuable in an economic recession?

All of our clients are dealing with new and/or different challenges on top of their existing responsibilities. Engaging Carpenter Legal Search to recruit top-tier lawyers for various roles in their legal departments allows our General Counsel and Human Resource clients to focus internally on their business and existing employee concerns. We focus on the external candidate market, recruiting passive candidates who are not looking for a new position while also handling the time intensive task of reviewing and evaluating resumes from the active pool of candidates to identify those who are on point in relation to the position. From our experience, we know that the overwhelming majority of resumes that we or our clients receive for a position from an internet posting will not be a fit.

We are actively marketing our clients on a national level as we recruit. As our client's "face to the world," we demonstrate that an organization is continuing to invest in its workforce and that it continues to be a viable employer that is economically sound.

Further, clients who continue to hire at this time are aware that it may be easier in some respects for a lawyer not to make a change currently; however, we are able to counsel our candidates to consider not only short-term advancement but also the long-term overall opportunity with our clients.

As a business owner who has weathered economic downturns, what is important to keep in mind during the recession and as we move forward into 2021?

Everything has a rise and fall; eventually, there will be an upswing. Keep working, and continue to do your best. Choose to be steady and of service. Innovate. Embrace the technology and other methodologies that facilitate better working arrangements. Try not to stay in the same mind frame, and open yourself to new possibilities. Continue to cultivate your existing relationships with clients that have supported you, and support them in return. Evaluate where the business will be for you in the coming months and years ahead. Continue to market. Learn from this recession, and prepare for the next one. Be fiscally responsible, and do not over extend in good times.

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Web. www.carpenterlegalsearch.com
Email. lcarpenter@carpenterlegalsearch.com

Return to Work Site Webinar Series

Lockton's nine-part series providing expert advice as you consider your return to work site approach is available for review by clicking the links below. This series covers all aspects of an organization's approach to returning to work site, helping inform decision making across clinical, operational, HR, benefits, retirement, cyber security and regulatory frameworks.



[Session 1 replay and handouts](#)
[Legislative/clinical](#)

[Session 2 replay and handouts](#)
[Operational preparedness](#)

[Session 3 replay and handouts](#)
[Workplace safety/planning](#)

[Session 4 replay and handouts](#)
[Leave/absence management](#)

[Session 5 replay and handouts](#)
[Employee benefits/workforce](#)

[Session 6 replay and handouts](#)
[Retirement](#)

[Session 7 replay and handouts](#)
[Business continuity and P&C](#)

[Session 8 replay and handouts](#)
[Benefits considerations](#)

[Session 9 replay and handouts](#)
[Cyber security/privacy](#)

New Members

Faryaal Alam

Jill Berardi

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Rachel Campbell

Pittsburgh Sprinkler Fitters UA Local Union 542

Melanie Cheripka

Oakmont Country Club

Dalton Davis

Tesha Ellison

Family House, Inc

Beth Ann Feldman

North Way Christian Community

Jessica George

BAE Systems

Malorie Hague

Concordia Lutheran Ministries of Pittsburgh

Richard Hornsby

Omoze Iyoha

Ryan Koch

#1 Cochran

Kristina Kress

Danu Solutions

Brandon Ledford

MGT Consulting Group

Stephanie Masullo

Doubletree Pittsburgh Greentree

Katelyn Matscherz

Buchanan Ingersoll & Rooney

Devin Nestler

Pittsburgh Passion

Katharine Otte

The Rhodes Group

Daniel Peters

General Nutrition Centers

Katie Rorabaugh

Halliburton Energy Services

Beth Sanchez

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Glenda Vanwyk

Leya Varghese

ARLANXEO USA, LLC ,NÖ Peak Technical

Sara Wehner

Robert Morris University, School of Business

Megan Wollerton

Wollerton Wellness

On the Move

Congratulations to the following PHRA members on their recent achievements:

- **Randi Koenig** has been named the Payroll and Finance Specialist at **Community of Holy Family Manor**
- **Coty Chetoka** has achieved his **SHRM-SCP certification**



2020 EVENTS

The Pittsburgh Human Resources Association offers many valuable networking and education programs throughout the year. Keep an eye on the PHRA online event calendar for a complete and up-to-date listing of all programs. Register for an upcoming event today!

To learn more and register for PHRA events

[Click Here](#)

Pittsburgh Human Resources Association

One Gateway Center
Suite 1852
420 Fort Duquesne Blvd.
Pittsburgh, PA 15222
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July 21 | [Network](#)
PHRA Experience: Making the Most of Your Membership

July 21 | [Learn](#)
10 Secrets Your Employees Aren't Telling You ... And How You Can Improve Morale and Retention

July 23 | [Learn](#)
In a Crisis, Organizational Culture and Resilience Matters

August 4 | [Learn](#)
The ABC's of D&I

August 11 | [Learn](#)
New Habits Break Old Behaviors

August 24 | [Learn](#)
12 Week SHRM-CP & SHRM-SCP Prep Class- Fall 2020

August 27 | [Network](#)
2020 Engaging Pittsburgh Awards Celebration

September 11 | [Network](#)
Annual Golf and Bocce Outing

September 15 | [Learn](#)
Creative Benefits to Attract Different Generations and Voluntary Benefits

September 22 | [Learn](#)
Guiding Your Employees Through Medicare

October 6 | [Learn](#)
5 Qualities of Great Leaders

October 27-28 | [Network & Learn](#)
PHRA Annual Conference & Exhibition: A Virtual Experience

*Online Registration Coming Soon for this Event



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Challenges are everywhere. So are solutions.

Gallagher is committed to helping your business grow and people prosper every step of the way. Access helpful return-to-work resources:

ajg.com/pandemic

Gallagher named one of the World's Most Ethical Companies® of 2020.

Gallagher was named one of the World's Most Ethical Companies® for the ninth consecutive year. This designation is awarded to companies that conduct business at the highest standards.



ajg.com/our-purpose

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ENVIRONMENT PROVIDED THE
ESSENTIAL TOOLS FOR ME TO
ADVANCE MY CAREER AND MEET
MY PROFESSIONAL GOALS.

- MEREDITH STEPHENSON '16 MSHRM
Vice President of Human Resources
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