

Great  
Place  
To  
Work.®

**FOR ALL™**

2018

**LEADERSHIP AWARD**



**HONORING  
GPTW4ALL LEADERS**

**MARCH 7 | SAN FRANCISCO**





# Thank You, 4ALL Leaders!

Dear Honorees,

Congratulations on being among the first-ever group of winners to receive the Great Place to Work® For All™ Leadership Award! You're in excellent company. A total of 77 women leaders are being honored tonight by organizations that are recognized as either FORTUNE 100 Best Companies to Work For, or as Best Workplaces for Women.

There isn't a more fitting time for us to celebrate all of you than on the eve of the 107th Annual International Women's Day. On this day, our global community comes together to #PressForProgress.

Your organizations have selected each of you as the leader they believe has consistently played a critical role in helping deliver strategic growth and achieve business goals by creating a Great Place to Work For All. Each of you, they have told us, fully lives your company's values in the service of customers, employees and all other stakeholders.

The work you are doing is critical, and I am personally delighted that we've come together tonight to recognize you and celebrate your contributions. Your companies are leading the conversation in workplace equality, revealing the human power and courageous leadership that is needed to become diverse, innovative, and successful.

This inaugural awards ceremony is part of our mission to inspire every company to become a great workplace for every one of its employees, and I want to thank you for the work that you've done.

Great Place to Work is committed to accelerating people's ability to maximize their human potential—especially those who are underrepresented and disengaged across workplaces. Our first milestone is to close the work experience gap between women and men by 2020. Like the generations before us, we will continue to press for progress, and we are grateful that you are with us on this journey.

Thank you for your ongoing work. You are an inspiration to us all!

Warm regards,



Chinwe Onyeagoro  
President  
Great Place to Work



# Mary Curtin



VP Administration

Presented by:  
Kevin Lyons-Tarr,  
CEO

Mary has held several senior leadership roles in the company, including Controller, VP in charge of Vendor Relations and for more than a dozen years, HR.

She has been absolutely critical in the development and curation of our culture. She has acted as a mentor to others, and a trusted advisor and colleague on the leadership team - and all of our associates. She has been the champion when it comes to creating a culture that is all our own.

Here are the results: 10 Years on the Great Place to Work Small & Medium sized business list; our company has grown to more than 900 people - each of which has been absolutely essential to our sustained growth and value creation for all of our stakeholders. The business has doubled every 5 years dating back to 2004. Now, this is thanks to all on the team (and she'd be the first to tell you this) but it would happen without the right folks and the right culture—and Mary has been the north star making that happen.

Beyond that, she is a kind, humble, smart, and a team player all the way, and deserving of the GPTW4ALL Leadership Award!



# Ellyn Shook

**accenture**

Chief Leadership &  
Human Resources Officer

Presented by:  
Julie Sweet,  
CEO - North America

As chief leadership & human resources officer, Ellyn Shook is responsible for helping the 435,000 people of Accenture succeed both professionally and personally. Her team is innovating talent practices to create the most truly human work environment in the digital age, fueling Accenture's ability to improve the way the world works and lives.

An author and frequent speaker on the future workforce, Ellyn advocates using the best of technology to elevate people—and this guides how she leads. She led the talent transformation at Accenture, which involved re-skilling 160,000 people in new IT skills in two years. Ellyn's vision extends beyond the work itself. To create a truly human workplace means helping people be their best—physically-energized and mentally-focused, with a sense of purpose and belonging. This comes to life through custom programs around the world that improve how we live, learn and lead.

A champion of equality for all, Ellyn is pivotal in driving progress toward Accenture's goal of a gender-balanced workforce by 2025. By looking at problems through a new lens, Accenture exceeded the goal of 40% women new hires a year early, and boosted the number of women promoted to managing director to 32%—up from 22% in three years. At the heart of an inclusive culture is ensuring each person feels they belong. Ellyn lifted the voices of Accenture's people by pioneering #InclusionStartsWithI. What started as an internal moment about bias and belonging has grown into a movement well beyond Accenture, with 37+ organizations using it to spark discussion and action.

Ellyn believes each person has the power to change the world, and is honored to be named as one of LinkedIn's Top Voices in 2017 for amplifying others' voices on topics that progressive companies must talk about.



# Jennifer Oneal



Studio Head, Vicarious Visions

Presented by:  
Bobby Kotick,  
CEO

Fans all over the world wanted to see the return of everyone's favorite video game marsupial, Crash Bandicoot. We greenlit Crash Bandicoot™ N. Sane Trilogy, an epic remaster of all three of the original Crash games.

Vicarious Visions, led by Jennifer Oneal, our honoree, gave this project the love, passion and attention to detail it deserved. Jennifer and her team delivered nothing short of a blockbuster. Crash Bandicoot™ N. Sane Trilogy has outperformed our plan by 8x--so far!

As part of the project, Jennifer, asked her team to re-imagine two female characters from the original game: Tawna, Crash's girlfriend, and Coco, Crash's sister. Jen felt strongly about changing these characters from a classic damsel in distress and a passive side kick, to more powerful main characters.

Jennifer spearheaded this effort because she believes that the overall games industry should have representation of stronger female characters - ones with a personality who can also kick butt! No game is made just off the vision of one person though, Jennifer inspired her entire studio to bring this to life with the excitement and passion that makes a great game.

Above and beyond vision and inspiration, Jennifer has shown strong leadership skills and an ability to deal with adversity.

Jennifer doesn't just talk the talk, she walks the walk and we see it come to life through everything she touches.



# Donna Morris



**Executive Vice President of Customer  
and Employee Experience**

**Presented by:  
Katie Juran,  
Senior Director - Diversity & Inclusion  
and Experience Communications**

As Executive Vice President of Customer and Employee Experience, Donna has re-imagined work life for Adobe employees during her 15 years at the company.

In 2012, she replaced the annual performance review with Adobe's Check-in approach. This innovation uses constant and immediate feedback for employees and managers to build a more engaged and agile workforce.

With her leadership, Adobe became one of the first companies to provide six months of fully paid maternity leave. She also expanded Adobe's parental leave to 25 countries and introduced a new Welcome Back program. The program helps employees transition back into the workplace after extended leave with part-time, flex-time or work-from-home options.

She launched Adobe's annual Women Leadership Summit, one of our largest learning and development opportunities open to all regular employees across every region through a self-nomination process.

Most recently, Donna announced that Adobe has achieved gender pay parity in the U.S., paying women \$1.00 for every \$1.00 earned by men.

Adobe's future relies on the creativity and innovation of its people, and Donna continues to position Adobe for success. Her team casts a wide net when hiring, with the goal of increasing the number of qualified women and underrepresented minorities within the organization. She has shaped a thriving intern and university hire program, as well.



# Brenda Mullins



Vice President, Chief People Officer,  
Human Resources

Presented by:  
Dan Amos,  
Chairman and CEO

During Brenda's 32 years with Aflac, she grew her career from an entry level specialist to vice president and chief people officer. Thanks to her leadership, Aflac has achieved a highly engaged and diverse workforce, a key component contributing to our great corporate culture.

She developed the framework for expanding Aflac's diversity efforts through the Five R's: recruitment, retention, relationships, reinforcement and recognition. She also led the launch and continued success of Aflac's Diversity Council.

As a result, Aflac has been named to FORTUNE magazine's 100 Best Companies to Work For 19 consecutive times. The company has also been recognized as a great workplace for women, millennials, and minorities multiple times.

Personally, Brenda has been named to Diversity Global Magazine's list of Top 10 Champions of Global Diversity as well as Black Enterprise magazine's list of Top Executives in Diversity.

Brenda's legacy at Aflac will be long-lasting. She is a leader of integrity who dedicated her efforts to foster a culture of respect and inclusion for all at Aflac.



# Melisa Miller



**Executive Vice President,  
Alliance Data**

**Presented by:  
Kim Peevy,  
Senior Manager of Engagement**

As Executive Vice President of Alliance Data and President of Alliance Data's card services business, Melisa Miller leads the company's largest and most profitable division. Since her appointment in 2011, the business has achieved double digit revenue growth each year, doubling the business in less than 5 years. The associate base has grown from 3,000 to nearly 10,000 people.

Despite the rapid growth, it's a running joke that she never forgets a name. Employee engagement scores remain very high, much higher than that of other high performing companies. Alliance Data card services is also the first financial institution to earn 11 consecutive Center of Excellence Certifications from Benchmark Portal.

Melisa is devoted to creating a culture of inclusion, led by an executive committee comprised of more than 50% women and minority. The business boasts multiple affinity groups for a variety of demographics and interest areas, as well as a large spectrum of programs that educate associates on matters that impact their health and well-being.

In addition, she is devoted to ensuring that she and her company make a lasting, positive impact in the 12 communities across the United States where the card services business operates. Card Services' offices are consistently recognized as top employers in their local markets. The company gave more than \$6 million last year alone. She encourages associate volunteerism, and serves on the board of the Nationwide Children's Foundation in Columbus.



# Julia Gutz Moller

Allianz 

Assistant Vice President, U.S. Marketing

Presented by:  
Walter White,  
President and CEO

While one of the largest companies in the world, the name “Allianz” has not been well-known in the U.S. Julia has led the overall Allianz brand presence in the U.S., working with people from various Allianz companies across the country to create recognition for the name. Most recently, she led the branding of a new professional soccer stadium in Minnesota, Allianz Field. Already this brand presence has created visibility for Allianz.

In her Marketing leadership role, Julia is transforming how marketing is being done at Allianz. She leads a team of creative people, encouraging them to try new ways to develop marketing materials. She led the testing and installation of new processes and procedures to help create flexibility and speed to market. She has also integrated digital marketing with the more traditional forms of marketing -- ensuring consistency of message across channels.

Julia has garnered great respect as a strong leader in Allianz. She has passed on her leadership skills in her role as a coach for our Women in Leadership program. Several times over the course of the year, Allianz brings a group of fairly new female leaders together to develop leadership and coaching skills. Julia has played a key role as leader coach since this program’s inception. She continues to mentor a number of leaders, focusing on helping them be more effective in their roles.



# Cathy Benton

**ALSTON & BIRD**

**Chief Human Resources Officer**

**Presented by:  
Richard Hays,  
Managing Partner**

In the mid-80s, Cathy Benton worked to establish the firm's first "flexible schedule" policy for our employees and she has continued to pioneer changes in policy that support our employees and our firm's culture ever since. In the early 1990s, Cathy established the firm's Good Health Committee to encourage employees to get health/stay healthy and help our firm do its part to reduce our environmental footprint.

Cathy has continued her work to align policies and procedures that strongly leverage and strengthen the firm's business goals while supporting our people and the firm's culture. Great examples of this are things such as our long-standing concierge service that provides a way for our attorneys and staff to be able take care of small tasks and errands which helps make the workday easier. From eldercare benefits to college counseling, the benefits are constantly enhanced and because of these benefits, such as the child care center, the firm is able to hire and retain some of the best talent in the industry.

