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is Transforming
for 2020*

Celebrating Excellence In Human Resources

HR *Person of the Year* **AWARD** *2020*



August 12, 2020



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Congratulations to all 2020 Nominees!

ettain group is a proud supporter of Delaware Valley HR Person of the Year Awards. Congratulations to all nominees and thank you for your outstanding achievements and significant impacts on the local community.

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Welcome



*Twenty years of celebrating excellence
in the HR profession. We made it!*

If there was ever a year to celebrate HR professionals, it is this year. How ironic that the big 20th year of this event also constituted perhaps the seminal moment of focus for the

profession, nationwide if not worldwide. It was, and is, up to you – whether you are a recruiter, business partner, generalist, VP of HR, CHRO, consultant, or vendor – to keep the “human” in “human resources” paramount, as people across the world were forced to adjust in unimaginable ways, facing a unseen threat that seemed to come from everywhere, and where every previously mundane daily decision became a struggle. And you did just that. You shined. You brought us through. You were the key partner to the C-Suite. You were the ad hoc psychological and financial advisor. You kept businesses running or you shut them down at the speed of light. You got people working from home or you worked on flexible policies to respect people not working. And then in the midst of that you instantly pivoted to messaging and policies on social unrest, diversity, and inclusion as the world caught fire once more. You did this all while having to balance your own personal lives, which were often in shambles compared to just a few months before.

As I write this, it's a year when minutes felt like hours, hours felt like days, and days felt like weeks or months as we faced a blizzard of new laws, regulations, workplace policy changes, sudden protests and uprisings, and monitoring the CDC guidance everyday became a must-have in the HR toolkit, it would be odd if we had any certainty wouldn't it? Certainty is soooo...2019.

It – a charged word that I'm using to encompass everything you have been doing this year – isn't over, not by a long shot. Things have changed. Things will continue to change. I am practically sure that the day you are reading this you dealt with a brand new challenge I could not have anticipated when I wrote this. I have had the privilege of working with a wonderful committee of volunteers that I have learned so much from, witnessing the members spending countless hours even in the midst of this crisis ensuring that we could proceed with the event. The folks from Seamless Events exemplified every ounce of creativity, flexibility, and intuition in this process that is necessary to succeed in this new world, your new world. And our sponsors stayed committed with us to support you all, recognizing how essential each of you are. Our hope is that this event gives you a few moments to breathe, to reflect, to raise each other up, to laugh, to smile, to reminisce and am I allowed to say it? Flat out celebrate. Because you deserve it. Thank you for being here. Thank you for being you.

Sincerely,

Bill Simmons

Event Chair, HR Person of the Year 2020



Mary Dickerson
EVP Human Resources
DLL

Congratulations

2020 CHRO of the Year

Celebrate the good

Nominate your organization
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Award Categories

The Delaware Valley HR Person of the Year Award was developed in 2001 to celebrate the Human Resources industry and to recognize those in this profession who exemplify outstanding professional achievement within our local community.

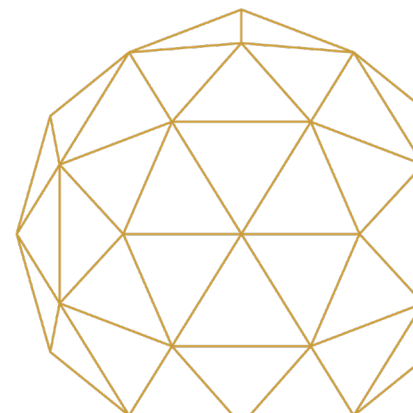
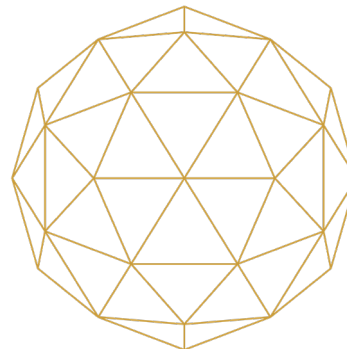
This year's awards will be given in the following categories:

- HR Rising Star of the Year
- HR Consultant of the Year
- HR Person of the Year – Small Company
- HR Person of the Year – Medium Company
- HR Person of the Year – Large Company
- HR Person of the Year – Mega Company
- CHRO of the Year

Two Scholarship Awards will also be given in the following categories:

- Graduate, \$2,000
- Undergraduate, \$2000

This program is a joint effort among regional chapters of the Society for Human Resource Management (SHRM) including Chester County Human Resource Association, Delaware County SHRM, Delaware SHRM, Greater Valley Forge HR Association, HR Association of Southern New Jersey, Philly SHRM, and Tri-State HR Management Association. SHRM is the world's largest association devoted to human resource management.



Committee Members

EVENT CHAIR

- Bill Simmons
Little

EVENT CO-CHAIR

- Mikal Harden
Juno Search Partners

TREASURER

- Amber Chandler, CEBS
Lincoln Financial Group

MARKETING

- Aaron Abell
Genesis Energy
- Julie Hunter - **CHAIR**
Wedgewood Pharmacy
- Katie Kulp
Chane Solution, LLC
- Etana Pizzo
Campbell's Soup Company

NOMINATIONS

- Dean Becker
Adaptiv Learning Systems
- Anastasia Branco, MSBA,
SPHR, SHRM-SCP
- Carolyn Collins
AblePay Health
- Dan Haneman
CCI Consulting
- Laura LaBuda, PHR,
SHRM-CP - **CHAIR**
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TMNA Services, LLC
- Monica Panetta
LifeScan, Inc.
- Beth A. Sinkus
O.C. Tanner
- David Weiss
Hardenbergh Insurance Group

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Christi Group
- Lynn Fraser Schratwieser
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- Erica Freedman
Day & Zimmermann
- Suzanne Gleason
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- Deanna Glose, MSHR - **CHAIR**
- Paul Marion - **CO-CHAIR**
Lee Hecht Harrison

Committee Members

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- Shelly Azen - **CO-CHAIR**
unHR
- Judy Baker, SPHR, SHRM-SCP - **CHAIR**

SCHOLARSHIP

- Anne Marie DeCarolis
GE Aviation
- Alexa Laborda Nelson
Little
- Monterry Luckey - **CHAIR**
- Susan Vitiello - **CO-CHAIR**
1&1 Internet, Inc.

CHRO AWARD

- Beth Albright
- Shelly Azen
unHR
- Mikal Harden - **CO-CHAIR**
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- Cam Hicks
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- Rich Krekstein - **CHAIR**
NFP
- Rochelle Krombolz
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SHRM-CP - **CHAIR**
Energage
- Ashlie Thornbury
Campus Philly
- Mike Wiley
McGrath Systems
- Michael S. Winsey
Mercer

EVENT MANAGEMENT

- Seamless Events, Inc.



