

# CRAIN'S 2021 NOTABLE LEADERS IN HR

The upheavals of 2020—pandemic and social unrest—presented human resources executives with unimaginable challenges.

When COVID-19 set in, HR executives sent office staff home to work remotely and added safety features to plants and warehouses. They extended benefits such as additional paid time off and flexible schedules to accommodate parents with school-age children at home. And they developed virtual hiring and onboarding processes while devising ways to keep remote workers engaged.

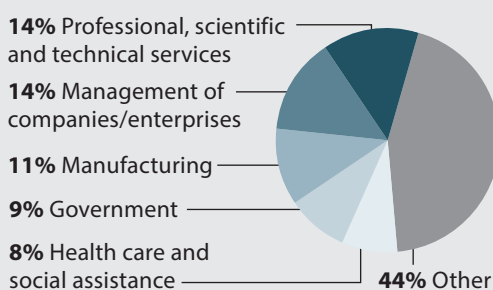
Then, with the killing of George Floyd in May and demonstrations for social justice, HR executives led their organizations to take a fresh look at their diversity, equity and inclusion efforts. They changed their methods of recruiting to attract candidates of diverse backgrounds, established resource groups and implemented implicit-bias training. All this while handling the day-to-day basics of administering payroll and benefits and tracking performance. These 54 managers met the mark and then some.

By Judith Crown

**METHODOLOGY:** The honorees did not pay to be included. Their profiles were drawn from nomination materials submitted. This list is not comprehensive. It includes only executives for whom nominations were submitted and accepted after an editorial review. These Notables are serving in a senior leadership role, are employed at companies of 50 employees or more and demonstrate the ability or power to effect change.

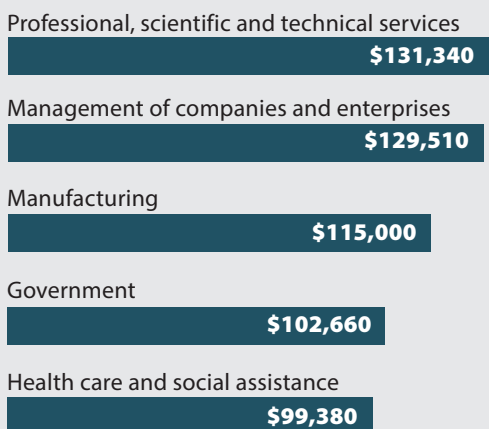
## SALARY POTENTIAL

Human resources managers held about 165,200 jobs in 2019. The largest employers of HR managers were:

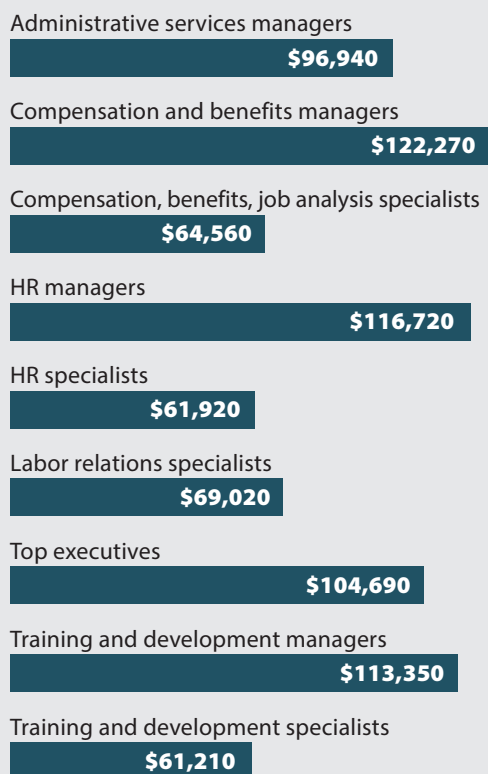


The median annual wage for HR managers was **\$116,720** in May 2019. The median wage is the wage at which half the workers in an occupation earned more than that amount and half earned less. The lowest 10 percent earned less than \$68,300, and the highest 10 percent earned more than \$205,720.

In May 2019, the median annual wages for HR managers in the top industries in which they worked were:



## 2019 MEDIAN PAY FOR HR AND SIMILAR OCCUPATIONS



**47%** of HR leaders cite employee retention and turnover as their top workforce management challenge, followed by recruitment and corporate culture management.

**83%** of employers believe attracting and retaining talent is a growing challenge.

**76%** of HR leaders say employee onboarding practices are underutilized at their organization.

Sources: U.S. Bureau of Labor Statistics, SHRM, Allegis Group, Kronos

### RAHEELA ANWAR

President and CEO  
Group 360 Consulting

Raheela Anwar in October launched a Northbrook consultancy offering career transition services. The woman- and minority-owned firm serves employers from Fortune 500 to midsize private-equity sponsors. Anwar says demand for career transition grew during the pandemic as companies downsized and laid off staff. Anwar previously was chief sales, client services and market strategy leader at BPI Group. Earlier, Anwar spent 18 years at Northern Trust and was a senior vice president for global investments. At the bank, Anwar co-founded initiatives to advance women in leadership. She speaks to women's leadership groups at Fortune 1000 companies about the value of mentorship and networking. She chairs the board of governors at Winnetka Community House and is a director of the Winnetka-Northfield Library District.



### KENDAHLE ARTIS

Human resources director  
Primera Engineers

When the pandemic hit last year, Kendahle Artis developed a dedicated COVID-response team and transitioned staff members to work from home. Artis worked with her team to implement new virtual hiring and onboarding processes. The HR team worked with marketing to develop a welcome kit shipped to new employees' homes to make them feel connected. Artis also introduced an employee-retention program to reduce turnover. And she established a wellness committee that addresses health and lifestyle practices, physical environment and workplace culture. The committee implemented several initiatives, including fitness events such as in-house yoga, mental health/meditation training and healthy-eating challenges. Artis joined Chicago-based Primera in 2012. Previously she was an HR generalist at West Monroe Partners. She's a member of the recruiting committee at Chicago United.