When it comes to training and development, Cathy has always been a leader. From the establishment of the TOP ECHELON program twenty years ago, Alston & Bird employees engage in continuous learning.

Cathy puts programs and processes in place to ensure everyone works and grows together so that we remain a leading law firm and a great place to work.



# Monica Singh



VP / GM - Sales & Marketing

Presented by:  
Emily Solomon,  
Manager - HR Marketing  
& Communications

Monica Singh is VP / GM – Sales & Marketing at American Express. At all levels and across organizational teams, Monica has focused on creating the collaborative environment between the Merchant team and the Global Corporate Payment teams, which enabled the relationships necessary to drive merchant signings. This dedication and focus resulted in a 40% increase in the average potential charge volume (PCV) in Business to Business signings (a record average) and 46% increase in PCV in Business to Consumer signings for the Western Region.

While driving these great results, the culture and leadership Monica established in the Western Region was highlighted with her Best in Class employee Pulse results in 2016 and 2017.



# Jeanette Rice



**President and COO**

**Presented by:**  
**Melody Wortmann**  
**Assistant Vice President,**  
**Creative Services and Culture**

**Thayla Bohn**  
**VP, Corporate and Human Resources**

Jeanette Rice is a true reflection of the definition of American Fidelity's culture. Her leadership is not only a shining example of American Fidelity's Employer of Choice strategic initiative, it sets the expectation of how all leaders at American Fidelity ensure that we are a place that people seek to work at and once they are here, make a career of it.

Since 2004, under Jeanette's leadership, the Company has made Fortune's list of 100 Best Companies to Work For® 12 times. The Company is also a regular on Computerworld's Best Places to Work in IT and Training's Top 125 list and has earned spots on several other Great Place to Work/Fortune lists including: Best Workplaces for Millennials, Best Workplaces for Diversity, Best Workplaces for Women, Best Workplaces for Giving Back, and Best Workplaces in Finance.

She recently led a company rebrand that has provided American Fidelity with one, singular focus on our Employer Customer. Part of the rebrand included the selection of Brand Champions throughout the Company. These Colleagues are not high-ranking managers, they are Colleagues who are in the day-to-day of serving Customers and through Jeanette's empowerment, they champion our brand and make sure the Colleagues in their areas understand their role in serving Customers.

In her newest role as President and COO of American Fidelity Assurance Company, she has made it clear that transparency is the rule, not the exception.



# Lori Lee



**CEO-AT&T International  
and Global Marketing**

**Presented by:  
Bill Blase,  
Senior Executive Vice President -  
Human Resources**

Lori Lee is the CEO of AT&T International and the Global Marketing Officer for AT&T, Inc. Her contributions to AT&T, its strategic growth and its inclusive culture extend well beyond those roles.

In her international role, Lori leads one of the largest pay-TV providers in the world and AT&T Mexico, the fastest-growing mobile services provider in that country. In her 20 years with the company, Lori has excelled in key operations roles and led in transformative acquisitions, including AT&T's 2015 acquisition of DirecTV, and its pending acquisition of Time Warner.

Her most significant contributions and legacy may, however, be measured in the successes of the dozens of emerging leaders she has mentored and championed, and the inclusive culture she has helped foster companywide. Lee is the executive champion of Lift & Connect, a program that helps mid-level women managers see their way to senior management. She openly shares her own career and workplace challenges, and helps emerging leaders with the specific circumstances they face. Through her own transparency, she models how all AT&T employees can bring their authentic selves to work, and succeed by applying their personal strengths to business priorities.



# Nikki Sumpter



SVP & CHRO

Presented by:  
Amy Perry,  
SVP of Integrated Care Delivery  
& CEO of the Hospital Division

Nikki joined Atlantic Health System in November 2016 as Senior Vice President, Chief Human Resources Officer. From the moment Nikki arrived at AHS she has focused on fostering a Great Place to Work for All culture.

Over the last year Nikki has invigorated our workforce, and elevated our expectations for the future success and well-being of our patients and team members.

For example, she recognized that fully executing on our mission to build healthy communities we would have to “walking the talk” by using our 16000+ workforce. Our previous health plan resulted in usage of emergency rooms for non-emergency care. In response, Nikki sponsored a full redesign of our benefits plan to ensure team members and their families have access to get the right care, at the right place and at right cost. She worked directly with Atlantic Medical Group leaders to increase access to primary and urgent care as viable alternatives to emergency care.

Nikki’s passion for recognizing and celebrating the achievements of others that is truly remarkable! On a daily basis, I witness how Nikki builds up all AHS team members. Nikki has redefined the word team and shown our team members that we are all equal regardless of position held.

She is all the more impressive for fostering a high trust culture of excellence, compassion and inclusivity not through authority or enforcement, but rather, through leading by example.

Thank you, Nikki!



# Leslie Dixon



Chief Human Resources Officer

Presented by:  
Marianne Foster,  
Senior Public Relations Specialist

As head of Baird's Human Resources function for more than 20 years, Leslie Dixon has been the driving force behind the firm's ongoing journey to be a great place to work. Leslie is also co-chair of Baird's Diversity Steering Committee and Talent/HR Committee.

Through her crucial role in maintaining and enhancing the firm's corporate culture, Baird was named to Fortune's 100 Best Companies to Work For list in 2004 and has been on the list every year since.

In 2009, Leslie helped lead the firm's effort to form Associate Resource Groups, which bring together associates with common interests for opportunities to network, promote personal and professional growth, and enhance career development.

One of the first Associate Resource Groups to be formed was a women's group, now called Ascend. Since its formation, Leslie has served as Executive Sponsor for the group, helping to focus their efforts and provide leadership support for the group's activities.

Ascend has grown to nearly 1,000 members, including male associates supportive of the group's mission. The group hosts conferences featuring leaders at Baird along with nationally recognized speakers on topics to help women develop their professional and leadership skills. Ascend also sponsors both intimate and large-scale mentoring opportunities with women from across the firm.

Leslie remains committed to ensuring that Baird continues to improve in order to be the best place to work FOR ALL associates.



# Christy Tosh Crider

**BAKER DONELSON**

Shareholder, Chair of Baker Donelson's Women's Initiative and Health Care Litigation Group, Head of Long Term Care Group

Presented by:  
Ben Adams,  
Chairman / CEO

Christy Tosh Crider has consistently played a critical role in ensuring Baker Donelson has a Great Place to Work For All culture.

Through her active involvement and leadership in Baker Donelson's Women's Initiative, the firm implemented a gender-neutral parental leave policy, created a stronger policy reinforcing that taking parental leave will not affect an attorney's progression to partnership, and developed telecommuting language that better empowers attorneys to balance their work life and their personal life. The initiative also formed 12 new committees to further the causes of women in the firm, including Pathways to Leadership, a Parental Leave Task Force, Mentoring, Marketing and many more.

The firm's Women's Initiative is paying off. In 2017, the class of newly elected shareholders at the firm was comprised of more than 50 percent women. This was the third consecutive year women have made up nearly or more than half of the Firm's newly elected shareholders.

Baker Donelson has also earned numerous honors in recognition of the Great Place to Work For All culture that Ms. Crider has helped create. The firm has been recognized as a best law firm for women and minorities from Vault, Inc., Working Mother magazine and Law Empowerment Forum.

Baker Donelson has benefitted significantly from the efforts of Ms. Crider and the Women's Initiative. Thank you!



# Mary Lou Burke Alfonso



COO, North America  
Center Operations

Presented by:  
Stephen Kramer,  
CEO

As Chief Operating Officer at Bright Horizons, Mary Lou oversees more than 20,000 employees across the country in more than 750 child care centers and schools. Mary Lou's career at Bright Horizons began in 1995 and over the past 23 years she has come to exemplify what it means to be a 4ALL leader.

She is a strong advocate for all the people she leads, and especially teachers. When Mary Lou visits a Bright Horizons child care center, her main goal is to spend time with the staff, talk to them about what's going well and what things could be going better.

For example, when she heard the way we offered tuition reimbursement didn't work well to meet the needs of teachers, she made changes to the program so there were no upfront costs for teachers to pursue a higher education.

She's always looking for feedback directly from her teams and ways to both communicate with them and hear from them. In the past few years she's begun sending regular video messages so all center staff can learn about company priority's and initiatives directly from her. In addition, she holds virtual town halls so that even when her teams can't see her in person, they can ask her questions.



# Arvetta Powell



Director, Diversity and  
Associate Experience

Presented by:  
Sharon John,  
President and Chief Executive Officer

In her role as Director of Diversity and Associate Experience, Arvetta has made a significant impact at Build-A-Bear Workshop. Since joining the team in 2011, Arvetta developed a Diversity and Inclusion initiative that includes a Diversity Steering Committee, implementation of a proprietary diversity and micro-inequities training program, a global mentoring program and a reintroduction and update of our Core Values. In addition, Arvetta spearheads the annual Great Place to Work application process as well as associate events, surveys and recognition programs throughout the year.

Her role extends far beyond our World Bearquarters and stores. She has made significant contributions to the community and is recognized as a Diversity and Inclusion leader in St. Louis. She has received the St. Louis Business Journal Diverse Business Leaders Award, The St. Louis American Foundation Salute to Excellence in Business Performance Award and Delux Magazine Power 100 Award. Arvetta serves on the Board of the Urban League of Metropolitan St. Louis and the Hawthorn Leadership School For Girls. She has also been appointed to the University of Missouri St. Louis Chancellor's Council.



# Melissa Wood

**BURNS & MCDONNELL**

Senior Vice President and  
Chief Administrative Officer

Presented by:  
Ray Kowalik,  
Chairman and CEO

Melissa Wood is a force of nature and a champion of employee ownership culture. Since starting in an entry level position in human resources at Burns & McDonnell nearly 25 years ago, Melissa has dedicated her entire career to identifying and supporting the people who make this company special.

She has consistently cultivated the culture that's helped Burns & McDonnell gain recognition on Fortune's 100 Best Companies to Work For eight times.

She founded our Professional Women's Exchange, a network that meets monthly and brings together a group of dynamic women from a variety of professional areas. This group builds and empowers a broad network of professionals to help facilitate business and leadership development for women in our organization. The meetings provide dialogue among women about shared experiences and challenges, and also provides employees with opportunities to develop mentoring relationships.

Melissa also initiated and has led the firm's Diversity Advisory Committee for more than a decade. The committee raises awareness of the positive power of diversity with activities that include an annual firm-wide celebration of Diversity Month and the hosting of speakers such as Andrew Young.

Under Melissa's leadership, Burns & McDonnell is able to hire the top 3 percent of all applicants in our various industries. In the last 12 months, more than 63,150 people applied for approximately 1,470 jobs at Burns & McDonnell.

For this and more, we thank you Melissa!