Philly SHRM Congratulates All of Our Nominees!

HR Person of the Year

Amber Bowen
Bevie Chandler
Joyce Hess
Catherine Preim
Sheronda Whitaker

HR Rising Star

Shakema Appleton
Kaela Blanks
LaRhonda Green
Elizabeth Lynam
Joshua Ricciardelli

HR Consultant of the Year

Charity Hughes
Anna Papalia

phillyshrm.org

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care of their people
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care of business.**

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Judges

Judges

Thank you to our **2020 Judging Panel**. All of our judges have been previous winners of the Delaware Valley HR Person of the Year Award.

Aaron Abell
Genesis Energy

Nancy Adams, SHRM-CP
CenTrak

Doug Allen
Innovative Consultants, LLC

Rume Joy Azikiwe, SPHR, SHRM-SCP
University of Pennsylvania

Michael Biodolillo
Salveston Stetson Group

Jessica Bishop (Viscuso), SHRM-CP
Pennoni

Pat Buhler, SPHR, SHRM-SCP
Goldey-Beacom College

Tom Clardy
Retired HR Professional

Tricia Clendening, GPHR, SPHR, SHRM-SCP
HR Strategies, LLC

Toni Cramp

Rob Croner
CCI Consulting

Debbie Deissroth, SPHR, SHRM-SCP
DD Coaching and Consulting

Anita Dombrowski, SPHR, SHRM-SCP
Nordic Cold Chain Solutions

Talia Edmundson, SPHR, SHRM-SCP
HRnB Consulting

Meredith Friedman, SPHR, SHRM-SCP
CubeSmart

Suzanne Gleason
ettain group

Terri Hartwell Easter
T. H. Easter Consulting

Julie Kinkopf, Esq.
Weber Gallagher Simpson Stapleton Fires Newby, LLP

Tricia Kinne, SPHR, SHRM-SCP
Veterinary Practice Partners

Laraine Knauss, SPHR, SHRM-SCP
Food Sciences Corporation

Monica McClintock, SPHR, SHRM-SCP
Rowan University

Patricia McConnell, SPHR, SHRM-SCP
CHOP

Margaret McLaughlin, SPHR, SHRM-SCP
The Salvation Army

Amanda Novak, PHR, SHRM-CP
Tri M Group

Monica Panetta, SPHR
LifeScan Inc.

Jamie Lynn Rivero, MSHRD, PHR, SHRM-CP
Fox Run Brands

Jillian R. Rosenthal, SHRM-SCP
EwingCole

Nicole Sakowitz, SPHR, SHRM-SCP

Daniel Sell, SPHR, SHRM-SCP
Dansumur Consulting

Hugh L. Simmons, SPHR, SHRM-SCP
JEVS Human Services

Penny Stoker
EY

Dorothy Stubblebine, SPHR, SHRM-SCP
DJS Associates

Joanna Vazquez, SPHR, SHRM-SCP
Children's Crisis Treatment Center

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KEYNOTES



SARAH MORGAN
Chief Excellence Officer,
BuzzARooney LLC



JOHNNY C. TAYLOR, JR.
President and Chief Executive
Officer, SHRM



TIM SACKETT
President, HRU
Technical Resources

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ONE
PCOM
Human Resources

Congratulations on the Delaware Valley HR
Person of the Year Award nomination!

Christine, Lien, Bhume, Alina, Dori, Deketa, Autumn, Denise, Maricela, Anthony, Laura, Robyn, & Chay



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Congratulations to
the nominees &
winners this year!

HR Person of the Year
AWARD



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HR Person of the Year
and congratulates this year's honorees.

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Bill Simmons, Shareholder
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For more information, please contact
Michael Winsey at +1 215 982 4213 or
michael.winsey@mercer.com.

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Nominees

HR Rising Star of the Year

Shakema Appleton – Cozen O'Connor
Corey Bamburg, SHRM-CP – School District of Philadelphia, Office of Talent
Kaela Blanks, SHRM-SCP – Aramark
Maria Coppa – The Graham Company
Katie Devanney, SHRM-CP – Tyndale Enterprises, Inc.
LaRhonda Green, SHRM-SCP – Temple University
Marvin Johnson – Pennoni
Jelsy Kravatz, SHRM-CP – Devereux Advanced Behavioral Health
Elizabeth Lynam, PHR – Farmers of Salem Insurance
Megan Migioia – ProAutomated
Joshua Ricciardelli – Cozen O'Connor

HR Consultant of the Year

John Baldino, SPHR, SHRM-SCP – Humareso
Alison DiFlorio, SHRM-CP – Exude Inc.
Mary Halfpenny, SPHR, SHRM-SCP – FC Consulting Group, LLC
Charity Hughes, Ph.D., SPHR, SHRM-SCP – Pathfinder Leadership Group, LLC
Fiona Jamison, Ph.D. – Spring International
Christina Magnotta – Katz/Pierz
Anna Papalia – Shift Profile
Frank Plum – Workplace HCM, Inc.
Tara Rucci, SHRM-CP – Sprioc, LLC

Nominees

HR Person of the Year – Small Company

Hope Bear – AWeber Communications, Inc.
Bevie Chandler – Action Wellness
Deborah Doud, PHR, SHRM-CP – Insinger Machine Company
Melissa Kreps, SPHR, SHRM-SCP – Contemporary Staffing Solutions, Inc.
Mary Lakas – Master Replicas Group
Melissa Landsmann, SPHR, SHRM-SCP – National Philanthropic Trust
Maria Peterson, SPHR, SHRM-SCP – Kistler Tiffany Benefits

HR Person of the Year – Medium Company

Amber Bowen, SHRM-CP – WHY, Inc.
Neil Cohen – Affiliated Distributors (AD)
Lauren Dudley, PHR, SHRM-CP – People 2.0
Bianca Feliciano Nedjar, SHRM-SCP – Gatsby, Inc.
Carrie Myers, PHR – Penndel Mental Health Center
Sheronda Whitaker, SPHR, SHRM-SCP – The Barnes Foundation

HR Person of the Year – Large Company

Joan Carroll, PHR, SHRM-CP – South Jersey Radiology Associates, PA
Lauren Crisci – John Rock, Inc.
Julie Pierce – YPrime, LLC
Domonique Revere, PHR, SHRM-CP – WuXi Advanced Therapies
Caroline Tate – Global Indemnity Group, LLC
Gina Verdi, SHRM-SCP – Berkshire Hathaway Home Services Fox and Roach Trident

HR Person of the Year – Mega Company

Hannah Armour, SHRM-CP – Capital Health
Bethann DuBois, SPHR – Nipro PharmaPackaging Americas Corp
Joyce Hess, SPHR, SHRM-CP – Pennoni
Lauren Kauffman – The Philadelphia Inquirer
Christina Mazzella, sHRBP – Philadelphia College of Osteopathic Medicine
Catherine Preim, SPHR, SHRM-CP – Baker Tilly

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I was trained to think strategically about human resource management, not just about transactional HR. Now I think in terms of how all of the human resources processes and functions are aligned around the strategic objectives of the business.