### LISA BARON

Chief human resources officer  
BCU

As chief human resources officer and executive vice president, Lisa Baron oversees recruiting, succession planning, compensation and retention, and other functions. Baron was a founding member of BCU, the Vernon Hills credit union that started at Baxter Healthcare and now serves almost 250,000 members.

During the pandemic, BCU provided employees with an option to buy back PTO to assist with COVID-related hardship. She served on a committee to safely return employees to the workplace and promoted wellness sessions.

Earlier, Baron sought to enhance culture with events such as cookouts and an on-site social patio. To capture employee opinion, she advocates for exit interviews, focus groups and annual engagement surveys. Baron co-chairs a BCU women's leadership mentoring group and is senior leader mentor for a women's leadership group at Baxter.



### LUTONDA BAUMGARDNER

Director, human resources  
Employment & Employer Services

LuTonda Baumgardner oversees HR operations at Employment & Employer Services, which facilitates employment preparation and job placement. When the pandemic hit, Baumgardner helped the staff shift to remote work and secured personal protective equipment. Over the past 18 months, Baumgardner established a leadership development program to offer staff opportunities to enhance their leadership skills and take on new roles. She instituted a new performance management system that fosters greater accountability for upholding organizational values. And she revamped hiring practices and job descriptions to



attract a wider range of candidates. Baumgardner joined E&ES in 2019. Earlier, she held HR positions at Edward Jones and Gap/Old Navy. She is on the board of the National Black MBA Association Chicago chapter and is the career and professional development director.

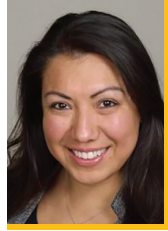


## NOTABLE 2021 LEADERS IN HR

### VALERIE BERTERMANN

Vice president, human resources  
Synergy Flavors

At the Wauconda flavors supplier, Valerie Bertermann led initiatives to keep teams safe and the company operating during the pandemic.



Bertermann implemented new procedures and policies to support performance management, succession planning and training, which

included remote learning last year. She redefined Synergy's recruiting process, which included improving internal promotion processes.



Bertermann also enhanced parental leave benefits and wellness programs. Bertermann

joined Synergy in 2019 from Deerfield packaging firm Pregis, where she was human resources director. Earlier, she held HR positions during nearly 12 years at SC Johnson, most recently as HR director for U.S. sales and marketing. Bertermann is a member of the diversity and inclusion committee of the Flavor & Extract Manufacturers. She is an adjunct professor at Carthage College in Kenosha.

### ONY BEVERLY

Chief human resources officer  
Marshall Gerstein & Borun

When Ony Beverly implemented a remote work program in 2018, little did she know that it would enable the law firm to quickly



pivot to remote work during the pandemic. With restrictions prohibiting normal recruiting and onboarding, Beverly led her team to im-

plement fully virtual interviews, orientation and training, successfully integrating eight new hires. Earlier, Beverly introduced a blind résumé review for staff recruitment, resulting in a 27 percent increase in diverse hires since 2018. Recently, Beverly revised the review process for associates to ensure they receive more transparent and actionable performance feedback. Increased collaboration with the associates committee led to improvements in mentorship and development programs. Before joining Marshall Gerstein & Borun four years ago, Beverly was HR manager at Skadden Arps Slate Meagher & Flom.

### LAURA BIRK

Vice president of human resources  
Barilla America

Last year, Laura Birk made strides in achieving an equitable and flexible culture at Barilla. The Northbrook-based



pasta maker achieved equal pay for equal work across genders, verified internally and by a third-party vendor. When the pandemic

set in, Birk's team expanded benefits, including additional paid time off for employees impacted by COVID-19. When racial tensions flared across the country last summer, Birk established a racial justice charter that outlined a vision for a more inclusive and equitable workplace. The charter includes actions and metrics around access and exposure to leadership, employee development, recruiting, community outreach and supplier diversity. Birk leads an employee resource group focused on removing barriers that limit gender equality and work-life balance. The group sponsors a mentorship program and provides digital tools to employees.

### KEVIN BOHAN

Chief human resources officer  
WernerCo

Kevin Bohan had been with WernerCo for only two months when the pandemic hit. Bohan, who also is senior vice president



of human resources, helped the leadership team navigate the response. The Itasca maker of ladders and construction equipment

was deemed an essential business, and Bohan's department developed safety protocols for employees in manufacturing, while the office staff pivoted to remote work. Bohan broadened the company's approach to recruiting, enabling it to build a more diverse team. He revamped Werner's maternity and paternity leave policy and created a part-time remote return-to-work program for employees returning from maternity leave. Bohan joined WernerCo in late 2019 from automotive products supplier UGN, where he was chief human resources officer. He speaks to industry groups on HR topics, including diversity and inclusion.

### MARINA BOKSERMAN

Executive vice president, human resources  
Guaranteed Rate Cos.

Marina Bokserman joined the mortgage giant last year and leads a 40-person human



resources team. She has elevated the HR department as the company last year hired 3,000 employees nationwide, bringing the workforce to

more than 8,000. Bokserman is working with company leadership to streamline and automate HR operations such as performance feedback, onboarding processes and employee/manager resources. She also is strengthening the company's recruiting and retention by hiring HR specialists to team with business leaders. With employees working remotely during the pandemic, Bokserman's department has enhanced benefits and identified ways to improve engagement and job satisfaction. Bokserman joined Guaranteed Rate in May from Wintrust, where she worked for 14 years and was most recently vice president, human resources and employee relations leader at Wintrust Financial.