# Tina Jones

cādence®

SVP, Global Human Resources

Presented by:  
Neil Zaman,  
Senior Vice President  
of Worldwide Field Operations

Tina Jones, SVP of Global Human Resources, saw the need to transform as a company and grow in a meaningful way to capitalize on the opportunity we have. Many traditional competitors were consolidating while new start-ups were popping up to tackle opportunities that come with the application of emerging technologies like machine learning, internet of things, and virtual reality.

But going from a good company to a great company requires everyone to step up their game at every level of the company. Everyone has the opportunity to grow, learn, and make an impact.

As a result, Tina created a High-Performance Framework to guide employee development at each level and tie them to our company strategy. We embedded the high-performance principles of Explore, Execute, Exceed, Elevate in all aspects of the employee life cycle: talent acquisition, career development, total rewards, talent management (including promotions), and performance management.

The focus she brought to high-performance has helped us elevate our game to earn record stock prices and revenue in 2017.



# Kristy Simonette



Senior Vice President of Strategic Services / Chief Information Officer

Presented by:  
Cindy Scharringhausen,  
Senior Vice President  
of Human Resources

As Camden Property Trust's Chief Information Officer, Kristy Simonette is a leader who inspires others to innovate and disrupt the status quo in order to effect positive organizational change. Under Kristy's leadership, Camden has led the multi-family industry in the adoption of digital marketing strategies including PPC, SEO, and Reputation Management. Kristy has also designed and implemented six enterprise software solutions, touching almost every aspect of operations to maximize revenue, improve process efficiency, and control costs. She launched an internal 24/7 call center responsible for 500,000 customer interactions each year and improving call answer rates by 50%.

Five years ago, Kristy created the company's philanthropic initiative, Camden Cares, as a title free setting with the focus on volunteering and changing lives. Her "4All" leadership paved the way for all Camden employees, regardless of their position, to work side-by-side swinging hammers, painting siding, building ramps and doing whatever it takes to impact a veteran's life. This experience led to new business relationships throughout Camden and the ability to work smarter between departments.

Kristy also created the Innovation Council at Camden, challenging members from all areas of Camden to bring "out of the box" thinking as well as technology and new ideas to the table.



# Corey Haire



Vice President, East Coast Division

Presented by:  
Bill Nash,  
CEO

Corey Haire, East Coast Divisional Vice President, has been responsible for developing and implementing several company-wide changes over her 20 years of tenure with CarMax. Corey joined the company in 1996 as a business office associate with no automotive experience and helped open our Orlando store location. She was then promoted to business office manager in 1998 and continued to progress through the organization, taking on special projects and initiatives where she always identified and implemented the best processes and efficiencies to enable a more seamless experience across the entire business operation.

Most recently, Corey was promoted from Regional Vice President to her current role to help form and lead a new geographic division to accommodate CarMax's continued growth.

Corey's contributions have been critical to ensure that the company continues to deliver an exceptional customer experience while maintaining the CarMax culture of integrity and transparency and putting our associates first.



# Francine Katsoudas



SVP and Chief People Officer

Presented by:  
Chuck Robbins,  
Chairman and CEO

As Cisco's Chief People Officer/SVP, Fran Katsoudas is a driving force in creating the most innovative and inclusive experience for Cisco's 73,000+ employees.

Her own mantra is "Learning is my currency," She practices this in everything she does. She is a strong believer of listening, and drives an environment where employees are heard by executives, managers and their teams, as together they all help to drive the massive changes occurring at Cisco.

Fran formed the Inclusion and Collaboration organization within HR, bringing together 400 organizations focused on inclusion and diversity under one roof, expanding our reach to take Cisco to the next level by building on our success with diversity and leveraging inclusion and collaboration.

She led the bold move of eliminating performance management ratings at Cisco. By moving the company to a more regular and informal process, leaders and employees were enabled to engage regularly, to listen to each other and plan career paths together.

Fran and her team have also led Cisco's own Pay Parity initiative to ensure all of Cisco's people are compensated fairly and equitably. Cisco is one of the first companies to implement a global pay parity initiative for all employees and was one of the 28 original companies that signed the White House Equal Pay Pledge.

So much of what Fran is doing - her vision, her motivation, and her ability to engage employees is a new way of working at Cisco that is not only innovative but a demonstration of her thought leadership that continues to differentiate Cisco and position the company for success.



# Debra Punke



Senior Vice President of Human Capital

Presented by:  
Mark Laport,  
President and CEO

Debra Punke, SVP of Human Capital Concord Hospitality, has contributed and impacted our business and our people in countless ways over these past 23 years. She leads initiatives and people to create a culture in Concord that is second to none.

Nearly 20 years ago Debra developed Concord University which encompasses our leadership development series for new supervisors, emerging leaders, and General Managers / Sales Leaders, resulting in over 3000 associates graduates. She has forged relationships with charitable organizations that mirror what we do in business, and ten years ago she created Concord's annual SHARE DAY, our global day of giving. Since inception, SHARE DAY has made an incredible impact in the communities where we live and work and in the lives of our team members.

As the organization grew and became more complex, Debra created a simple way for all 4000+ team members to rally around what matters to Concord and our business. Her mission was to drive all associates to act like owners, with an aligned focus on our cornerstones, the key metrics for success and our global initiatives. She called it our 5.6.4 philosophy.

Debra understands the importance of an inclusive and transparent workplace and has established advisory groups at all levels in the organization, from which comes some of our best and brightest ideas.

She has a pulse on our organization at all times, and inspires a fair, inclusive and fun workplace making Concord Hospitality a GREAT PLACE TO WORK FOR ALL!



# Kathy Kantzer



Vice President, Loan Servicing

Presented by:  
Brett Roberts,  
CEO

Kathy Kantzer is inspirational, results oriented and exudes leadership, resulting in her quick ascension up the ranks at Credit Acceptance. Originally hired as Manager of Internal Communications in 2005, Kathy earned a promotion to Director in 2006, to Vice President of Marketing & Communications in 2007, and to her current role, Vice President of Front End Loan Servicing in 2011. This position placed Kathy in charge of both Front End Collections and Customer Service, and far outside the comfort zone of someone with limited hourly Operations experience. Yet, she continues to excel and has helped improve the Front End Collections Net Promoter Score from 48% in 2012 to 78% in 2017!

As a leader, Kathy has a deep desire to help others be successful. She is a strong advocate for Credit Acceptance's core values and consistently works to create an environment where team members can deliver their best work.

Pair her leadership skills with dramatically improved metrics, and it's no wonder we can report improvements in our GPTW Trust Index scores as well. Kathy's leadership has helped Credit Acceptance's GPTW Trust Index Score for Customer Service steeply rise from 50% to 94%, and the GPTW Trust Index Score for Front End Collections improved from 88% to 97% in the past 5 years!

Kathy is a great example of a woman who has excelled in a variety of roles, and has positively, and measurably, impacted each of our three key stakeholder groups: team members, customers, and shareholders.



# Wendy Cama



**Audit Partner**

**Presented by:  
Julie Davis,  
Internal Communications Manager**

Wendy Cama is a true trailblazer who lives the firm's core values "we care, we share, we invest and we grow". In 2017, she was elected chair of Crowe's board of directors, becoming the first woman to lead this group. In this leadership role, she has made it her obligation to serve in a way that provides women with a role model and inspires them to reach for goals that may be beyond what they may have imagined possible.

Beyond her role leading Crowe's board of directors, Wendy is a CPA, serving financial services and public company audit clients. She is also a member of Women Leading @ Crowe, Crowe's women leadership group and acts as a career coach and mentor to several women in the firm. When Crowe established a presence in New Jersey, she relocated to open that office and served as the local office managing partner. Wendy is now our New York local office managing partner and leads the Northeast Regional Audit group.

Wendy is also involved in many national accounting and banking associations, including the American Institute of Certified Public Accountants Council, the Public Company Accounting Oversight Board, the Center for Audit Quality, Financial Managers Society and several New Jersey and New York accounting and banking associations. Additionally, she serves on the board of the Boys & Girls Clubs of Union County, N.J. and on the board of Junior Achievement of New Jersey.



# Debra Buck



Regional Vice President

Presented by:  
**Marcellus Mosley,**  
Senior Vice President - Operations

Debra Buck is the Regional Vice President of CWS Apartment Homes. She has provided a level of leadership engagement that consistently exemplifies the CWS Purpose Statement, “Enhancing lives ...the CWS way”.

Debra’s commitment to her people is evidenced by her actions, including her recent efforts following the devastation from Hurricane Harvey. Making it her mission to take care of and keep safe the 150+ associates that reports into her, she allowed all CWS Houston available units to be taken off market for eleven days to ensure residents and employees were housed first according to their family needs.

Beyond that, Debra continued to make sure she is available to connect with her people; both by personally visiting associates and managing communications to keep everyone well informed. For Debra, it is not a job, but a passion of hers to live out CWS’s core values.

Her actions and mindset continues to make the company, our investors, and her teams extremely proud of being a CWS associate because of her thoughtful, professional, and genuinely caring support. Debra is a great woman leader at CWS Apartment Homes, always striving to build a high trust culture with all of our employees, customers and investors.



# Teresa Briggs

**Deloitte.**

**West Region / San Francisco Managing Partner and US Board Member**

**Presented by:  
Jean-Denis Ncho Oguie,  
Audit Senior Manager**

Teresa Briggs — Deloitte’s West region managing partner, San Francisco managing partner, and US board member — is helping foster a culture of innovation that prioritizes well-being, inclusion and a culture of success.

Teresa models her passion for empowered well-being by balancing the various facets of her own life — carving out time to catch her son’s lacrosse games, practicing Pilates, and spending time with friends — while also serving as a Deloitte executive. However, when her father was diagnosed with brain cancer two years ago, Teresa found herself adding “caretaker” to her already full plate. From this experience, Teresa became an early proponent of Deloitte’s extended paid family leave program, which was introduced in 2016. With 16 weeks of fully paid leave time to eligible employees to support a wide range of life events, Deloitte’s comprehensive plan helped broaden the definition of family when it comes to leave and benefits.

Teresa believes that diversity of thought, background and perspective leads to greater innovation and better solutions for businesses. She recently helped launch a pilot Inclusion Council for San Francisco, to focus on helping professionals understand holistically how they can support one another beyond the elements of diversity that define who they are.

Teresa demonstrates “4ALL” leadership in a rapidly changing marketplace. She sponsors a number of Deloitte professionals, serving as their advocate by opening up opportunities for them to grow and thrive. Teresa encourages Deloitte professionals to innovate, learn and embrace their unique qualities so that they can successfully shape their futures. Teresa plays a crucial role in promoting this culture that is part of what makes Deloitte such a great place to work.



# Joanne Smith



**Executive Vice President-Human Resources and Chief HR Officer**

**Presented by:  
Gina Laughlin,  
Director - Global Employee  
Engagement and Recognition**

Joanne Smith's entire Delta career has been focused on the airline's people and its unique culture, with her impact reflected in increasing employee engagement scores and a shelf full of workplace awards.