— Alan Popoli, MS '17



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The bios in this booklet were provided directly from each nominee.



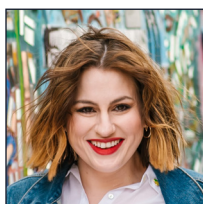
RISING STAR OF THE YEAR

Shakema Appleton

Diversity Data Analyst, Cozen O'Connor

Shakema Appleton is the Diversity Data Analyst at the law firm of Cozen O'Connor. In this role, Shakema reports directly to the Chief Diversity Officer (CDO), tracks and analyzes all diversity metrics, identifies trends, provides management-level reports and coordinates the firm's Mansfield 3.0 certification efforts.

Shakema successfully launched a new LGBTQ+ Employee Resource Group for Staff and Paralegals, and received the National Diversity Council's 2019 Pennsylvania LGBT Ally Award in recognition of her efforts to promote LGBTQ+ inclusiveness within the workplace. Using the LGBTQ+ ERG model and industry-wide best practices, Shakema led the development of a whole new set of ERGs, for self-identifying Staff and Paralegals.

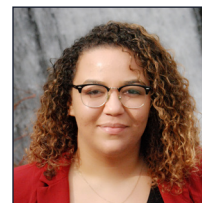


RISING STAR OF THE YEAR

Corey Bamburg, SHRM-CP

Talent Specialist, School District of Philadelphia

Corey Bamburg, SHRM-CP, has been a Talent Specialist for the School District of Philadelphia since 2018. She serves as H.R. point of contact and a trusted resource for more than 3,000 employees in SDP's operations departments. Corey is mission-driven, believing that the best way she can support Philadelphia's students is to ensure that their schools are staffed with effective and engaged employees. She holds a B.A. in sociology and Spanish from Salem College, and earned a Certificate in Non-Profit Management at Villanova University.



RISING STAR OF THE YEAR

Kaela Blanks, SHRM-SCP

Senior Specialist of Global Diversity and Inclusion, Aramark

Kaela Blanks (pronouns she/her) is the Senior Specialist of Global Diversity and Inclusion at Aramark, which supports the Dandi strategy for Aramark associates around the world. This includes empowering Aramark's 10 employee resources groups (ERGs), finding opportunities to make Aramark an even better place to work for all, and giving voice to the diverse stories within the Aramark community. She has a passion for people and ensuring they feel comfortable and supported to bring their whole selves to work. In addition, Kaela serves as Board Chair of Diversity and Inclusion for the Professional Women's Roundtable (PWR), which works to empower and embolden women from all backgrounds.



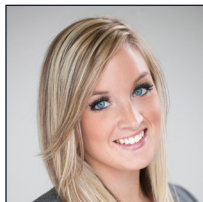
RISING STAR OF THE YEAR

Maria Coppa

Recruiter, The Graham Company

Maria currently serves as a Recruiter with The Graham Company, an employee owned insurance brokerage and consulting firm with 60-year roots, headquartered here in Philadelphia. She previously worked for Hajoca Corporation, where she was primarily focused on recruiting for sales and management development programs and handled all aspects of university relations and recruitment across the Southeast US. Maria began her career with Global Employment Solutions (now Ettain Group) where she led a team of recruiters. Throughout these experiences, Maria has remained involved in GVFHRA, where she previously served as the Chair of the College Relations Committee.

HR Rising Star of the Year Bios



RISING STAR OF THE YEAR

Katie Devanney, SHRM-CP

HR Supervisor, Tyndale Enterprises, Inc.

Katie is the HR Supervisor at Tyndale Company, a 'Philadelphia Top Workplace' located in Pipersville, PA. She supports the organization in all aspects of HR functional areas - employee engagement, performance management, employee relations, training and development, recruiting, and payroll/benefit administration. Katie has been recognized as a two-time winner for the prestigious "CEO Award for Excellence" at Tyndale. Katie currently holds her SHRM-CP certification and recently graduated with honors from West Chester University with an M.B.A. Katie has been featured as a guest speaker on HR Today Radio, and is an active member of two local area SHRM Chapters.



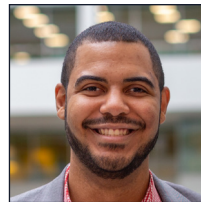
RISING STAR OF THE YEAR

LaRhonda Green, SHRM-SCP

HR Business Partner, Temple University

LaRhonda Green, SHRM-SCP is a Philadelphia native and has over 7 years of comprehensive HR experience. She currently works as a HR Business Partner on Temple University's HR Employment team, where she serves as the primary HR contact for numerous schools and colleges across the university, counseling them on HR matters. LaRhonda is also a Temple alumna, she obtained a BBA in Human Resources in 2014 and received her Master's from LaSalle University in 2018. Before joining the Temple HR team, LaRhonda worked as a HR Generalist for Sneaker Villa, and Corporate HR Coordinator for Gardner Denver.

HR Rising Star of the Year Bios



RISING STAR OF THE YEAR

Marvin Johnson

Talent Acquisition Associate, Pennoni

Marvin Johnson is a professional with over 5 years of human resources experience in the service and engineering industries. Marvin is currently a Talent Acquisition Associate at Pennoni, overseeing the early talent program as well as entry-level and construction services recruitment. Prior to his role at Pennoni, he worked in Talent Acquisition and Diversity and Inclusion at Aramark.

A 2014 Graduate of Penn State's Schreyer Honors College, Marvin holds a B.S. Degree in Psychology (Business Option) with minors in Labor Studies and Employment Relations (LER), International Studies, and Spanish.



RISING STAR OF THE YEAR

Jelsy Kravatz, SHRM-CP

*National Benefits and Communication Specialist,
Devereux Advanced Behavioral Health*

Jelsy Kravatz, SHRM-CP, is a mission-driven, dynamic human resources professional with over four years of experience serving and empowering employees at one of the nation's largest and most advanced behavioral healthcare organizations. As the National Benefits and Communication Specialist, Kravatz is passionate about managing wellness and education benefit programs, and developing and implementing impactful people operations strategies related to employee engagement, recognition and retention. Kravatz serves as the Marketing Board Member for the Greater Valley Forge Human Resource Association (GVFHRA) SHRM chapter. She is currently pursuing a master's degree in Business Administration from Purdue University Global.