CRAIN'S 2021

# NOTABLE

LEADERS IN HR

## CONGRATULATIONS!

Greeley and Hansen congratulates Bethany Florek, Director of HR, on her well-deserved recognition as a 2021 Notable Leader in HR by Crain's Chicago Business.

We thank you for your strategic leadership and your dedication to our firm, our staff, and our communities. Your passionate commitment as a champion of diversity and inclusion, environmental justice, global health advancement, gender equality, and women in STEM careers truly sets you apart as a Notable Leader in HR.



**Bethany Florek,**  
Director of Global HR,  
Greeley and Hansen



**GREELEY AND HANSEN**

engineering architecture consulting

**JULIE BURKE**

Human resource manager  
Klein & Hoffman

Julie Burke manages HR activities at the architectural restoration and engineering firm, including talent acquisition, retention,



performance management, compensation, benefits and employee relations. During the pandemic, Burke creatively sourced personal protective

equipment and hand-delivered masks to employees. She offered to go grocery shopping or bring meals to a staff member's home. Earlier, Burke created a paid family leave policy. She implemented quarterly wellness lunch-and-learn sessions. And she created an onboarding program in which new hires are paired with a buddy to help them navigate the first several months. Burke joined Klein & Hoffman from Supply-Logic, a third-party marketing procurement firm, where she was director, talent and human resources. She has volunteered with hospice organizations, including Southeast Oakland County Hospice and Midwest Palliative & Hospice Care/JourneyCare.

**SIRMARA CAMPBELL**

Chief human resources officer  
LaSalle Network

At staffing firm LaSalle Network, Sirmara Campbell supports 230 employees across five offices as well as nearly 1,500 temporary



employees on assignment at clients. When the pandemic set in, Campbell moved employees to working remotely in a matter of

days. She also scheduled virtual events and activities to keep employees connected. For example, employees attended a Zoom holiday party that featured musical guests and local comedians. For Thanksgiving, a chef conducted an online cooking demonstration. Campbell also has assisted Chicago-area HR peers by hosting twice-monthly virtual meetups to discuss how to keep employees safe, healthy and engaged with their companies during the pandemic. She advocates for diversity and inclusion at LaSalle Network and has hosted webinars on the subject for HR leaders.

**KATHLEEN CARROLL**

Chief human resources officer  
W.W. Grainger

In the continuing pandemic, Kathleen Carroll leads a cross-functional team to get personal protective equipment



to health care workers and first responders. Carroll, who also is a senior vice president and leads a 250-member HR depart-

ment, established safety protocols for Grainger locations, such as augmented cleaning and social distancing requirements. In the past two years, Carroll elevated the company's diversity, equity and inclusion efforts. She led a change in recruiting to make job postings and requirements more attractive for candidates from diverse backgrounds. Last year she initiated monthly conversations with Grainger leaders on fostering an inclusive workplace. Carroll joined Lake Forest-based Grainger in 2018 from First Midwest Bank. Earlier, she held HR positions at Aon and served as co-lead in the program office for the Aon and Hewitt merger integration.

**TONI CRENSHAW**

Senior HR specialist  
Robert Bosch Tool

At the tool company in Mount Prospect, Toni Crenshaw provides expertise in engagement, diversity, leadership and learn-



ing, training and coaching. Crenshaw pivoted from a 10-year career as an electrical engineer to focus on learning and development as a

way to help others pursue their career goals. When the pandemic hit, Crenshaw shifted a number of training programs to a virtual format. She has coached company leadership and HR executives in the organization's transformation to work in agile teams. This transformation involves shifting from command and control to team-based ways of working and decision-making. Recently, she has focused on diversity and inclusion and elevated issues faced by women in the workplace. She is national chairperson of Women@Bosch and co-led the group's first virtual national conference.

**WENDY DAHM**

Chief people officer  
Baird & Warner

Wendy Dahm, who also is executive vice president, supports 466 employees and more than 2,300 Realtors at the brokerage firm.



With real estate designated as an essential business, Dahm played a critical role in helping Baird & Warner operate at full speed through

the pandemic. The brokerage onboarded 531 agents in 2020, almost 100 more than in 2019. Dahm helped to pave the way for employees to work from home and provided work resources and wellness programs. She expanded training and development to support company growth and the needs of remote workers. And she shifted the annual performance review system to a continuous conversation. Dahm became a charter cohort member at the Loyola DEI Leadership Institute to further develop Baird & Warner's workplace practices promoting diversity and inclusion.

**OUR TEAM PROUDLY INCLUDES CHICAGO'S VERY BEST**

Our success as a company depends on our team of employees. Leaders in HR give our employees the tools they need to be successful, and therefore carry out our values as Chicago's Bank®. Our HR professionals, like Karen Moses and Norah Larke, are dedicated to the well-being and professional development of our employees, and because of them, we've been recognized as a top place to work. Thank you for all you've helped us achieve. We couldn't do it without you.

*Congratulations on being named Crain's 2021 Notable Leaders in HR!*



**KAREN MOSES**

Vice President, Learning & Development,  
Wintrust



**NORAH LARKE**

Senior Vice President and Chief HR Officer,  
Wintrust

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## NOTABLE 2021 LEADERS IN HR

### MARISSA DELGADO

Managing director, executive search  
Koya Partners

At the executive search firm, Marissa Delgado leads searches with a specialty in social and human services, organizations with global reach and health-related nonprofits. She has completed 35 executive-level searches in the



social sector with 44 percent of the placed leaders self-identifying as Black, Indigenous and people of color and 70 percent women. Clients have included Boys & Girls Clubs of Chicago, After School Matters, Opportunity International and the Chicago Council on Global Affairs. Delgado joined Koya Partners in 2015 and became a managing director in 2019. Earlier, she was vice president of global research at DHR International and was instrumental in the firm's international expansion. Delgado serves on the board of the Instituto del Progreso Latino and is a fellow in the Leadership Greater Chicago Class of 2020.