Joanne joined the company in 2002 as Vice President-Marketing and Customer Service for Song, Delta's former low-cost carrier. After that she led In-Flight Service, helping culturally integrate one of Delta's largest workgroups following the 2008 merger with Northwest Airlines with great success. Today she serves as the airline's Executive Vice President and Chief Human Resources Officer.

During her tenure Delta's employee engagement scores have risen from the high 70s in 2012 to the high 80s in 2017. In addition to improving employee engagement, Joanne has taken seriously the need to build a more inclusive workplace. As part of this mission, she played a major part in having Delta commit to the White House Equal Pay Pledge, which encourages U.S. companies to take action to advance equal pay among men and women. Joanne was also a strong advocate on behalf of unconscious bias training for Delta leaders and frontline employees and was instrumental spearheading the Women's Executive Summit at Delta, which gathered together Delta's top 120 female officers and directors.

As a company that brings the world together on a moment-by-moment basis, Joanne's work toward equality, diversity and greater inclusion makes Delta not just a better workplace for all, but a stronger company overall.



# Arden Hoffman



VP, Global Head of People

Presented by:  
Arash Ferdowsi,  
Co-Founder

Arden Hoffman, VP - Global Head of People has been instrumental in helping Dropbox grow and scale while strengthening the values that make our culture unique. In the three years she's led our People team, our workforce has doubled to nearly 2,000 employees and we've expanded to 12 global offices. Our outstanding culture has allowed us to recruit and retain top talent in a competitive environment. In fact, 97% of employees describe us as friendly place to work, and great culture and amazing people are cited most often as the biggest highlights of working at Dropbox.

Arden embodies Dropbox's Value #1: Be worthy of trust. Employees know she'll always be honest and transparent, even when she's answering tough questions on sensitive subjects in company-wide meetings. She's passionate about creating a work environment where everyone can bring their true selves to work. She's been a champion of Employee Resource Groups, particularly by being the Staff sponsor for Dropbox's newest ERG Vets@, and she has prioritized diversity and inclusiveness in all parts of our culture. Arden's authenticity and exceptional leadership skills inspire all of her colleagues to aim higher.



# Penny Pennington

**Edward Jones**  
MAKING SENSE OF INVESTING

Principal

Presented by:  
Jim Weddle,  
Managing Partner

Penny Pennington leads the Client Strategies Group, which is responsible for the products, services and solutions we deliver to clients, enabling them to reach their financial goals. She also serves on the Management Committee, charged with responsibility for the firm's daily performance, as well as the Executive Committee. Penny is one of three leaders responsible for writing our firm's Five-year Plan and creating the structure to ensure its implementation. This plan is grounded in the brutal facts of our competitive environment, built upon our values, culture and strengths, and establishes core strategies to guide us for the long term.

The plan has successfully guided Edward Jones through recent changes in client expectations and in the regulatory environment. Following a strategy to more deeply serve clients, our assets under care exceeded \$1 trillion for the first time, and we added more than 900 net new financial advisors--our best growth in a decade.

Penny also creates and supports a great workplace culture for all. She is a highly visible and indefatigable partner mentoring and supporting other women in the home office and field. She is executive sponsor of the LGBT & Allies business resource group. In the CSG division she implemented an alternative work arrangement program to support better work-life balance. She also supported a new Development Partnership Program that offers intensive training to 10 diverse associates in CSG with leadership potential.



# Tracey Kruse



COO

Presented by:  
Wade Berry,  
Senior Culture and  
Engagement Specialist

Tracey Kruse is an inspirational leader. Her impact and influence can be seen and felt across an entire organization. Tracey Kruse, Chief Operating Officer of Encompass Home Health & Hospice possesses an amazing combination of exceptional leadership qualities including integrity, trustworthiness, humility, and empowerment. Her influence across the organization can be best described as the heart and soul of the organization.

Every day, Tracey exemplifies the mission of the organization, which is to provide a better way to care. Her direct oversight of company operations is focused in two key directions driving operational stability, growth, efficiency, and profitability. She personifies the mission by her passion for fostering and sustaining a workplace culture in which employees are empowered, supported, engaged, and rewarded for excellence and performance and ensures the organization fulfills its commitment to provide exceptional patient care to over 35,000 patients daily.

Her direct involvement in the planning and execution of the company's ambitious growth strategy has resulted in a monumental increase in patient census, employee count, branch office locations, and revenue over the past several years.

Tracey loves people, and it comes across as genuine to employees at all positions and levels across the company. Encompass is indeed a great place to work due to the exceptional talent, spirit, compassion and leadership of our team captain and best cheerleader... Tracey Kruse.



# Ginnie Carlier



EY West Region Talent Leader  
and Assurance Partner

Presented by:  
Ibi Krukrubo,  
Managing Partner

Over the course of her 25-year career at EY, Ginnie Carlier has consistently demonstrated her exceptional ability to create a uniquely inclusive work environment across three different continents. Through her efforts, Ginnie is equipping our people with education and skills in what she calls cultural agility, a requirement in today's global, rapidly changing world to stay relevant and lead engaged, high-performing teams.

Ginnie set out to share her ethos of inclusivity at every opportunity. To her, opportunities are lost if decisions are being made by people who look and think like you. In 2014, Ginnie was asked to return to California to take on her current role as EY's West Region Talent Leader, responsible for leading a team devoted to attracting, developing, growing and retaining 6,000 people spanning the Western United States. With more than 70 different nationalities represented, EY's West Region is one of the most multicultural regions in the world. Ginnie quickly recognized an opportunity to embed a comprehensive cultural agility mindset across leaders and teams in the region, and led the development of EY's recognized Cultural Agility program and continues to be passionate about driving equity and opportunity for future generations, particularly through her support of the Boys and Girls Club of America as a National Trustee for the Pacific Region. In her role, Ginnie advocates for more than 1.25 million youth served annually by over 1,100 clubs in nine states.



# Neha Parikh



President, Hotwire

Presented by:  
Tara Stangel,  
VP of Supply

In the short time (just 4 months) since Neha has been the President of Hotwire, she has rejuvenated the internal company morale with her passion, enthusiasm, transparency and focus.

From the day Neha started, she has made it clear that she is personally invested in both this company and its people. One of her first initiatives in fact, was to implement an open-door policy. From these conversations, she routinely gains feedback or insights that she then shares out with the larger org. Her activeness to hold herself accountable for business growth is both refreshing and inspirational.

Neha challenges the company to think differently, act scrappy and do things Hotwire had not done in its entire 17-year history. Her last project, called the Million Dollar Sale, is an example of just that. While the idea behind this primarily Social & PR campaign was simple (Get a 5-Star Hotel in Las Vegas for \$50 with Hotwire's Hot Rates), it took people from virtually every team at Hotwire to work together in new ways and think outside of the box to launch in just 5 weeks. In the end, the sale was successful making vast strides forward for the team in terms of supply partnerships, email campaign capabilities, Tech infrastructure and more. Most importantly, every employee had worked together on something worthy of making them proud.

Neha's guidance in the 4 months she started has led Hotwire to its first integrated sale win and a team excited to grow Hotwire into a top travel brand.



# Lynne Walker



EVP, Director of Affinity Strategy

Presented by:  
Alana Hu,  
Communications Specialist

Lynne Walker is executive vice president and director of affinity strategy for First Tennessee Bank, a role she assumed in July 2015. Walker brings extensive expertise to executive leadership across all markets to advance and support bank-wide strategies, tactics and goals to ensure workforce, workplace and marketplace recognition as best in class for diversity and inclusion.

Under Walker's leadership, First Horizon has intensified our efforts and commitment towards diversity and inclusion. A strategic plan was developed to continuously evolve our focus on all areas of the company with a diversity lens. Additionally, new services have been produced to target our diverse customers' needs.

The new Women and Wealth strategy, created by Walker, will allow our bank to help meet the needs of women. This was implemented given the facts that 51% of American personal wealth are now controlled by women and 40% of households have women as primary breadwinners. Our Women and Wealth strategy has led to revenue growth for our organization.

Walker's leadership has reinvigorated our organization's focus on diversity and inclusion from a holistic perspective that includes our workforce, workplace and marketplace. Her business experience allows her to understand the business case for D&I, which helps to be run and managed like a business strategy with support of data, insights, regular review of strategy and accountabilities of the organization and its leaders.



# Amy McDonald



President

Presented by:  
Joseph Slawek,  
Chairman

Amy McDonald was recently named President of FONA International and takes the reigns as the first non-family member to hold the Presidency in our mid-sized privately held flavor firm. Amy McDonald has consistently delivered revenue growth, new business relationships, significant new business wins and many reduced strategic burn rates.

She has followings among employees, customers, and stakeholders built from her passion for winning and challenging the status quo. Amy created 'Dare to be Different' - a way to engage our customers with a message that included industry challenging business models and a bold proposition that FONA's entrepreneurial energy could deliver more, better, and faster. This resulted in FONA becoming a preferred supplier to 9 of the top 50 food and beverage manufacturers in the world.

Amy's 'Dare to be Different' proposition has now inspired our employees to do different and is a point of pride, creating a sense of team and community where we all encourage each other. It is an attitude that our employees demonstrate that results in unmatched service, flexibility, and speed for our customers.

As President, her theme is 'This is Our Time' and has connected this message to our employees in meaningful ways as she conducts her weekly walk-throughs our manufacturing facility, our labs, and our offices and shares personal notes on themes such as safety, listening, urgency, and winning. Her notes always begin: "Dear FONA Family."



# Ellen McGirt

**FORTUNE**

Senior Editor

Presented by:  
Michael C. Bush  
CEO, Great Place to Work

As the innovator of raceAhead, Fortune magazine's digital daily newsletter, Ellen wrote about diversity, inclusion and issues in corporate America. Her true innovation was to write about the forbidden topic of race in a manner that educated, inspired and informed all people regardless of who they are, what they are, or what they do in their lives. This intelligent, thoughtful innovation has created a new brand of journalism, one that inspires writers to bring people together rather than divide people in order to get headlines.



# Sarah Cohen



**FOUR SEASONS**

**EVP / General Counsel**

**Presented by:  
Allen Smith,  
CEO**

Sarah Cohen is EVP / General Counsel at Four Seasons Hotels & Resorts, where she effectively manages our company's global risk exposure balanced with our need for growth in first, second and third world countries--without sacrificing our core people belief (The Golden Rule).

Sarah is a tireless advocate and champion of diversity and inclusion in an industry that is historically underrepresented at senior operating levels.



# Sara Kenkare-Mitra

## Genentech

Senior Vice President,  
Development Sciences

Presented by:  
Nancy Vitale  
SVP, Human Resources

Sara Kenkare-Mitra plays a significant role in helping to recruit women and minorities to Genentech and retain them after they arrive. She is a steering committee chair for gWISE (Genentech Women in Science and Engineering), an advisor for SANG (the South Asian Network at Genentech) and a mentor through a number of mentoring programs. We are thrilled to recognize her contributions to Genentech's efforts to be a great place to work for all.