HR Rising Star of the Year Bios



RISING STAR OF THE YEAR

Elizabeth Lynam, PHR

Human Resources Manager, Farmers of Salem Insurance

Elizabeth Lynam, PHR, devoted employee to Farmers of Salem Insurance Company as the Human Resources Manager. A proud HR Team-Of-One. The diverse scope of her job keeps her engaged. Main responsibilities include employee relations, performance development, organizational change management, benefits, compensation, and so much more! Successfully managing a large organizational change that will transition company office from Southern NJ to Wilmington, DE.

Resident of Franklinville, NJ. Master of Human Resource Development from Villanova University. GO CATS! Involved volunteer with Habitat for Humanity and DECA organizations. Lover of her family and friends. Future mother to her first daughter in June 2020!



RISING STAR OF THE YEAR

Megan Migioia

People Operations Specialist, ProAutomated

I am a passionate, eager, and driven People Operations Specialist. I am a 1 person People Department, so my responsibilities cover every aspect of the organization from hiring, retention, benefits, engagement, compliance, etc. My favorite accomplishment is increasing happiness on my team. Over the past 6 engagement surveys we've sent out, overall happiness has consistently increased. Happy people perform exceptional work, and create a successful business atmosphere. I can't wait to see where this position takes me!

HR Rising Star of the Year Bios



RISING STAR OF THE YEAR

Joshua Ricciardelli

Human Resources Business Partner, Cozen O'Connor

Joshua Ricciardelli, MHRM is a Human Resources Business Partner with Cozen O'Connor. He specializes in talent development, performance management and general human resources. He graduated from Rutgers University with his Masters in Human Resources Management and enjoys working with others in developing human capital techniques. Actively engaged with many different projects that enhance employee functions, Josh is passionate about improving employee engagement through innovating concepts in the modern workplace.



The HR Department of the Year wants to recognize and celebrate HR Departments on their perseverance and contributions during the COVID-19 Pandemic. We feel now more than ever, HR Departments are the cornerstone of the business success!

Please visit our website www.hrwards.org to nominate your department for an award or submit content for the online COVID-19 Policy Library.

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CONSULTANT OF THE YEAR

John Baldino, SPHR, SHRM-SCP

President, Humareso

With 28 years of human resources experience, John's passion of setting contributors and companies up for success is still going strong. John is a keynote for US and

International Conferences where he shares content and thoughts on leadership, collaboration and innovation, employee success, organizational design and development as well as inclusion and diversity. John is currently the President of Humareso, a global human resources consulting firm, and the proud dad of 3 amazing young adults.



CONSULTANT OF THE YEAR

Alison DiFlorio, SHRM-CP

Managing Partner, Exude, Inc.

Alison DiFlorio, SHRM-CP, is the Co-Founder and Managing Partner of Exude's Human Capital Consulting Division. She is an enthusiastic believer in the dreams

of others, and leads a talented group of Human Capital consultants who support clients in the areas of organizational development, diversity and inclusion, training and development/executive and management coaching, HR assessments and interim HR support. Alison leverages her passionate curiosity to understand every client's business before recommending effective solutions to support their strategy and success.



CONSULTANT OF THE YEAR

Mary Halfpenny, SPHR, SHRM-SCP

President, FC Consulting Group, LLC

Mary Halfpenny, President FC Consulting Group, LLC Mary is an experienced HR Executive and Attorney. She works with growing businesses to design and implement

creative programs that cultivate and nurture employee-oriented cultures and advance company strategic objectives.



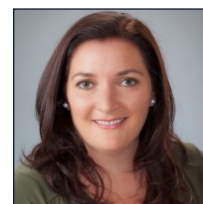
CONSULTANT OF THE YEAR

Charity Hughes, Ph.D., SPHR, SHRM-SCP

President, Pathfinder Leadership Group, LLC

Dr. Charity Hughes works with organizations and leaders on their quest to improve their leadership capability and on their quest to become the best version of themselves.

Her personal leadership journey of self-discovery to be more effective has been the driving force behind how she helps audiences understand and embrace emotional intelligence. She is an experienced HR executive, college professor, speaker, leadership coach, and consultant. She is an HR force who continues to advance the profession and shed light on the impact of effective human resources practices.



CONSULTANT OF THE YEAR

Fiona Jamison, Ph.D.

CEO, Spring International

Dr. Fiona Jamison is the CEO of Spring International, a women-owned employee research, analytics and consulting company. In her role as CEO, Fiona leads a

team of researchers and technologists to provide organizations with evidence-based data and information to assist in strategic HR decision making. For the last 15 years, Fiona has been serving organizations in retail, logistics, manufacturing and healthcare to build great places to work, improving employees' work experiences, enhancing leadership teams and growing business performance. Today, she also gives back to the HR profession and industry through volunteering and sharing best practices.



CONSULTANT OF THE YEAR

Christina Magnotta

Director of Client Engagement, Katz/Pierz

Chrissy Magnotta is Director of Client Engagement at Katz/Pierz, a Cherry Hill-based employee benefits firm. Chrissy brought her extensive payroll and HCM expertise to Katz/Pierz, enabling her to work directly with HR to help improve business processes. As a Certified Corporate Wellness Specialist, part of Chrissy's role is to create, implement and monitor wellness programs for Katz/Pierz clients. She also oversees project implementation for various costcontainment programs, conducts payroll and benefit administration evaluations, and helps keep clients compliant. When Chrissy is not working, she spends time with her husband, Nick and their two pups, Hank and Bernie.



CONSULTANT OF THE YEAR

Anna Papalia

Founder and CEO, Shift Profile

Anna Papalia created Shift Profile, an industry leading personality assessment that teaches job seekers and hiring managers how to interview better. The former Director of Talent Acquisition and Career Coach founded Shift in 2011 to empower job seekers with self-awareness and teach hiring managers that the most important business decisions are made in interviews.

A personal development keynote speaker. Her inspiring talks teach empowerment and confidence through actionable tips and stories from her career on both sides of the interview table. Her thought leadership is sought after, she has personally worked with over 5,000 clients and conducted hundreds of corporate training sessions.



CONSULTANT OF THE YEAR

Frank Plum

President, Workplace HCM, Inc.

Frank Plum is President and CEO of Workplace Human Capital Management. After 20 years in business, Frank felt clients needed payroll and human resources from a more personalized organization, focused on customer service. Frank's additional goal was to provide small-medium sized businesses, including non-profits, with the latest payroll and human resources technology affordable. Frank was named 2019 Executive of the Year in South Jersey Biz magazine. He is on the Greater Philadelphia YMCA Board and the Doctor's Advisory Alliance Board. He also serves as a Committee Chair member on the Tri-State HRMA Board and on the HR committee at Tavistock Country Club.