### ANGIE DEMCHENKO

Chief people officer  
Cresco Labs

Angie Demchenko has helped spur growth at the cannabis company, with her department hiring 1,650 employees in 12 months and onboarding 250 others through two acquisitions. With a focus on diversity, equity and inclusion, women and



minorities represented 59 percent of hires last year. Demchenko implemented a program last year to have lunch delivered daily to retail and operations facilities from local restaurants to limit employee exposure to the coronavirus and also support local restaurants. In fact, Cresco recruited recently unemployed restaurant and hospitality workers to fill 250 full-time positions at the firm's Sunnyside dispensaries. The company provided additional pay for employees who worked on-site daily. Demchenko joined Cresco Labs in 2019 from Starwood Retail Partners, where she was vice president, head of human resources.

### ERICA DENNER

Chief people officer  
UPG Enterprises

As chief people officer and executive team member, Erica Denner is implementing new HR strategies. She recruited talent with digital expertise, centralized functions and launched continuous performance management. During the pandemic,



hiring increased at the diversified industrial company, which supplies medical components including ventilator parts, mesh for filters and metal for hospital beds. Denner led efforts to shift some employees to remote work and reconfigured physical workspaces to ensure social distancing for on-site employees. At the same time, she served as HR lead through four acquisitions over 12 months. Denner joined UPG in 2019 from software firm Kazoo. Earlier, she was assistant director of human resources at the Museum of Contemporary Art Chicago. Denner is a career coach and mentor for the Posse Foundation.

### SALO DOKO

President and chief operating officer  
Tandem HR

Salo Doko oversees a management team that provides HR services to small and midsize businesses. In the earliest stage of the pandemic, Doko worked with the IT team to get employees the equipment they needed to work remote-



ly. He oversaw safety protocols when the office reopened. Over the past 18 months, Doko opened offices in Wisconsin, Michigan and Indiana. He guided hundreds of businesses through the HR intricacies of the pandemic—protocols, guidance

**TANDEM**  
FAMILY OF COMPANIES

and laws that were changing quickly. Doko began his career at Westchester-based Tandem in 2012 as an HR consultant. In 2017 he became an executive vice president and accomplished his three-year goals within 18 months. He was named to his current position in 2018. Doko is part of the Young Presidents' Organization.

### JOSEPH DUDZIK

Director of HR  
National Council of State Boards of Nursing

During the pandemic, Joseph Dudzik has managed business continuity, employee wellness and workforce planning at the nonprofit National Council of State Boards of Nursing. He facilitated remote-work options for staff while also



developing an efficient and safe return-to-office plan. He worked with technology teams to identify software and hardware needs and rolled out instant messaging and conference meeting software, including WebEx and Microsoft Teams. Before the pandemic, Dudzik had just finished leading a four-month-long office remodel. The project involved multiple phases, including the temporary relocation of employee workstations. His team also worked to improve work-life balance for staff members, including options for remote and flexible schedules. He has volunteered as a youth soccer, baseball and basketball coach for more than 15 years.



**LuTonda, we celebrate your commitment** to E&ES' goals around equity, leadership development, and ensuring the safety of our staff and service delivery during the pandemic.

**We appreciate all you do to advance the inclusive and dynamic culture of E&ES.**

**Extending the reach** of your HR team through no-cost candidate sourcing and skills training.

**LuTonda Baumgardner**  
Director of Human Resources,  
Crain's 2021 Notable Leader in HR



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# Congratulations and Thank You

Dana Traci, CHRO  
Byline Bank



**Dana Traci has served as Chief Human Resources Officer since late 2019, bringing a wealth of knowledge and experience focusing on cultivating a positive culture, and creating a great place to work.**

Over the past year, Dana has led the Byline Human Resources team to excel through unprecedented challenges—we're proud of your recognition and thank you!



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## NOTABLE 2021 LEADERS IN HR

### DEBRA DUNNE

Director of human resources  
Westell Technologies

Debra Dunne changed the face of HR at Westell, an Aurora-based provider of network infrastructure products that had experienced



years of downsizing. She developed training programs to enhance engagement and promote work-life balance, including a lunch-and-

learn series focused on wellness. She implemented employee-recognition programs and enhanced benefits to attract and retain staff. In addition, Dunne implemented software that enables automated time and attendance, applicant and performance-management tracking. During the pandemic, Dunne provided communication, resources and training on workplace safety, employee health and mindfulness, meditation and stress management. During the peak period of COVID-19, she provided recognition gifts for essential workers on a weekly basis. Dunne joined Westell in 2018 from Mosaic Healthcare in Lincolnwood. Earlier, she held HR positions in health care and social services.

### ALAN DURAND

Director, people  
Kin + Carta

Alan Durand joined the consultancy in February 2020 and quickly became a fixture among the executive team navigating



the pandemic. He's responsible for HR functions in the Americas and manages a team of 20 covering talent acquisition and develop-

ment, onboarding, engagement, performance management, compensation, benefits and culture. Durand put a priority on diversity, establishing new pipelines to recruit employees of varied backgrounds. One of his initiatives has led the company to be within range of achieving 100 percent pay equity in its workforce. He also improved operational efficiency by establishing a shared-services HR function in partnership with Kin + Carta's Argentina office. Durand previously was human resources director at consultancy Uptake. He serves on the board of Kiki Queens, which raises funds for nonprofits serving the LGBTQ+ community.