# Sarah Lewis-Kulin



VP, List Development

Presented by:  
Michael C. Bush  
CEO, Great Place to Work

Sarah was the lead architect of the new GPTW4ALL methodology. She broke free of the past, collaborated with stakeholders inside and outside of GPTW and produced an approach that will essentially measure equality, inclusion, innovation and leadership. We believe this will prove to be an inflection point in the way organizational leadership is globally defined, evaluated and selected.



# Sheryl Troiani

## Granite

Senior Director of Accounting

Presented by:  
Michael Dardick,  
CEO

Based on feedback from our customer base, our company needed to embark on a significant project around upgrading safety and security at our buildings. We already had at least industry standard, but we were hearing a need from our customers to go above and beyond. We asked Sheryl Troiani, our Senior Director of Accounting to lead the charge. Sheryl's primary responsibilities for our company are Treasury Management, Accounting, Reporting and Risk Management. The reason Sheryl was selected from the Leadership Team first and foremost because she is an exceptional systems thinker. However, she also has deep knowledge of our operations, great cross departmental relations and respect and well-honed project management skills.

Sheryl proceeded to lead a multi-year, cross departmental, cross-city exercise to study the issue, research solutions and develop a change management program to insure effective implementation. This involved many different projects from lighting to new cameras to different outsourced monitoring to associated on-site guard reduction to customer communication. As you can imagine with a large scale, cross company project like this, Sheryl needed to use effective change management skills to persuade our property operations and leasing teams (neither of which reports to her) that they needed to change the way they worked and we would be able to show our customers the benefit. The end result is better safety and security for our customers AND reduced costs -- quite a success.



# Laura Fuentes

**Hilton**

SVP, Talent & Rewards

Presented by:  
Matt Schuyler,  
Chief Human Resources Officer

Laura Fuentes joined Hilton in 2013 and is currently Senior Vice President of Talent and Rewards. In her role, Laura oversees learning & development, global compensation, benefits, recognition, and diversity & inclusion programs, as well as all people analytics for Hilton Team Members.

Laura has had a tangible, lasting impact at Hilton -- driving new programs and benefits for Team Members around the world, at all levels. This year, Laura helped the company launch Thrive@Hilton, the evolution of Hilton's Team Member Value Proposition, focused on enabling all Team Members to grow and flourish in Body, Mind, and Spirit. Our Team Members are the heart of Hilton's success and the company is committed to investing in their well-being. Thrive@Hilton helps us improve the way we each work and lead, in order to create space for what matters most: inspiration, creativity, and meaningful connections.

So far, the company has seen offices and hotels implement relaxation stations, body language training, mindful communication manifestos, exercise sessions, and other new initiatives. Laura has also helped to drive a number of programs that connect to our Thrive@Hilton Team Member Value Proposition, including the Thrive Sabbatical: Give a Dream, Live a Dream Contest, the Go Hilton travel benefits program, and generous parental leave and adoption assistance benefits.

Laura's dedication to Team Members is obvious and her commitment to constantly improving our work environment inspires all of us at Hilton.



# Debbie Connelly

Hyland  
creator of OnBase®

Senior Vice President,  
Human Resources

Presented by:  
Kathleen Vegh,  
Senior Manager - Employee  
Engagement

Debbie Connelly has been a champion of creating a caring workplace from the day she began her career at Hyland in 1997. Beginning as a one-person show in HR, waving the flag for employees, she has since stood up a team of 50+ to bring her direction and vision to life as Hyland's senior vice president of human resources.

Through exponential growth and times of change, Debbie stays the course and continues to focus her efforts around what is best for our employees --all while keeping them informed along the way. "How will this affect our employees and their families?" That's a question she asked more than 20 years ago when there were only 25 employees. It's one that she still asks today, with more than 3,000 employees in mind. It has been this focus that has --and will --continue to enable Hyland to be a company that truly cares about each and every employee.



# Juanita Phillips



Director of Human Resources

Presented by:  
Harold Brewer,  
Co-Founder, President and Chairman

Juanita Phillips has been instrumental in developing the tools and in creating an environment that consistently delivers corporate strategic growth, leadership development, employee satisfaction and corporate branding. Through her innovative efforts in recruitment, retention and talent management, INTUITIVE® has become a well-known name in our industry synonymous with technical superiority, outstanding services and unparalleled customer support.

A key tangible example of Mrs. Phillips creative approach for personnel management is the successful design and implementation of the INTUITIVE Employee Performance Plan (EPP). In contrast to most companies that employ a review or evaluation that involves a one-time sit down and measures outcomes of the past, at INTUITIVE Mrs. Phillips implemented a dynamic process that goes far beyond the normal review. Our EPP, not only takes a glance at past performance, but takes a deep dive into the future of the individual employee and how it aligns with the Company as a whole. The EPP is an evolving approach that aligns perfectly with INTUITIVE as it promotes and endorses professional development, continuing education, socio-economic trends but must importantly it is individually designed to establish a path for each employee's individual success. Mrs. Phillips designed and implemented a system that collects the developmental goals of the employees and holds managers, and the company, accountable in assisting the employee to meet those goals.



# Kathleen Reidenbach

**KIMPTON**  
HOTELS & RESTAURANTS

Chief Commercial Officer

Presented by:  
Mike DeFrino,  
Chief Executive Officer

Kathleen Reidenbach is Chief Commercial Officer for Kimpton Hotels & Restaurants. She's responsible for overseeing the Sales & Catering, Brand, Revenue & Distribution, Communications, and Marketing departments, which make up Kimpton's commercial division. Her role is the first of its kind in the company's 36-year history. Since unifying five of Kimpton's key commercial functions into a single department in 2017, the company has realized significant and measurable results that strengthen Kimpton's position as a leading workplace and business. Kathleen led the integration of the company's commercial functions under one roof, allowing Kimpton to realize its key goals of inspiring Kimpton love, increasing market share, and driving brand awareness. These goals fuel the brand's overall mission in becoming the best loved hospitality company for employees, guests, clients and owners.

Kathleen is also Kimpton's highest-ranked female executive and serves as a mentor and shining example of what can be accomplished through determination and an entrepreneurial spirit. Since initially joining the company in 2002 as a business analyst, she's held a series of increasingly prominent roles, each time creating positions that would continue to propel the Kimpton brand forward in terms of innovation, creativity, heart-centered best practices, and global growth. Put simply: Kimpton wouldn't be a great place to work without Kathleen.



# Jackie Daylor



**National Managing Partner for Audit Quality and Professional Practice**

**Bruce Piller,  
Audit Regional Managing Partner**

Jackie is a member of KPMG's Board of Directors and its Professional Practice, Ethics and Compliance Committee, roles which have provided her with a unique vantage point and perspective on the importance of oversight, as well as insights into the future trends and disruptors facing the profession. She has also served on the Board's Partnership & Employer of Choice Committee, as well as KPMG's Women's Advisory Board, which advises the firm in creating a more compelling work environment, and enhance career opportunities for women by driving national and local initiatives that support, advance, retain, and reward them.

Beyond the various leadership roles Jackie has held over the last several years, she is the driving force behind the creation the Audit 90 Experience, a new initiative to further enhance the development and retention of women in KPMG's Audit practice. Audit 90 is a direct result of Jackie's vision to create an intensive effort to support audit senior associate women; and through it female senior associates are selected by their business unit leaders to participate in cohort groups of 45 women per session, each of which is comprised of three one-and-a-half day workshops over 18 months that build the "experience" and include individual coaching for each participant. What differentiates Audit 90 from other development initiatives is the personal involvement of the Audit partners, senior managers, and managers who coach, mentor, and sustain the engagement of participants.



# Susan Rossnick



Vice President, Engineering  
and New Product Development

Presented by:  
David Almeda,  
SVP - Chief People Officer

Susan Rossnick, Vice President - Engineering and New Product Development, led the engineering team that was and is responsible for the design and creation of Kronos's new industry leading SaaS product... Workforce Dimensions. The product was introduced with outstanding customer and analyst reviews in November of 2017. Its industry leading technology and capabilities truly make it the next generation of workforce management. This was a ENORMOUS effort from every aspect. Design, Cost, Product Architecture, Staffing, Execution and Leadership. Susan was out front in all of these areas. In addition, Susan's Management Effectiveness scores are in the top 5%. This is even more remarkable given the stress that the team was under from a timeline perspective. Susan's Employee Engagement scores are the same as above—top 5% scores. This is really remarkable and indicative of the type of environment that Susan creates for her teams.



# Stephanie Linnartz



Executive Vice President  
& Global Chief Commercial Officer

Presented by:  
David Rodriguez,  
Executive Vice President & Global Chief  
Human Resources Officer

Under Stephanie's leadership, Marriott is undergoing significant technological transformation from new service technologies in our hotels to digital platforms that connect the company with our customers throughout the travel lifecycle. This underlies two significant people implications: 1) Continuing to foster Marriott's cultural legacy of "putting people first" while cultivating an even more vibrant culture of innovation; and, 2) Increasing Marriott's ability to attract and retain next-gen workers, and in particular, talent profiles that are more typically found in places like Silicon Valley or new age media companies. Marriott has experienced enormous success on both fronts and much of this can be attributed to Stephanie's visionary leadership and commitment to the company's core values. Among her accomplishments are the following: - Complete transformations of the marketing, digital technology and brand management areas of the company to include not just the assimilation of new talent profiles but the establishment of the industry's first real-time, global social media command center, M Live, that is now considered a benchmark across industries. - Co-leadership of Marriott's "Innovation Blueprint" initiative that has educated Marriott associates throughout the world on leading practices in innovation, design thinking, etc. and ignited a new era of brand and operational experimentation in the company.



# Carol Ross-Spang



Senior Vice President,  
Chief Human Resources Officer

Presented by:  
Michael Ugwueke,  
President and CEO

As Methodist Le Bonheur Healthcare's Chief Human Resources Officer, Carol Ross-Spang has spearheaded our culture shaping efforts, focusing on shaping a high-performance, high-engagement culture. Our culture is defined as "The Power of One." The Power of One embodies our faith-based Mission, our Core Values, our Guiding Behaviors, and our deeply-rooted commitment to patient- and family-centered care. It also speaks to the power each of us possesses to make a difference in the lives of our patients, their families, and our fellow Associates: the power of one person, one team, one organization, and one community to deliver on the promise of exceptional healthcare. In Carol Ross-Spang's own words: "Our strong Power of One Culture supports our Associates in bringing their "A" game to work every day, thereby ensuring that our patients get the best possible care."

Beginning in 2010, Carol led senior leadership in starting down a very intentional path of culture building. We had a solid cultural foundation, but Carol and other senior leaders had a vision of Methodist being a truly great place to work. Senior leadership also believed it started with a clear Mission, Vision and Values so every Associate would know the expectations and how it relates to our patients and families.