CONSULTANT OF THE YEAR

Tara Rucci, SHRM-CP

Principal Consultant, Sprioc, LLC

Tara Rucci, MSA, SHRM-CP, CDP Principal Consultant at Sprioc, LLC. A Certified Women Owned Business-Talent Acquisition, Human Resources and Diversity Consulting. Tara previously oversaw Recruitment at Devereux-PA a non-profit organization. She worked in HR/Recruiting Consulting for 15 years. Tara's Masters' Degree is from West Chester University. She attended NDC Certified Diversity Professional training at Emory University and is SHRM Certified Professional.

Tara serves on CCHRA (SHRM) and CCOIC non-profit Boards; is a member of HireOne Recruiting Taskforce, PA Diversity Council and WCU Employer Advisory Board. She speaks at different organizations and universities on Recruiting, Training, Human Resources and Diversity topics.

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Photo: Olivia Brosky

CONGRATULATIONS TO OUR 2020 HR PERSON OF THE YEAR NOMINEES!

HR Person of the Year Nominee
Melissa Landsmann
National Philanthropic Trust

HR Rising Star Nominees
Maria Coppa
Hajoca Corporation

Katie Devanney
Tyndale Enterprises, Inc.

Jelsy Kravatz
Devereux Advanced Behavioral Health

Good Luck to all and don't forget
the **GVFHRA Virtual Summit**
Friday • October 23, 2020

Keynote Speaker
Johnny C. Taylor, Jr.,
President & CEO of SHRM

www.gvfhra.org

 Greater Valley Forge Human Resource Association



PCOM Proud!

Jay S. Feldstein, DO '81, president and chief executive officer of PCOM, with the PCOM community, extends heartfelt congratulations to Christina Mazzella, MS, chief human resources officer, on her nomination for the Delaware Valley HR Person of the Year Award. Ms. Mazzella's dedication to PCOM and her outstanding leadership and support of the College's mission and strategic direction has contributed greatly to the College's success.



Congratulations to all of the Delaware Valley HR Person of the Year Award nominees!

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Small Company



PERSON OF THE YEAR

Hope Bear

Chief People Officer, AWeber Communications, Inc.

As the Chief People Officer, I have the responsibility of balancing the needs of our team members and the business to achieve overall business goals. Life involves change, and change can be difficult for everyone due to the unknown it represents. I believe that my role is designed to support and help others become better versions of themselves – where individuals constantly grow and develop, strive to be “comfortable” with the “unfamiliar” and push their limits to achieve their goals. My greatest accomplishment within AWeber has been supporting and nurturing a culture that empowers team members to do just that!



PERSON OF THE YEAR

Bevie Chandler

Director of Human Resources, Action Wellness

The one-person Human Resources department at Action Wellness successfully manages the recruitment and retention of approximately 117 full-time professional staff. HR Director Bevie Chandler, is intentional about ensuring that our employees feel valued throughout their engagement. During her tenure, Bevie has added innovative enhancements to Action Wellness’ recruitment process and spearheaded efforts to increase its diversity and inclusiveness. Her efforts have led to considerable cost savings for the agency and have helped to affirm a culture of tolerance and mutual respect.



PERSON OF THE YEAR

Deborah Doud, PHR, SHRM-CP

*Director of Human Resources and Administration,
Insinger Machine Company*

I am currently the Director of Human Resources and Administration for Insinger Machine Company. We are a 120-year-old manufacturer of industrial machines proudly Made in America. In addition to my HR responsibilities, I oversee our Safety Program and all administrative and building issues. However, I am most proud that I have built for Insinger a department that had no foundation into a successful Human Resource Department which will continue to evolve and grow with the Company’s vision for the future.



PERSON OF THE YEAR

Melissa Kreps, SPHR, SHRM-SCP

*Human Resources Director,
Contemporary Staffing Solutions, Inc.*

Melissa joined CSS in September 2018 as their first Human Resource Director. She transformed both the company culture and HR department implementing cloud-based systems to improve efficiencies in payroll, benefits, recruitment, and onboarding, while creating training, professional development, and corporate communication programs to improve employee retention and engagement. She has 29 years’ experience in HR and several professional certifications, including her SPHR, SHRM-SCP, and CSP (Certified Staffing Professional) certifications. She enjoys navigating the challenges of HR in the staffing industry. Melissa has 2 sons in college - Jared (22) and Tyler (21) and two geriatric cats – Belle and Gaston.



PERSON OF THE YEAR

Mary Lakas

Human Resources/Office Manager, Master Replicas Group

I've always had a desire to be a part of HR as I enjoy developing and helping others. I currently work for a small business and was able to successfully help the company with policies and procedures as well as health insurance. I saw a strong need for HR training, so I took a course at MCCC not only to be more successful in assisting the company but the employees as well.



PERSON OF THE YEAR

Melissa Landsmann, SPHR, SHRM-SCP

Assistant Vice President of Human Resources, National Philanthropic Trust

Melissa Landsmann, SPHR, SHRM-SCP, is Assistant Vice President of Human Resources at National Philanthropic Trust, a non-profit organization whose mission is focused on increasing philanthropy. Melissa brings more than twenty years of HR experience to NPT, where she is responsible for recruiting efforts around the more than 100% increase to the number of employees, talent development and management, enhancing employee engagement, administration of benefits and payroll and increasing efforts around culture building and diversity/inclusion. She earned a Bachelor of Arts in English/Communications and Psychology from Cabrini University and her Master of Arts in Organizational Management from University of Phoenix.



PERSON OF THE YEAR

Maria Peterson, SPHR, SHRM-SCP

Human Resources Manager, Kistler Tiffany Benefits

As Human Resources Manager, Maria is responsible for overseeing Kistler Tiffany Benefits' HR services, policies, and programs for more than 110 full-time employees in Pennsylvania, New Jersey and Delaware. In June of 2018, Maria became certified as a Predictive Index practitioner. She completely immersed herself in Predictive Index and utilized its tools/resources fully to 1) hire the best and brightest and 2) develop, coach, engage and retain existing staff.

Medium Company



PERSON OF THE YEAR

Amber Bowen, SHRM-CP

Human Resources Specialist, WHYY, Inc.

Amber Bowen is a Human Resources Specialist at WHYY, Inc. with over 6 years of HR experience. Prior to joining WHYY, she served as the Human Resources and Administration Manager for the Pennsylvania SPCA in Philadelphia. Amber currently supports all WHYY employees in multiple HR functions, including policy and procedure development, performance management, employee relations, and benefits administration. She has successfully implemented brand new wellness initiatives during her 1.5 years at WHYY, resulting in lower health care costs and improved employee wellbeing.



PERSON OF THE YEAR

Neil Cohen

Senior Vice President of Human Resources, Affiliated Distributors (AD)

Neil Cohen is AD's Senior Vice President, Human Resources. With over 800 independently-owned members who collectively have 66,000 employees, 5,000 branches and combined sales over \$41 billion across twelve industries, AD is North America's largest marketing/buying group for construction and industrial supplies. Neil has two roles within AD. He is the internal head of HR responsible for partnering with AD's leaders to hire great talent, develop their people, improve organizational effectiveness, and ensure that AD is a great place to work. Additionally, he created and runs the AD HR Services practice which helps AD add member companies compete and win.