### DAVID EGAN

Head of human resources  
Mesirow

David Egan, who is also senior managing director at the financial services firm, is responsible for HR strategy including talent



management and employee engagement. A major accomplishment is the Mesirow Employee Value Program, which enriches the employee

experience across six categories: wellness/benefits, culture, career, recognition, compensation and workplace environment. Under Egan's stewardship, Mesirow is one of the few U.S. employers with a formalized student loan assistance program. He also launched a partnership to provide access to child/elder care services including virtual sitters, tutoring, learning pods and academic enrichment. Egan oversees Mesirow's COVID-19 response from a human capital perspective and initiated programs and services to assist physical, emotional and mental well-being, including complimentary memberships for same-day health services and a new employee resource group for working parents and caregivers.

### LENORE ERICKSON

Executive vice president, human resources  
First Bank of Highland Park

Early in the pandemic, Lenore Erickson transitioned 80 percent of the bank's employees to work-



ing remotely. She focused on strengthening learning and development by offering employees opportunities to enhance or learn new

skills even while working from home. She also teamed with other bank leaders to ensure that employees have the tools and support to succeed in remote work. The institution is known for

#### **First Bank of Highland Park**

workplace-friendly policies, with gifts for employees on their work anniversaries and promotions. In the past 18 months, Erickson researched and implemented a new health plan, achieving \$400,000 in savings. She joined First Bank of Highland Bank in 2013. Previously, Erickson owned a human resources consulting business. Since 2006, she has facilitated HR certification preparation classes.

### JUDITH FLEEKES

Chief human resources officer  
American Dental Association

At the American Dental Association, Judith Fleekes oversees succession planning, performance management, training and



development, recruiting and employee engagement. During the pandemic, Fleekes transformed benefits to ensure the safety and well-being

of nearly 440 employees at campuses in Illinois, Washington, D.C., and Maryland. She promoted the importance of mental well-being and the value of meditation and relationships to counter the effects of COVID-19-imposed isolation. Under Fleek's leadership, the HR department implemented strategies using agile principles to improve performance. She enhanced recruiting to improve diversity and introduced educational sessions and training on diversity and inclusion. She designed on-demand and real-time opportunities for learning and development. And Fleekes retooled the association's process for onboarding new employees. She joined the ADA in 1983 and climbed the career ladder.

## Celebrating an extraordinary leader!

Congratulations to Lisa Baron for being named a Crain's 2021 Notable Leader in HR. Your extraordinary people-first commitment and compassionate leadership have been invaluable to BCU's growth and success.



**Lisa Baron**  
EVP & CHRO

**bcu**

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**BETHANY FLOREK**

Director of human resources  
Greeley & Hansen

Bethany Florek implemented and guided a series of employee impact groups at the environmental engineering firm. The groups address workplace concerns including diversity and inclusion, technology, project management, gender equality, and corporate activism and volunteering.



Florek led the COVID-19 response team and established safety practices for employees, including essential workers at critical global water facilities. She developed return-to-office protocols covering 20 locations. And she expanded access to mental health



programs to address potential emotional impacts of COVID-19. She also led a program to enhance knowledge about past and present systemic racism. Florek joined Greeley & Hansen in 2011 from Aramark. She chairs the board of the Illinois Diversity Council and is a member of the Chicago United Leaders Council.

**BETSEY FRANK**

Chief learning and development officer  
Greenberg Traurig

At Greenberg Traurig, Betsey Frank oversees professional development for attorneys and staff and firmwide technology training. With the shift to remote work, Frank oversaw a resource site that included technology reference cards



and videos. Tip sheets covered remote video depositions, mediations and hearings. She also launched a learning management system and enhanced the onboarding program for first-year associates. Frank has shared her expertise on the business impact of the learning function by publishing articles, presenting to law students and teaching graduate classes at Northwestern University. Frank joined Greenberg Traurig in 2019 from Sidley Austin, where she was director of staff development and technology training. She serves as caucus chair for the New Trier School Board in Winnetka, leading a nonpartisan process for slating candidates.

**MARLO J. GAAL**

Chief talent officer  
Ariel Investments

Marlo J. Gaal, who also is senior vice president at the investment management firm, oversees HR functions including executive coaching, talent acquisition, development and retention, and equity and inclusion. She joined Ariel early in the pandemic and introduced a



holistic wellness benefit to cover pandemic-related expenses. And she introduced a flexible approach to time off with no maximum or minimum. Gaal designed and began implementing "Human Resources 2.0," a new approach to the way Ariel attracts talent and motivates employees. She led a firmwide compensation study to ensure competitive opportunities using the pay vehicles that employees most highly value. Gaal joined Ariel from Groupon, where she was senior director of HR for North America. Earlier, she held HR positions at Hyatt Hotels and OfficeMax.

**SHARON GARCIA**

Vice president, human resources  
Sasser Family Cos.

At the Schaumburg-based provider of transportation leasing and management, Sharon Garcia leads a team of 12 HR and communications professionals. Garcia oversees HR functions, including succession, talent, benefits and compensation, as well as corporate commu-



nications. With the pandemic, Garcia organized a response team and transitioned employees to remote work. She handled legal, practical and employee-relations issues including safety concerns and travel restrictions. And she established a Remote Work Engagement Committee to strengthen employee connections and company culture. Earlier, she developed a strategy to ensure competitive benefits and compensation plans. Garcia also led the development of a succession-planning process that includes grooming future leaders. Before joining Sasser in 2016, Garcia was director of human resources for North America at Ohio-based Emerson Network Power.