Because of Carol Ross-Spang's leadership and collaboration with CEO Michael Ugwueke, our MLH System Leadership Team, and Associates and physicians across the system, MLH is the leading provider in our market.



# Sara Dolan



Chief Financial Officer

Presented by:  
April Clobes,  
President / CEO

Sara Dolan, our Chief Financial Officer, is a critical member of our executive team. She is responsible for all financial aspects of the organization. She prepares strategic financial analysis for our new initiatives. She works with each division executive to prepare financial information for their projects. She is responsible for our asset liability management program and works with our board and committee to ensure the Credit Union maintains the financial targets established by the board and within regulatory guidelines.

Sara manages a team of 70 employees comprised of several departments: finance, accounting, adjustments, card services, payment services and business intelligence.

Sara serves as a mentor to many employees seeking to grow in their roles at the Credit Union. She also mentors several MSU students from accounting and finance. Sara also serves on several community boards including the McLaren Hospital Foundation, Michigan State University Accounting Advisory Board, and is a board member of Delta Dental.

Sara's team shares how much time she spends with them to learn and grow in their roles while also nurturing their own leadership skills.

Sara is an invaluable member of our team that everyone depends on for her dedication, intelligence, integrity, leadership, and most of all kindness to everyone.



# Patty Arvielo



President

Presented by:  
Rebecca Ray,  
Marketing Director

Patty Arvielo is President and Co-founder of New American Funding, where she pursues her passion of helping underserved markets achieve homeownership, cultivating and preserving a culture of diversity and inclusion, and mentoring women in the mortgage industry. Patty actively participates in mentorship efforts for employees and provides a corporate environment for everyone to excel on merit. As a result, women make up 58% of all employees with many holding C-level positions, 43% of all employees are minorities and 34% are Millennials. Patty's employee growth program, called "If You Want to Grow We Want to Know," gives employees a chance to communicate directly with her and COO Christy Bunce about growth opportunities at New American Funding. By designing the opportunity for career advancement, the company has attracted diverse talent and an inclusive environment. Patty and the New American Funding family embrace and encourage employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.



# Nancy Humbert



**Executive Vice President,  
Ambulatory Services**

**Presented by:  
Michael Kushner,  
Chief Talent Officer**

The Vision of Nicklaus Children's Hospital is to be where the children are, reflecting an organizational commitment to eliminating barriers to healthcare access. No individual at Nicklaus Children's Health System has been more instrumental in bringing this vision to life than Nancy Humbert, Executive Vice President of Ambulatory Services & External Affiliations.

Ms. Humbert has driven the remarkable growth of the hospital's outpatient care network, bringing pediatric specialty services directly to communities throughout South Florida. Under her leadership the network has grown from two outpatient centers in 2007 to the present 12 centers, and counting.

Each individual center quickly achieved organizational target volumes and satisfaction scores, due to the exceptional focus and collaborative spirit of the teams forged under Ms. Humbert's leadership. In addition, Ms. Humbert also oversees the hospital's telehealth program, which extends care to individuals around the globe.

The key to Ms. Humbert's remarkable success is her exceptional ability to develop highly engaged and empowered teams who are committed to furthering the hospital's vision while embracing the organizational values of Collaboration, Responsibility, Empowerment, Advocacy, Transformation and Empathy (CREATE).



# Anne Phillips



Senior Vice President,  
Clinical Development/  
Medical/Regulatory Affairs

Presented by:  
Lisa Le Vere,  
Associate Manager - Diversity, Engagement  
& Organizational Effectiveness

Anne Phillips, MD, is Senior Vice President, of Clinical, Medical and Regulatory Affairs. She embodies the Novo Nordisk Way and inspires our entire organization to be the best at understanding and meeting the medical needs of patients through her passion, scientific expertise and commitment to meaningful solutions.

She leads an organization of over 700 employees in clinical development, medical and regulatory affairs as well as medical operations in support of our diabetes, obesity and biopharmaceutical business units. Her quiet demeanor belies the strong motivation she imparts that drives her teams to success. Anne's leadership style is centered on 'leading from behind,' creating a strong vision for her team and empowering them by ensuring they have the resources and tools to meet unprecedented milestones.

Under her leadership, the clinical, medical and regulatory teams have developed into an even more critical contributor to our business. Most notably, the successful completion of the landmark LEADER clinical trial, which resulted in a new indication for Victoza®, making it the only type 2 diabetes treatment in the US indicated to reduce the risk of three major adverse cardiovascular events. Her expertise in leading the expansion of our clinical trial management team over the last five years has strengthened our research networks in the U.S. for clinical trials and is respected as the industry benchmark.



# Johnni Beckel



SVP and Chief Human Resource Officer

Presented by:  
Dave Blom,  
President and CEO

OhioHealth has selected Johnni Beckel, our Chief Human Resource Officer as the recipient of the GPTW4ALL Leadership Award. Johnni is the best CHRO that we have ever had the pleasure of working with; simply put: she makes everyone around her better and we consider her an amazing business person first, and a gifted HR professional second.

At OhioHealth, we've been doing engagement surveys for a long time. Our engagement scores are strong; however, our scores dipped slightly in the most recent survey. In true Johnni fashion, she was all over it. Within a few weeks of getting the results, Johnni lead a week-long Kaizen event to analyze the data, do root cause analysis, and create actions plans to address the root cause issues. The event included twenty-five associates representing a cross-section of career levels, locations, and job functions from across our system. The Kaizen was solely focused on exploring the engagement of our organization and ways to enhance it.

From the in-depth work that was done, five work streams emerged from the Kaizen.

From those five work streams, a tremendous number of improvement projects were undertaken simultaneously, and significant changes were made in each of the areas.

The intensity, focus, and leadership support required to launch these initiatives has been significant. Johnni's energy and her commitment to our culture propelled us forward, making these changes come to fruition. Johnni is a driving force behind our culture and she helps make OhioHealth a great place to work for all.



# Sarae James Lewis



Director, Communications

Presented by:  
Terry Turner,  
CEO

Pinnacle's vision is to be the best financial services firm and the best place to work in the Southeast --and the firm operates on the premise that by ensuring associates are engaged, those associates will engage clients, which ultimately produces shareholder return and strengthens our communities.

In a flat organization with few layers and, therefore, little opportunity for actual "promotions," it can be difficult for Pinnacle associates to feel they are rising up in the organization. Pinnacle's annual work environment survey started revealing that associates wanted more opportunities to grow in their careers. With several mergers and a maturing company, the firm was employing a more diverse workforce, and many wanted more room to advance. As the lynchpin of the firm's team that develops initiatives identified in the work environment survey, Sarae jumped in and helped influence a new program that allows associates to be considered for other positions within the firm, as well as ways to grow professionally in their existing roles. This approach allows associates in every role the opportunity to explore new responsibilities within the firm and seek them out. Sarae is a catalyst for ensuring leaders are participating fully in helping associates throughout the firm reach their professional goals.



# Diana Verdun

plante  
moran

Director of Human Resources

Presented by:  
Chris McCoy,  
Group Managing Partner

As our HR director, Diana Verdun shapes the recruitment, retention, development, and promotion policies and practices that enable our staff to succeed. Her experienced, thoughtful, forward-looking, and people-centric approach improves the core of the firm every day.

Diana has contributed to the success of our Women in Leadership mentoring program, which strives to achieve best-in-class attraction, retention, development and advancement of women leaders at the firm.

Working closely with our African-American staff resource group, Diana played an active role in designing programs that assist new staff with diverse backgrounds as they prepare for what to expect at our firm, acclimate quickly, and develop the necessary skills to succeed in our culture.

There's also her impact on work-life balance at the firm. More than 15 years ago, Diana became our first unofficial telecommuter. Ever since, Diana has led our HR team in designing innovative ways to retain great talent, including alternative work arrangements, flexibility, and our WorkFlex Committee.

Our staff are directly impacted by Diana's leadership every day. We're proud to select Diana, our cultural ambassador, as our GPTW4ALL leader who makes Plante Moran a better place for all.



# EJ Blanchfield

point**b**®

Chief Operating Officer

Presented by:  
Mike Pongon,  
CEO

As Chief Operating Officer of Point B Inc., EJ Blanchfield extends and reinforces the firm's strong, values-based culture through supporting and implementing tangible operational processes, including hiring practices, leadership development, employee rewards and recognition, and employee engagement methods. But, more than that, EJ embodies the culture and helps make it a reality for their 670 people.

Her leadership is a model in excellence from optimizing professional and economic growth for Point B associates, clients, portfolio companies, and Point B business units, to leading their finance, IT and facilities, recruiting, compensation, learning, marketing, communications, risk, legal, and HR teams. She does it all. EJ is a 21-year consulting veteran, and currently sits on the Board of Directors for Point B, executive compensation committee, executive leadership committee, finance committee, and chairs the Total Rewards Committee. Speaking of Point B's Total Rewards, she recently championed and led the implementation of a new family leave and PTO package for the consulting employees, and helped the firm continue its best-in-class employee engagement for the consulting industry with 97% of employees saying they have a clear understanding of the organization's culture and 93% who would recommend the company as a great place to work.



# Amity Millhiser



Chief Clients Officer

Presented by:  
Tim Ryan,  
US Chairman and Senior Partner

Amity Millhiser is the firm's Chief Clients Officer. In her role, Amity delivers the full power of PwC across geographies and industries to add value, drive growth, and expand market opportunities for the firm's clients.

Amity has more than 30 years of experience with PwC, both in the US and abroad. Until 2015, Amity served as the Silicon Valley Market Managing Partner, where she led a team of 1500 partners and staff providing consulting, tax, and accounting services to companies ranging from high-growth start-ups to market-leading multinationals. Amity's immersion in Silicon Valley and technology allows her to help organizations navigate the disruptive forces of technology within their industries.

Prior to Silicon Valley, Amity led PwC's M&A team in Switzerland, a center of excellence for US/European cross-border deals. Amity works with corporate and private equity clients on acquisitions, divestitures, capital market transactions, and initial public offerings.

Amity is an advocate for women in leadership and was named one of the California Diversity Council's Top 50 Most Powerful Women in Technology in 2015 and one of Silicon Valley's Women of Influence in 2012.



# Holly Bass



President

Presented by:  
Paul Helm,  
CEO

Holly Bass is the President of three divisions of the Travel Nursing Company at Professional Placement Resources, LLC. Holly is one of the most successful, dynamic and engaging leaders at Professional Placement Resources. She is truly a combination of Wonder Woman, Coach Pat Summit and Ellen DeGeneres. She is strong, knowledgeable, caring, witty, everyone loves her and she knows how to build winning teams. Holly runs a \$100 million business with style and grace.

Most noticeably, in 2017, Holly was instrumental in helping lead the organization through its sale to a private equity group and also, in their first acquisition, all while helping maintaining their focus on being a Great Place to Work, nurturing their culture and driving business results. Over the last several years, Holly has delivered very tangible business results. PPR's revenue has grown almost 60% over the last three years and Holly was instrumental in driving considerable gross margin expansion during that same period. She was able to transform their key performance indicators and as a result, they now have industry leading metrics in every category. Most importantly, she did all of this while achieving 99% employee satisfaction and industry leading Net Promoter scores.