HR Person of the Year Bios

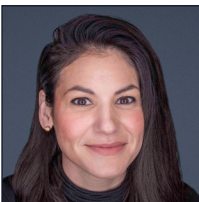


PERSON OF THE YEAR

Lauren Dudley, PHR, SHRM-CP

Vice President of Human Resources, People 2.0

Lauren is currently the Vice President of Human Resources for Exton based People 2.0. In her current role, Lauren oversees both internal and operational HR support for 215 core employees across the globe and 18,000 contingent workers in the U.S. Lauren is a trusted partner and mentor at all levels of her organization.



PERSON OF THE YEAR

Bianca Feliciano Nedjar, SHRM-SCP

Director of Employee Engagement & Development, Gatsby, Inc.

As Director of Employee Engagement & Development, I am responsible for establishing scalable Human Resources practices and programming to support the development of our talent and foster an inclusive, values-driven culture. Turning 5 this year, Gatsby successfully completed its B-round of funding, generating additional resources and allowing for greater focus on Human Resources development. In my short-tenure this has allowed me to build out our D&I programming and lean into the strategic planning around remote workforce engagement that will make Gatsby an exciting and unique place to work. As we continue to grow our globally distributed team I look forward to experimenting with new and outside-the-box initiatives that promote psychological safety and empower our people through meaningful professional development.

HR Person of the Year Bios



PERSON OF THE YEAR

Carrie Myers, PHR

Director of Human Resources, Pennel Mental Health Center

Carrie Myers is the Director of Human Resources for Pennel Mental Health Center. Additional titles include Head Cheerleader, Benefits Guru, Recruitment Queen and Master of the Miscellaneous. Carrie has been a certified Professional in Human Resources (PHR) since 2004. Carrie was awarded Director of Human Resources of the Year in 2007 for Remington Hotel Corporation. Carrie will be representing the United States in the 12th International Dragon Boat Federation Club Crew World Championship this August. –“Be More Than Just Present.”



PERSON OF THE YEAR

Sheronda Whitaker, SPHR, SHRM-SCP

Director of Human Resources, The Barnes Foundation

Sheronda Whitaker is a Human Resources professional with 22 years of experience. Sheronda's Human Resources leadership experience includes working for various industries such as: healthcare, mortgage, financial services, and not-for-profit organizations. She is currently the Director of Human Resources for the Barnes Foundation where she is responsible for managing all human resources functions, including planning and policy implementation, benefits and compensation, employee relations, training and leadership development, employee engagement and diversity, equity, and inclusion.

Sheronda received a M.S. in Human Resources Development from Villanova, University. She has also earned human resources professional certifications with both designations of SPHR and SHRM-SCP.

Large Company

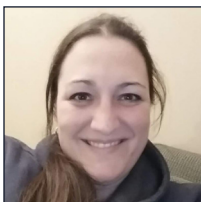


PERSON OF THE YEAR

Joan Carroll, PHR, SHRM-CP

*Chief Human Resources Officer,
South Jersey Radiology Associates, PA*

Joan Carroll is the Chief Human Resources Officer for South Jersey Radiology Associates (SJRA). Joan joined SJRA in 2000, establishing their Human Resources Department and participating in most aspect of the operations and marketing of the Practice. An accomplishment that Joan is very proud of is the assimilation of the staff and culture following a merger in 2015. Joan is pleased to have been part of the growth of SJRA and its commitment to providing excellent care to patients and promoting an exceptional environment for staff.



PERSON OF THE YEAR

Lauren Crisci

HR and Payroll Specialist, John Rock, Inc.

I am the Human Resources and Payroll Specialist for 6 companies. I handle all aspects of HR and payroll for the 300 employees within those 6 companies. Not having an HR background, I had to rely on my experiences in my previous position to be compassionate, empathetic and helpful to all employees and figure out the HR world one day at a time. I enjoy learning about each and every employee that makes this company the well-oiled machine that it is!

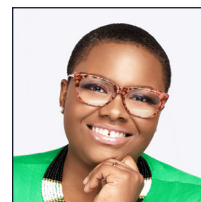


PERSON OF THE YEAR

Julie Pierce

*Senior Director, Talent and Employee Experience,
YPrime, LLC*

Julie Pierce is currently the Head of Talent + Employee Experience (otherwise known as HR) for YPrime, a rapidly-growing, technology company serving the biopharma industry. In her current role, she has built out the HR function from the ground up and now leads a team of 8 to deliver best-in-class human resources support and partnership to the organization globally. She establishes and executes on YPrime's HR strategy, ensuring alignment with the broader corporate strategy and objectives. She is proud to have shifted the perception of HR from police to partners.



PERSON OF THE YEAR

Domonique Revere, PHR, SHRM-CP

*Human Resources Business Partner,
WuXi Advanced Therapies*

A thought provoking leader, mentor, and people advocate, Domonique Revere's life's work has been dedicated to creating opportunities and conversations, where people feel comfortable, appreciated and heard. With over 14 years of experience in strategic program management, training/employee development, resource forecasting, and employee relations, Domonique has grown to become a respected Human Resources partner, gifted facilitator and leadership development expert. By skillfully creating spaces to explore challenging and new dialogue, Domonique allows for heightened self-awareness and experimentation with new behaviors that lead to powerful breakthroughs. Currently a doctoral student at Liberty University, Domonique believes in the maximizing people's potential.



PERSON OF THE YEAR

Caroline Tate

*Senior Vice President, Human Resources,
Global Indemnity Group, LLC*

As Senior Vice President of Human Resources for Global Indemnity Group, LLC, Caroline has been part of the senior management team for the past thirteen years. She has enjoyed over 30 years of working in HR and has dedicated her expertise to 3 companies over her career. She received a BS from Bentley University, Waltham, MA and has been a member of SHRM throughout her career, APCIA, and PCICS. She also served on the AHEDD board for over 8 years for the nonprofit that focuses on employment services for people with disabilities.



PERSON OF THE YEAR

Gina Verdi, SHRM-SCP

*Vice President of Human Resources, Berkshire Hathaway
Home Services Fox and Roach Trident*

Gina Verdi, SHRM-SCP joined Berkshire Hathaway Home Service Fox & Roach Trident in May 2016, as Director, Human Resources. In recognition of Gina's impact to the organization, she was promoted to Vice President, Human Resources.

Gina has served in leadership roles at for-profit, non-profit, and start-ups. Gina's industry background includes real estate, technology services, pharmaceutical, and healthcare.