**ELLEN GARIPPO**

Vice president, director of human resources  
Berkshire Hathaway HomeServices Chicago

Ellen Garippo handles HR for more than 100 employees in 24 offices in the Chicago area as well as in Indiana and Michigan. She manages benefits packages, hiring, training requirements and perfor-



mance reviews at the real estate brokerage. When the COVID-19 pandemic hit, Garippo led a transition to working from home, coordinating with IT to make sure employees had the equipment they needed. Earlier, Garippo created an employee training program in providing exemplary customer service. This year, when a staff-appreciation event wasn't possible, she arranged for gift boxes to be delivered to employees. Over the course of her career at the firm, Garippo has handled five acquisitions. She began her career in 2000 as a part-time HR assistant and receptionist at predecessor firm Koenig & Strey Realtors.

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INVESTING IN TOMORROW.**

Congratulations to Doug Rose on being named a Crain's 2021 Notable Leader in Human Resources.



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## NOTABLE 2021 LEADERS IN HR

### PHILIP GARRISON

Vice president, human resources  
Discovery Health Partners

At Discovery Health Partners, Philip Garrison has transformed talent acquisition and championed a culture shift. The



Itasca-based private-equity-backed company provides IT services to health care payers. Before the pandemic, Garrison implemented

an initiative that allowed 70 percent of employees to work from home. That made it easier for Discovery to adapt during the pandemic. He also added programs to keep culture, engagement and workflow on track. For example, Discovery added recognition from the CEO for sales wins and customer successes. Earlier, he introduced a variable pay structure to reward performance and launched the company's first leadership development program. Garrison joined Discovery Health Partners in 2017 from Dearborn Advisors, which provides technology services in health care. He serves on the Naperville Historic Preservation Commission.

### TOM GIMBEL

Founder and CEO  
LaSalle Network

CEO Tom Gimbel has led the staffing firm through the pandemic without layoffs and with highs in revenue. When LaSalle



employees began working remotely, Gimbel held daily video town halls to share updates on the business. He gave up a salary for a number

of months and asked directors to take minimal salary cuts to avoid layoffs. The company employs more than 50 researchers who source passive candidates to build and maintain a roster of potential candidates for future client searches. Gimbel makes frequent media appearances to discuss hiring trends and speaks to HR audiences on how to find and retain talent. He serves on the board of Start Early, which supports early learning for children in poverty. He also is an American Staffing Association board member.

### JOHANNA 'JOJO' HARRIS

Senior vice president, human resources  
The Jacobson Group

At the Jacobson Group, Johanna "JoJo" Harris has led changes to ensure employee engagement



while the firm shifted to complete remote work due to the pandemic. She's been a sponsor and champion of diversity, equity and inclu-

sion at the staffing company for the insurance industry. Harris introduced a talent management system that ensures company leaders connect with team members, understand their professional ambitions and provide training and development. She was responsible for an enhanced retirement savings plan that has helped attract new hires. For onboarding, she transformed a cumbersome paper-based process to an efficient digital system. Harris joined Jacobson Group in 2015 from Morton Salt, where she was director of HR. Earlier, she held HR positions at Chicago Tribune Media Group.

### ERIC HECKSEL

Director, human resources  
Chicago Yacht Club

Since joining the Chicago Yacht Club early last year, Eric Hecksel has focused on the employee experience, improving retention



and morale. During the difficult year, Hecksel worked with the club physician to create a healthy environment. The club had

to furlough workers in the spring but was able to bring back 93 percent of them. Hecksel led a fund to assist furloughed staff members. Additionally, Hecksel streamlined recruiting, which led to a better selection of candidates. And he improved the payroll and benefits structure for the club. His focus on diversity and inclusion meant that the club's summer sailing school staff met objectives for race, ethnicity and gender balance. Hecksel earlier held HR positions in restaurants, including the Hyde Park Restaurant Group.

### DAWN HOURSTON

Head of HR, sales, marketing and product-Americas  
Newark

Dawn Hourston is the HR business partner for Newark, a global distributor of electronic



components that is a unit of Arizona-based Avnet. Hourston contributed to a company reorganization last year in

which she provided day-to-day direction and guidance on the standardization of global roles and assisted the new CEO in developing a senior-level organization. With the onset of the pandemic, Hourston oversaw the transition to remote work. She facilitated virtual HR roundtables and Q&A sessions with managers. To help prepare for the return to the office, Hourston developed a back-to-work plan and managed the office space layout and seating assignment changes for the North America office. She promoted diversity, equity and inclusion and started a women's resource group as well as a mentoring program.

Thank you, **LuTonda**, for your **guidance, inspiration, and passion for equality**, which helped shape the mission and vision of **The Journey Forward.**



**The Journey Forward**, a non-profit partner of E&ES.

### LuTonda Baumgardner

Director of Human Resources,  
Crain's 2021 Notable Leader in HR



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**TONYA HUBBARTT**

Vice president of human resources  
FONA

At the flavor manufacturer in Geneva, Tonya Hubbartt oversees talent acquisition, performance management, rewards and



recognition programs along with health and wellness initiatives. FONA was acquired at the end of December by spice giant McCormick for \$710

million. Hubbartt places a priority on employee engagement, and a 2019 survey for FONA by the Management Resources Association found that 94 percent of employees were engaged. Members of the HR department advise top leadership on protocols and handle facility sanitation, hygiene and social distancing requirements.

With the traditional summer picnic not possible, Hubbartt's team designed the event to be a drive-thru parade, with decorated cars dispensing prizes, gifts and food for families. The company offers employer-paid insurance, and employees are guaranteed 40 hours of continuing education.