Holly's employees are hyper-engaged and focused on delivering business outcomes. Holly cares deeply about her employees and finds time to listen, motivate, inspire, and teach others. She makes people feel special, cared for and important.

-Paul Helm, CEO



# Susan Haseley

protiviti®  
Face the Future with Confidence

**Executive Vice President**

**Presented by:  
Scott Redfearn,  
Executive Vice President**

As the global lead for diversity and inclusion at Protiviti, Executive Vice President Susan Haseley has championed many initiatives that strengthen Protiviti's ability to be a great place to work for all. These include employee networking groups that engage specific audiences within the workforce, such as women, veterans, LGBT and working parents; a global steering committee of leaders dedicated to a diverse and inclusive organization; and a partnership with HR that has produced new programs and benefits for their people, such as a Leave Concierge Program that ensures successful transitions for various leaves of absence, including military and parental leaves.

Susan has become the face of diversity and inclusion at Protiviti by connecting with people through storytelling. Under Susan's leadership, Protiviti's workforce has become more diverse, including increases in the overall percentage of female employees.

Additionally, Susan manages the firm's Dallas office, which has been recognized in both Dallas and in the state of Texas as one of the best places to work. Prior to being promoted to EVP, she successfully led and grew Protiviti's healthcare consulting practice. She has more than 30 years of experience in providing risk and technology consulting and internal audit services, and has been with Protiviti since its inception in 2002. Susan's outstanding career was recognized by Consulting magazine which named her to its 2016 Women Leaders in Consulting list.



# Alison Midili Smith

Publix.

Vice President of Human Resources

Presented by:  
Todd Jones,  
CEO & President

Alison Midili Smith truly has a desire to get to know people. She embodies the spirit of inclusivity and believes by getting to know each other better we build strong relationships that result in a strong company.

Her focus to be a positive influence and help others become the best they can be shines through in her direction of the investments we make in our associates. Her efforts center around setting strategic direction on initiatives that build trust between our associates and our company.

Right after Hurricane Irma, Alison traveled to one of our most impacted areas -- the Florida Keys. She helped distribute much needed essential items to the community, consoled our associates and talked about what Publix could do to help them. She listened, sought to understand their concerns and made sure our associates understood how important they were to her, their community and to Publix. As a result, she's lead efforts to fundamentally improve how we serve our associates when we're experiencing a business disruption.

Because of Alison's belief in inclusivity and building relationships, she is redefining what that support looks like at Publix. Our associates are our most important asset, and Alison brings that perspective to the table every day.

Alison's commitment to make sure associates know why their roles are important to our success and her efforts to perpetuate our culture are seen whether it's through our training efforts or our focus on communications.



# Hala Mirza

**REGENERON**

Head of Corporate Communications

Presented by:  
Sally Paull,  
CHRO

Hala Mirza, Head of Corporate Communications at Regeneron, has worked tirelessly to make real one of the core beliefs at Regeneron: Doing Well by Doing Good. She has extended Regeneron's focus on citizenship and worked to clarify Regeneron's role as corporate citizen and activate employees to live their citizenship. She has adeptly aligned her vision in a way that extends and amplifies what it means to invest in being a Great Place to Work. At Regeneron giving back means more to their employees than nearly anything else.

Hala recently championed a Global Day for Doing Good where 3,600 employees gave over 10,000 hours to 227 projects and 107 volunteer organizations all within a one week span.



# Cindy Robbins



Chief People Officer

Presented by:  
Marc Benioff,  
CEO

Cindy Robbins is President and Chief People Officer at Salesforce. Equality is a core value at Salesforce, and Cindy helps cultivate an inclusive culture at scale for the company's nearly 30,000 employees.

Most notably, Cindy pioneered Salesforce's equal pay efforts, which has resulted in the company spending \$6 million to date to address any unexplained differences in pay.

In 2015, she and her colleague Leyla Seka raised the issue of equal pay to Salesforce CEO Marc Benioff. The conversation led to Salesforce conducting its first all-company equal pay assessment, resulting in the company spending \$3 million to eliminate any statistically significant differences in pay.

After a year of record growth, Cindy and Salesforce decided to again assess employee pay globally, increasing the scope of the assessment by evaluating salaries as well as bonuses globally. The assessment also looked at differences in pay for not only gender, but also race and ethnicity in the U.S. The second assessment resulted in the company spending another \$3 million to achieve pay equality - \$6 million to date.

Salesforce now reviews salaries for gender and racial discrepancies on an ongoing basis. If it finds a pay gap, it closes it - making equal pay a part of the company's DNA.

Cindy is a true champion of equality and hopes that her equal pay efforts at Salesforce can help inspire other women and other companies to follow suit.



# Jewell Parkinson



SVP, Head of Human Resources,  
SAP North America

Presented by:  
Jennifer Morgan,  
Executive Board Member

As Head of Human Resources for SAP North America, Jewell Parkinson is the guiding hand for the company's North America people strategy and programs, which include efforts to foster a culture of inclusion and opportunity across the region's workforce of 22,000.

Jewell is a leader who exhibits a tireless commitment to creating a great place to work for all employees. Her impact has been felt in all aspects of the business over the past 20 years. One initiative that stands out is her leadership role in helping the company assert itself as a beacon of gender equality in a technology industry where women are significantly underrepresented. It is a cause driven by both a social responsibility and a powerful business case to attract and develop female talent at SAP in order to better reflect the changing demographic of IT buyers and to generate a pipeline of skilled workers amidst an industry-wide dearth of qualified candidates.

To date, Jewell and her team have helped build a North America workforce with 34 percent women, and where women hold 30 percent of the region's leadership positions - both metrics that are considerably higher than the industry average.

Jewell also is a strong supporter of the SAP Business Women's Network, a 10,000-person strong community within the company, and of LEAP, a leadership program for high-potential women.



# Oita Coleman



Vice President, Research  
and Development

Presented by:  
Jenn Mann,  
Executive Vice President and CHRO

Oita Coleman's leadership in the areas of software quality through customer engagement and outreach is vital to the unblemished record of growth in SAS' 42 year history. She has led their Quality User-driven Enterprise Software Testing (QUEST) organization for many years to ever-increasing standards of achievement, and she oversaw 2017 as their most productive year in terms of product delivery. Every single product and every single line of code in those products was delivered with the quality imperative that Oita exemplifies daily. One of the hallmarks of Oita's leadership and impact on SAS' success has been her devotion to continuous improvement. This extends far beyond just product and process improvements, as she invests incredible energy and time into ensuring our individual contributors and teams are better today than they were yesterday, and still better tomorrow. She has championed many student recruitment and mentorship programs at the high school and collegiate level and actively serves on the North Carolina Central University Board of Trustees through her appointment by the former governor of North Carolina, the honorable Pat McCrory. Put simply, because of Oita Coleman, SAS is a better place to work For All.



# Artemis Patrick

SEPHORA

Chief Merchandising Officer

Presented by:  
Jessica Stacey,  
VP PR - Event + Field Marketing

Artemis Patrick is the Chief Merchandising Officer at Sephora. In her role, Artemis is responsible for driving Sephora's vision in product market leadership, category innovation and service differentiation. Artemis leads a dynamic team of people (of which over 98% are women) who bring the needs of the Sephora client to the forefront of the makeup, skincare, fragrance, hair and wellness categories, through a highly-curated portfolio of indie, emerging and classic brands.

During her 12 years at Sephora, Artemis has played critical roles in making a tangible impact on Sephora's organization, and delivering on strategic growth for the business. Artemis celebrates Sephora's values as her own management mantra, which include 'Respect for All', 'Taking initiative' and 'Passion for Clients', ultimately creating a strong bond with her team, brand partners and clients. Artemis works with innovation in mind, her drive to discover the best of what beauty has to offer inspires fearlessness in her team, supporting and encouraging bold choices and ideas.

Artemis leads with empowerment, and leads by example; an optimist disguised as a realist (she's the best of both), she encourages her team to make decisions that are based on principle rather than on rules, and believes that data and "gut" are equally important in driving the business. She showcases humanity in everything she does, approaching situations with an open mind, and she can always be relied upon to inject fun, humor and even disruption into any topic that needs a solution. Being a supporter of balance, and her own experience as a working mother, Artemis creates an environment where flexibility exists.



# Stephanie Doliveira

**SHEETZ**

Vice President of Human Resources

Presented by:  
Travis Sheetz,  
Executive Vice President of Operations

Stephanie is our Vice President of Human Resources, responsible for strategic planning and execution of all employee-related initiatives. Stephanie was instrumental in helping Sheetz identify the seven characteristics that make up Sheetz DNA: Driven to Win, Connected, High Energy, Pioneering, Dependable, Real, and at the heart of it all, Respect. These values guide us every day in the way we approach our work, our interaction with customers, our product offerings and store design, the attitude we display, our community involvement, and all the ways we excel with our growth strategy and as an industry leader.

Stephanie's work to introduce the Sheetz DNA to our workforce began in 2005 with its initial rollout. Countless hours were spent on focus groups, interviews and corporate rollout programs including games, meeting agendas, presentations, videos and communications. The entire Sheetz organization embraced the declaration of these DNA markers to define our culture.

Stephanie is the first female member of the Sheetz Strategic Planning Team, a cross-functional group that meets quarterly and is responsible for setting the strategic goals for our company and leading our corporate departments that support our store operations.

It is our pleasure to honor Stephanie Doliveira for her impact on Sheetz. We respect all that she's accomplished, and we're thankful to have her on our team.



# Jila Javdani

slalom

General Manager, Delivery Excellence

Presented by:  
Brad Jackson,  
CEO

Jila Javdani has an impressive resume that paints a remarkable picture of a proven leader. She joined Slalom in 2008 with responsibility to grow talent, develop and nurture client relationships, and promote our incredible culture.

As an immigrant, she learned to embrace differences and seek to understand the perspective of others, and she found her own voice. These experiences sparked her passion for inclusiveness. Jila was a driving force behind Slalom's first Diversity initiative in 2013 which focused around building stronger female representation at Slalom at every level of our organization. With her help, women now represent 20% of Slalom's senior leadership team.

To make an even bigger impact, Jila founded the International Women's Leadership Network (WLN), with a purpose of engaging, inspiring and encouraging every Slalom woman to achieve her full and unique potential.

Jila is a strong, compassionate mentor who leads through action. She sees and helps develop potential in people often well beyond what they see in themselves. She pushes them to stretch and grow, while simultaneously encouraging and supporting them along the way. As a result, she has grown and cultivated the careers of countless consultants at Slalom.