Gina holds a SHRM-SCP, and a Bachelor's degree from Neumann University. With 750 employees and over 5,000 sales associates in more than 65 sales offices across the Tri-State area, the company was recently acknowledged as #1 throughout the entire Berkshire Hathaway HomeServices Network.

Mega Company

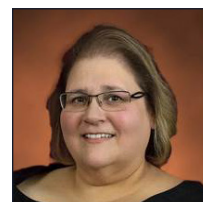


PERSON OF THE YEAR

Hannah Armour, SHRM-CP

Recruiter II, Capital Health

Hannah Armour has six years Human Resources experience specializing in talent acquisition. She currently supports recruitment initiatives for Capital Health's physician practices and hospitals for various positions located in New Jersey and Pennsylvania. Hannah graduated from Stockton University in 2013 with a bachelor's degree in Business and received her master's degree in Business Administration from University of Phoenix in 2015. She received her SHRM-CP certification in 2016. Hannah is an active member of Tri-State HRMA where she serves as the Diversity & Inclusion Committee Chair and is an active member of a Greek sorority, Zeta Phi Beta Sorority, Inc.



PERSON OF THE YEAR

Bethann DuBois, SPHR

Payroll Manager, Nipro PharmaPackaging Americas Corp

Bethann is the Payroll Manager for Nipro PharmaPackaging Americas. In this role, Bethann leads a team that provides all aspects of payroll administration and human resources compliance for their U.S. locations, including weekly and biweekly payroll, Onboarding, coworker and supervisor training, FMLA and leaves of absence administration, ADA accommodations and Unemployment claims administration. Her career spans 18 years in Human Resources, Benefits and Payroll Management. Bethann also holds the following professional designations: SPHR (Senior Professional in Human Resources) and CLSM (Certified Leave Management Specialist).

HR Person of the Year Bios



PERSON OF THE YEAR

Joyce Hess, SPHR, SHRM-CP

Vice President of Human Resources, Pennoni

Joyce Hess is a Vice President leading the Human Resources team at Pennoni, a multidisciplinary consulting engineering firm with 1200 colleagues across 35 offices in ten states. With more than 20 years of business experience, she is responsible for guiding the strategic direction of HR and has been recognized for developing high-caliber teams focused on business goals, as well as building successful acquisition integration strategies.

She is a Fellow in the International Society of Employee Benefit Specialists (ISCEBS-FELLOW), a Certified Employee Benefit Specialist (CEBS), a SHRM Senior Certified Professional (SHRM-SCP), and a Senior Professional in Human Resource (SPHR).



PERSON OF THE YEAR

Lauren Kauffman

Vice President, People & Culture, The Philadelphia Inquirer

Lauren Kauffman is the Vice President, People & Culture for The Philadelphia Inquirer. With 16 years of HR experience, Lauren is proud to support the future of local journalism and the exceptional employees who represent the voices of Philadelphia. A champion of diversity, equity and inclusion Lauren leads culture change initiatives at The Inquirer and has redefined the role of HR. She lives with her three amazing children and loves cheering for them at every possible sports event.

HR Person of the Year Bios



PERSON OF THE YEAR

Christina Mazzella, sHRBP

Chief Human Resources Officer, Philadelphia College of Osteopathic Medicine

Ms. Mazzella brings more than 25 years of experiences in the field of human resources. She serves as chief human resources officer at the Philadelphia College of Osteopathic Medicine. As the CHRO role, she oversees staffing; counsels senior administrators on policies, best employee practices and personnel-related matters; and ensures a legal and ethical hiring process. Ms. Mazzella has served as HR executive for the Allentown School District, the third-largest urban school district in Pennsylvania. Ms. Mazzella has given numerous talks and workshops across the U.S. on employee recruitment and retention topics including team building; diversity; leadership and strategic management.



PERSON OF THE YEAR

Catherine Preim, SPHR, SHRM-CP

Senior Manager, People Solutions, Baker Tilly

Catherine is currently a Senior Manager, People Solutions with Baker Tilly, a leading advisory, tax and assurance firm. She works directly with leaders in the Philadelphia, Specialty Tax, and National Tax Business Units and provides guidance in regard to people strategy, employee relations, performance management, compensation, and compliance. She has been instrumental in the success of several initiatives including the rollout of the firm's mentorship program and talent acquisition ROI project for the east region. With her knowledge and skills, she has worked closely with leadership to increase employee engagement, reduce turnover and successfully execute innovative business solutions.



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CHRO of the Year Award

The CHRO of the Year Award was established to recognize the strategic business value a CHRO brings to an organization. The honoree has been selected for her overall leadership, guidance of the HR function and commitment to driving the business forward. As a steward and strategist, her contributions to the HR profession, organization and community all make her more than worthy of this recognition.

Congratulations to this year's recipient:



Mary Dickerson, CHRO

Mary Dickerson is responsible for leading DLL's global HR function, and works closely with the Executive Board and HR leadership to cultivate a diverse and inclusive culture focused on employee well-being. DLL aims to be a global employer of choice by developing a highly skilled, change-capable workforce supported by best in class learning and development programs.

Prior to joining DLL, Mary served as SVP, Human Resources at XL Catlin, where she was responsible for various aspects of the HR function, supporting 5,000 employees in 30 countries. She previously served as EVP, Chief Human Resources Officer & General Manager at Accolade and was responsible for leading two business lines in addition to the HR function. As VP of Talent Management at The Hartford Financial Services Group, Mary led the Employee Relations organization and the Early Career Talent Initiative geared to 10,000 professionals. Earlier in her career, she held HR leadership positions at American International Group, VisionQuest, Allied Irish Banks and Fitzpatrick Hotel Group. Mary also completed an MBA rotational leadership development program at Wawa Inc.

Mary earned a Bachelor of Arts degree in Economics with a minor in Sociology from National University of Ireland. She holds an MBA in Management from Saint Joseph's University and a JD from Widener University School of Law. A licensed attorney admitted to the Pennsylvania and New Jersey Bar, she is a member of The American Bar Association, Association of Corporate Counsel, and The Society of Human Resource Managers.

Mary is a volunteer child advocate attorney for the Montgomery Child Advocacy Project.

Mary and her husband, Bill, live in Malvern, PA with their two children.

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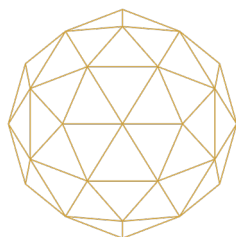
Marianne Retif

Marianne Retif, PHR, SHRM-CP, is a Human Resource Business Partner at PhaseBio with progressive HR experience in the Life Sciences industry. In this role, Marianne drives the strategic vision of the HR function including organizational

and leadership development, employee relations, and performance management. Marianne brings strategic leadership and project management to critical HR initiatives. She has experience supporting all talent management, organizational design and organizational alignment activities. Marianne uses her experience with building relationships across organizations and business know-how to drive change and bring results.