**JIM HULLINGER**

Head of talent acquisition  
PNC Bank

As head of talent acquisition and a senior vice president, Jim Hullinger has been instrumental in introducing predictive analytics to the hiring process. Launched in 2019, the program helped yield a significant number of hires for PNC's retail operation.



The program continues to help identify candidates, resulting in retention and productivity improvements. Hullinger, who is based in Downers Grove, contributed to the design of the artificial-intelligence tool that has helped managers make better hiring decisions, leading to more successful career matches and productivity. The tool was introduced in more than 20 PNC metropolitan markets, producing millions in annual cost savings. Hullinger joined PNC in 2011 and handled recruiting for 30 percent of annual hires for multiple PNC business lines. He was named to his current position in 2016.

## Predicting the likelihood of success

*Jim Hullinger leads talent acquisition for Pittsburgh-based PNC Bank, overseeing teams responsible for the hiring of more than 20,000 candidates across the country annually. He's based in Downers Grove. Hullinger has led the introduction of analytics to screen job candidates and predict their likely success. PNC uses a third-party proprietary technology platform to administer the program. The bank has processed more than 150,000 applicants since June 2019.*

**CRAIN'S: How did you get interested in predictive analytics?**

**HULLINGER:** My interest intensified in late 2017 while I was attending an industry conference where I met suppliers who introduced me to the idea of using AI and predictive analytics in the hiring process. This sparked my drive to introduce PNC to the notion that we needed to be better at predicting performance, better at the probability of retention and ultimately create the best-in-class candidate experience through the administration of pre-employment assessments.

**How does the process work?**

After an applicant's résumé is reviewed by a representative in our talent acquisition department, our system pushes a link to the candidate to complete our pre-employment assessment tool. Upon completion, a recruiter reviews the results, which helps to prioritize and match the candidate's qualifications, key attributes and skills for the open position.

The candidate is compared against several

custom profiles across the organization to ensure a good behavioral fit to the organization and the role. These custom profiles were built using PNC performance data to increase the likelihood of finding potential top performers.

**Are there different questions for different job roles? For example, what would be the characteristics needed in retail banking?**

This algorithm is built to identify individual success measures aligned to the hiring goal for a specific line of business. For example, a successful teller adapts work style to a variety of situations, understands guidelines while maintaining the ability to ask tough questions, favors being the listener over the one who needs to be talking, and is motivated by career advancement. We still take skills and experience into consideration, while the assessment helps us understand the optimal behavioral fit.

**What are the results so far?**

Implementation of AI and predictive analytics has helped achieve an accurate assessment of talent, evidenced by our positive candidate application completion rates, advancement to interview stage and, ultimately, a conversion to hire.

**How did you tweak this approach during the pandemic?**

While the way in which we interviewed candidates transitioned to a virtual mode, we continued to administer our assessment program without interruption.

# THE BEST LEADERS

EMPOWER OTHERS TO GROW AND SUCCEED.

And at FONA, we are honored to have just that kind of leader as our Vice President of Human Resources. She empowers us to grow and inspires us to be our best.

**Congratulations and thank you to FONA Vice President of Human Resources Tonya Hubbartt.**

One of Crain's Most Notable Leaders in Human Resources.



## NOTABLE 2021 LEADERS IN HR

### CHERYL JOHNSON

Chief human resources officer  
Paylocity

The social unrest of 2020 spurred Cheryl Johnson to promote diversity and inclusion at Paylocity, a Schaumburg-based



provider of cloud-based payroll and HR management software. Johnson and her team implemented an unconscious-bias training program for Paylocity and its clients.

Additionally, Johnson led a redesign of Paylocity's website to include a page on diversity and inclusion. Through this site, Paylocity released statistics on company diversity and announced the hiring of a chief diversity officer. During the pandemic, Paylocity rolled out flexible work schedules to ensure employees don't have to choose between work and family. Options included split schedules, a four-day workweek, swapping a weekday for working on a weekend and reduced hours. Johnson joined Paylocity in 2018 from Echo Global Logistics, where she was chief HR officer.

### EUNICE KIM

Vice president, people  
Green Thumb Industries

With cannabis operators considered essential services during the pandemic, Eunice Kim developed COVID-19 protocols.



She streamlined premium pay for retail employees and spearheaded a virtual orientation program for new hires. Kim joined Green

Thumb in 2017 when there were only 65 employees. She helped lead hiring to bring headcount to 2,000 in less than three years. That includes the onboarding of more than 900 team members in 2020 and 610 in 2019. She worked with department heads in creating team structure, talent assessments, job descriptions and metrics for job promotion. In addition, Kim implemented the first in-house payroll and human resources information system and has been instrumental in pushing processes and programs online. Before joining Green Thumb, Kim was director of culture and talent at consultancy Kaleidoscope.

### NORAH LARKE

Chief human resources officer  
Wintrust Financial

Norah Larke assumed the top HR job at Wintrust Financial in January 2020, just before the pandemic hit. Larke led her



team and the organization through a shift to remote work in a short period of time. She oversees the work of 11 senior-level HR direct reports

and a combined HR department of 60 team members. Over 12 years at Rosemont-based Wintrust, Larke grew from an HR generalist supporting 1,200 staff members to senior vice president and chief human resources officer supporting 5,200 employees.

#### WINTRUST

She handled the integration of more than 20 mergers and acquisitions. And she moved the department from a decentralized generalist system to a shared-services model. Larke used technology and workflow centralization to improve efficiency in payroll, benefits administration reporting, timekeeping, recruiting and onboarding.