# Mary Anna Quinn



**Chief Administrative Officer  
and Executive Vice President**

**Presented by:  
James Downing,  
President and CEO**

Mary Anna Quinn serves as chief administrative officer and executive vice president at St. Jude Children's Research Hospital. With more than 30 years of experience in health care management, she is the hospital's highest ranking and longest-running female executive. She oversees a variety of support operations integral to day-to-day functions of St. Jude. Mary Anna is noted as one who believes in empowering her employees to create culture change at the frontline.

During her tenure, the St. Jude campus has quadrupled in size to more than 90 acres, constructed more than 20 new buildings and increased its workforce to more than 5,000--all areas within Mary Anna's realm of responsibility.

Her work took on personal meaning in 2009 when she was diagnosed with cancer. She draws on her own treatment experience to make the hospital the best place it can be for children and their parents. Mary Anna's unique perspective was a guiding influence during the creation of 51 new state-of-the-art inpatient rooms, which feel more like an interactive children's museum than hospital suites.

Mary Anna has also been a driving force behind St. Jude becoming a top workplace. Under Quinn's direction, St. Jude was first recognized by Fortune magazine as one of the nation's Fortune 100 Best Companies to Work For® in 2011. St. Jude has made the list every subsequent year, as well as many other Best Workplaces lists.



# Kathy Vogt



**SVP, Governance &  
Operational Excellence**

**Presented by:  
Cynthia Tragge-Lakra,  
Chief Talent Officer**

Kathy Vogt is the SVP of Governance & Operational Excellence at Synchrony Financial, and her work is critical to how they protect their business, serve their customers, and create a Great Place to Work for over 11,000 frontline hourly associates located in call centers around the globe.

Kathy has worked tirelessly to make sure they are attentively listening to their associates and empowering employees to reach their fullest potential. They've seen terrific improvement in their scores with their frontline associates and her work has been a standard bearer for the kind of high-trust culture they want to build at Synchrony. Colleagues say that Kathy is sincere and quick to share credit and help everyone succeed.

Kathy started with Synchrony Financial 30 years ago, right out of college. While Operations has traditionally been male-dominated, she's moved easily between Customer Service, Collections, Quality, Integration, eCommerce, New Product Development, and Compliance functions. During this time, she's pioneered a career that time and time again places her in the epicenter of major strategic change. She's built a high-trust work environment at Synchrony by being a good listener first, and staying incredibly sensitive to those around her. She's a member of our Culture Committee and leader of our Women's Network with nearly 5,000 members.



# Gabi Novacek



Partner and Managing Director

Presented by:  
 Joe Davis,  
 Chairman - North America

We recognize Gabrielle (Gabi) Novacek, Partner and Managing Director in the Boston Consulting Group's (BCG) Chicago Office for her "4All" leadership of our global LGBT Diversity Network. Gabi has been with BCG for over 10 years and leads our North America Marketing, Sales and Pricing Practice.

Gabi lives BCG's values every day as the leader of our 400 members global LGBT Network. Under her leadership, the network actively recruits top talent from the LGBT community and builds LGBT application and acceptance rates with 27 new recruits joining in 2017 alone.

Because of her and the network's passion and dedication to the community, BCG earned a perfect score on the 2018 Human Rights Campaign (HRC) Foundation's Corporate Equality Index (CEI) for the 11th time and was named one of HRC's "Best Places to Work for LGBTQ Equality."

Along with leading the LGBT network, and being a successful advisor to her clients, Gabi is also an exceptional role model, mentor and is available to help all of our employees develop their careers and reach more senior roles within BCG. As a testament to her leadership, Gabi is also designated as one of five global Ombudsperson for BCG.

We are honored to recognize Gabi and showcase the critical role she plays at BCG to help deliver on our strategic growth, fully live our values in the service of our employees and create a high trust Great Place to Work culture for all.



# Amy Carovillano

**The Container Store**

Vice President of Logistics  
and Distribution

Presented by:  
Sarah Andreani,  
Manager of Cultural Programs

Amy Carovillano is The Container Store's Vice President of Logistics and Distribution. She's been with the company for 30 years and throughout her tenure she's been an incredible example of how to create a great workplace for people with a variety of backgrounds, interests, career goals and life experiences.

As Amy grew her career with The Container Store, she had the opportunity to lead many of our departments. She has shattered the stereotypes of typical warehouse environments by creating a truly special place to work, where employees can have fun and work alongside other dedicated and hard-working people in an upbeat, team-based environment. Amy has created an understanding among her employees that the strength of the organization is based on the fact that we need EVERYONE—all roles are of equal importance. She often gives the example that the people who load our trucks or pack boxes are just as important as our technology team members, and she treats all of her employees accordingly.

Amy has implemented an open communication environment for her employees where it's encouraged for everyone --no matter their role --to constructively question the way things are done and bring new ideas to make the workplace better.

Amy is the perfect example of a For All leader. She simply doesn't allow people to NOT work together—she is constantly working to bring harmony and love to the workplace by promoting inclusion.



# Julia Feldman



Managing Director

Presented by:  
Madeleine O'Hagan,  
Senior Analyst

Julia Feldman has been with Goldman Sachs for more than 15 years. She serves as one of 12 investment committee members overseeing over \$50bn of client capital in the private equity primary, secondary and co-investment business in the AIMS (Alternative Investment Manager Selection) private equity group. Julia is an active member of the GS Women's Network, is involved with analyst and associate recruiting and acts as a formal and informal mentor to analysts, associates and Vice Presidents. In 2011, Julia faced a significant personal and family health challenge related to breast and ovarian cancer. As part of this experience, she became an executive board member of Bright Pink, a national non-profit focused on empowering and educating women to be proactive about their health and to understand breast and ovarian cancer risk. As part of the GS Wellness initiative, she has shared her story and journey and delivered educational breast and ovarian cancer workshops to hundreds of GS employees.



# Callie Field

T-Mobile

EVP, Customer Care

Presented by:  
John Legere,  
CEO

Callie joined T-Mobile in 2007 as a Regional Sales Manager and has steadily moved through the organization in various sales and Care roles to her current role of EVP, Customer Care. She leads T-Mobile's 32,000 global customer care team members across 17 internal and 48 partner call centers around the world. Her team helps handle hundreds of millions of calls per year and we celebrate her commitment to developing employees.



# Colleen Dolan

 **TRANSWESTERN<sup>®</sup>**

EVP, Human Resources

Presented by:  
Larry Heard,  
CEO

Having led Human Resources at Transwestern for more than 17 years, Colleen Dolan is one of the most important culture ambassadors at our firm. The many Best Place to Work awards we've earned are in no small part a testament to her leadership and the programs she has established and supported -- ranging from benefits and wellness to compensation and mentorship to recognition and philanthropy.

Transwestern's tagline is Experience Extraordinary, and we believe the way we serve our clients, partners and team members validates this statement. Yet the concept of a higher level of service was not always easy to articulate until Colleen took the reins on a tremendous training and marketing initiative that has solidified internally and externally what makes Transwestern unique in the marketplace. Colleen structured a professional development program and personally visited every office to reinforce the message that every team member at Transwestern is in the customer service business. Colleen's efforts related to The Transwestern Experience have helped our organization to put our shared purpose "Empowering Good People to do Extraordinary Things Together" into action.

One of the characteristics I admire most about Colleen is that she and her team do not rest on their laurels. Her drive to make Transwestern a Great Place to Work For All never ceases.



# Amanda Andrade



Chief People Officer

Presented by:  
August Nielsen,  
HR Director

There are so many things we could say about Amanda and the enormous positive impact she has had on Veterans United. She is a leader that people are drawn to and want to follow. A good example of something she has championed is our Diversity and Inclusion program. She identified and mentored an employee to oversee the program, and she designed it with a volunteer committee where folks throughout the company could join and be a part of its impact. She created the program to be not only inclusive, but also creative, by providing employees with unique and fun ways to experience diversity. Regardless of people's backgrounds or their position within Veterans United, this program helps our company ensure that everyone can be comfortable just being themselves. This is one aspect that has helped our company deliver on its goal of being a great place to work for all, and that is a huge focus for Amanda. Her dedication to putting our employees first and making sure everyone feels welcome makes us proud to have her on the team, and happy to recognize and celebrate her and her leadership.



# Peggy Riley

*Wegmans*

Director Of Employee  
Communications

Presented by:  
Dwight Battles,  
Store Manager

Peggy and her team lead our 100 best survey application every year and does an amazing job but the incredible value that she brings is in helping Wegmans make sure that after we listen to our amazing employees that we have a plan of action by division to make this a better place for our folks to work every year- continuous improvement mindset. She is an amazing leader that bleeds Wegmans and is focused everyday in making Wegmans great place to work.



# Robynne Sisco



Co-President and CFO

Presented by:  
Aneel Bhusri,  
Co-Founder and CEO

Robynne Sisco, Workday's CFO played a major role in the first ever People Leadership Summit (PLS), intended to help reinforce Workday's core values and make sure the company sustained its culture through growth.

Bringing in more than 450 people managers from around the globe for a two-day summit is not inexpensive. While many CFOs might see an investment like this as unnecessary spend, Robynne instead viewed PLS as a critical investment in Workday's culture and people, and didn't blink while finding the funds to pull it off. Her role in the event itself was a true example of how she is helping Workday deliver on strategic growth goals while living out her commitment to create a great workplace for all employees.

For the event, Robynne agreed, along with one other senior leader, to stand in front of all 450+ attendees and share both the positive and negative results of her survey. The reason Robynne stepped forward into a role that took an incredible amount of courage was because she believed it would help increase a sense of openness and transparency amongst attendees, and help everybody understand that we're on this journey together.

Robynne is also executive sponsor of one of Workday's employee belonging councils and frequently speaks publicly about the importance of the CFO's role in shaping company culture.



# Ann Marr



VP, Global Human Resources

Presented by:  
Jim Kavanaugh,  
CEO

Ann Marr is currently Vice President, Global Human Resources for World Wide Technology, Inc (WWT). In her role, Ann oversees all global human resources functions which include talent management, strategic staffing, policy development, benefits and compensation, government compliance, training, leadership development, immigration, communications and employee relations. Ann also manages the company's Corporate Development Program which includes Diversity and Inclusion, WWT Women's Leadership Forum, Supplier Diversity, and Small Business Enterprise working to create opportunity and development for everyone at WWT and with our key partners.

Ann began when the company was a very small technology start up and she has helped to ensure that we scale our commitment to both business and operational excellence and to creating a great, sustainable culture across the globe. Ann lives and breathes WWT's mission: To be a profitable growth company that is also a great place to work. During her tenure, WWT's global expansion and our team has grown. In addition to hiring and retaining a great workforce, Ann has played key roles in the development of our Integrated Management and Leadership Program and in building a culture focused on feedback and coaching. Ann spends significant time with employees around the globe learning, listening, and coaching to help individuals and the company grow and improve.

Ann also serves as President of the WWT Charitable Foundation and is very active in the community.





For full text of Impact Statements, go to  
[www.greatplacetowork.com/4ALLAWARD](http://www.greatplacetowork.com/4ALLAWARD)