She is also a graduate student at Penn State University. She is this year's winner of the graduate scholarship which she will use towards her degree in Human Resources and Employment Relations. Marianne hopes to make a difference in every organization she is in, utilizing the full power of her HR knowledge to make and leave her workplaces a better place to work.

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**A special thank you to those who donated
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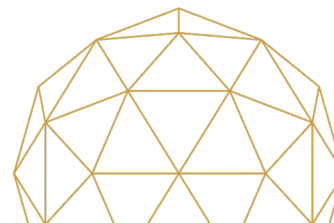
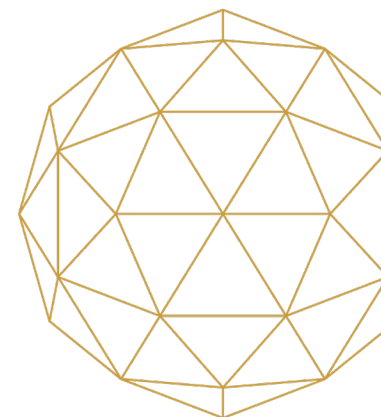
Kelly Schueler

Kelly Schueler is from Collingswood New Jersey, where she graduated from Collingswood High School in 2017. Kelly has just finished up her junior year at Cabrini University where she is majoring in Human Resource Management and minoring

in Accounting. Kelly has been awarded dean's list every semester, along with being inducted into the Alpha Lambda Delta Honors Society, and the Delta Alpha Phi Honor Society. Last summer she studied abroad in Northern Ireland and attended Ulsters University in Londonderry, where Kelly studied Irish heritage. This spring semester Kelly had completed her first internship with Recovery Centers of America, where she worked as a Human Resource intern at their corporate office. Kelly started a summer internship with Radian Group Inc. in Philadelphia where she is helping to work with their inclusion and diversity program.

At Cabrini Kelly has been a member of the Women's Swim Team since her freshman year. Her team has brought home the conference championship for the past three years, along with Kelly's own individual podium accomplishments. On the team, Kelly acts as one of the captains along with acting as one of the two representatives for the swim team on Cabrini's Student Athletic Advisory Committee. Kelly hopes to graduate and be successful working in Human Resources and cannot wait to see where her future career brings her.

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HR PERSON OF THE YEAR NOMINEE

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**Tri-State HRMA Proudly Recognizes
our Member Nominees for:**

HR PERSON OF THE YEAR NOMINEES

- **Hannah Armour**, Capital Health
- **Joan Carroll**, South Jersey Radiology Associates, PA
- **Deborah Doud**, Insinger Machine Company
- **Melissa Kreps**, Contemporary Staffing Solutions, Inc.

HR CONSULTANT OF THE YEAR NOMINEES

- **John Baldino**, Humareso
- **Alison DiFlorio**, Exude Inc.
- **Frank Plum**, Workplace HCM, Inc.

**Congratulations to DVHRPOY for their continued
efforts promoting and celebrating the HR profession!**



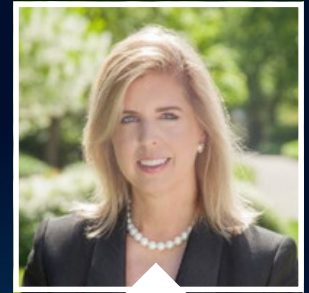
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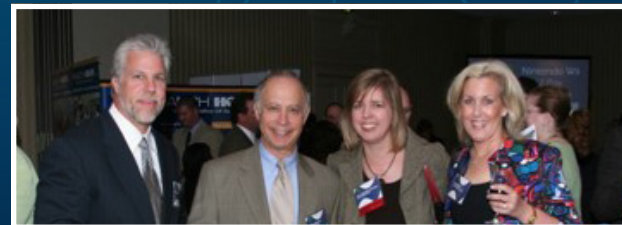
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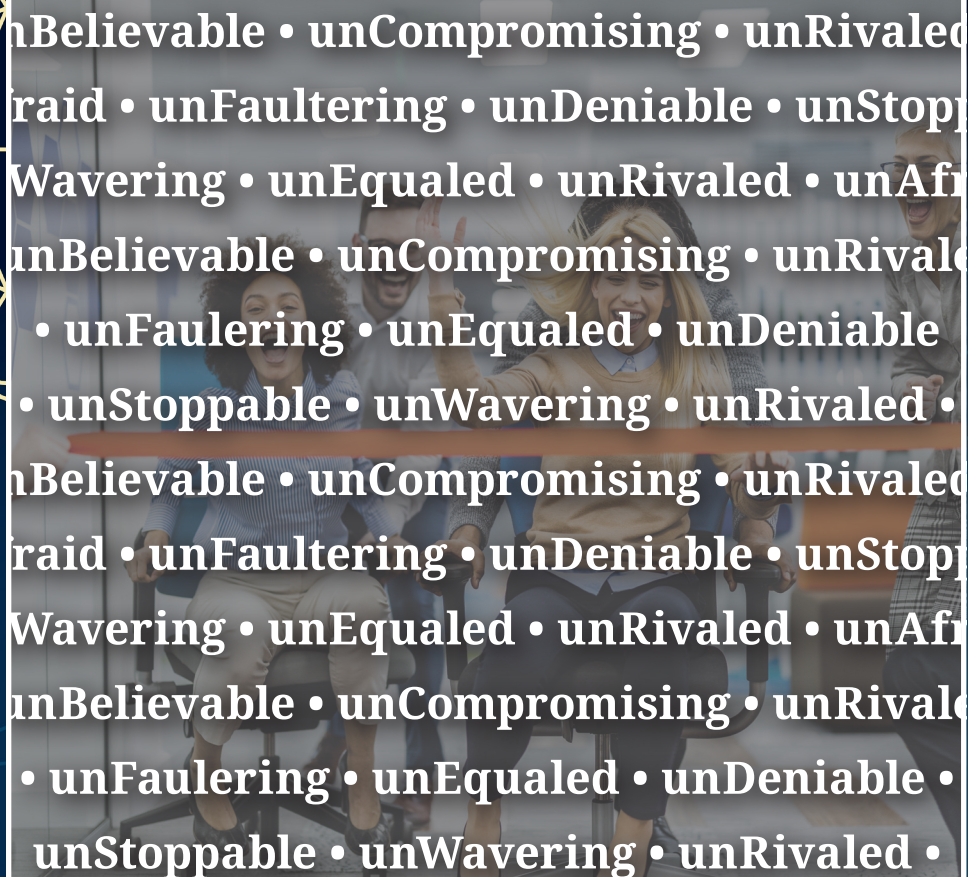
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