### KAREN MOSES

Vice president, learning and talent development  
Wintrust Financial

During the pandemic, Karen Moses has reshaped Wintrust's in-person senior leader develop-



ment program for virtual delivery. She created monthly online courses that addressed issues relative to COVID-19 and remote work. And she led the

learning and development team in creating a virtual orientation for interns and credit analysts, preparing them to assist with Paycheck Protection Program initiatives. Moses joined Rosemont-based Wintrust in 2014 after running her own corporate training business.

#### WINTRUST

She established onboarding and retail bank training programs and rolled out a program for the middle-market commercial group. She also created new leader and senior leader development programs. Moses serves on the board of Tuskegee Next, a nonprofit that supports at-risk youth. She recently published an article on learning and talent development in a post-COVID world.

### NORA O'CONNOR

Chief human resources officer  
Inland Real Estate Group

At Inland Real Estate in Oak Brook, Nora O'Connor oversees a staff of 12 supporting 1,100 employees in 30 states. O'Connor, who also



is executive vice president, managed the transition to remote work, instituted resources for health and launched new

PTO benefits for employees affected by COVID-19. She also managed the launch of Inland's Diversity & Inclusion Council. O'Connor joined Inland in 2007 from ACC Capital Holdings. She launched a human resources information system, updated the employee handbook and advised executive management on HR matters related to executive compensation, mergers, acquisitions and divestitures. Additionally, she consolidated 26 different benefit programs to nine, saving the company several million dollars in the first year, and oversaw the transition of benefits from fully funded to self-funded, saving millions over eight years.



97% average client retention rate over the past 10 years



5x growth over the last 4 years



Average client tenure 8 years



## Congratulations Salo Doko, President & COO at Tandem Family of Companies and one of Crain's 2021 Notable Leaders in HR!

*This recognition is an honor. I am proud of our team and the perseverance of our customers through the pandemic. It is truly a privilege to lead the fastest growing HR company in the Midwest with the most phenomenal talent.*

*We look forward to providing HR solutions for even more businesses as the market gets back to a new normal.*

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\*The IRS does not endorse any particular CPEO. For more information on certified professional employer organizations visit [www.irs.gov](http://www.irs.gov)

**KELI REDINGER**

Vice president of human resources  
Honey-Can-Do International

Keli Redinger leads HR operations at the e-commerce housewares company in Berkeley. When the pandemic set in,



Redinger's HR team moved the office staff to remote work a week before the Illinois mandate and then let staff members know that they could

work from home permanently if they choose. The company avoided the virus at its warehouse, which has a workforce of 150. Redinger introduced training to help employees reach their goals and advance. And she enhanced benefits to make the company more attractive to recruits. Redinger joined Honey-Can-Do in 2016 from Noble Network of Charter Schools, where she was director of human resources. Earlier, she was corporate human resources officer at Wintrust Financial. She serves on the board of Erie Charter School Foundation.

**DOUG ROSE**

Chief human resources officer  
First Midwest Bank

At First Midwest Bank, Doug Rose led initiatives to support employees during the pandemic, including pay premiums for front-line



workers. The bank introduced benefit enhancements such as full coverage for telehealth and COVID-19 testing. Employees were able to

access interest-free hardship loans and hardship time off. Rose, who also is executive vice president, launched diversity, equity and inclusion initiatives, including a



partnership with DePaul University to help recruit candidates from diverse backgrounds. The HR team expanded leadership development and offered a virtual internship program. Rose joined First Midwest in 2019 from Discover Financial Services, where he was chief HR officer and senior vice president. Earlier he held HR positions at United Airlines and Capital One. Rose serves on the board of the Camping & Education Foundation.

**DIANE RUHL**

Managing director, U.S. Midwest human resources lead  
Accenture

Diane Ruhl oversees HR functions at Accenture's Midwest unit, covering 11,000 employees



in strategy, consulting, technology, interactive and operations across 12 states. Last year she helped lead a comprehensive

COVID contact-tracing initiative. She began her role in 2019 and has a goal of achieving gender parity across the Midwest by 2025 and increasing representation of Black and Hispanic employees. Previously, Ruhl was global HR managing director for Accenture global operations, based in Chicago. In this role, Ruhl led Accenture's inclusion and diversity initiatives in the U.S., the U.K. and South Africa. She implemented recruiting and retention initiatives to achieve 50-50 gender parity. Ruhl also helped lead Accenture's Cloud upskilling initiatives. She served as host of Accenture's Chicago International Women's Day 2020 event for clients and employees.

**EMILIE SCHOUTEN**

Senior vice president, human resources  
Coeur Mining

Emilie Schouten is a leader on Coeur's multidisciplinary COVID-19 committee focused



on safeguarding the health and safety of employees, contractors and communities while minimizing business interruption.

No employees were laid off due to the pandemic. Schouten spearheaded diversity and inclusion efforts that included an analysis of pay equity by race and gender. Coeur hired two female executives for positions that historically were held by men. Schouten used online platforms to broaden recruiting, connecting with Women in Mining USA and the Society of Black Engineers. The company hosted virtual career fairs and forums with more universities than it could reach in the past with in-person visits. Schouten was one of the first employees hired when the mining company moved its headquarters from Idaho to Chicago in 2013.

**GIBSON SMITH**

Chief people officer  
Avionos

As co-founder and chief people officer of the consultancy, Gibson Smith shapes strategies and processes for talent acquisition and growth.



During the pandemic, he has developed cross-team pods that enable employees across the country to collaborate. He

created a task force to support working parents and started a Monday meditation session. Smith instituted analytics to assess behavioral characteristics of potential hires and ensure a diversity of thought. With the firm growing from 30 to 85 employees between 2019 and 2020, he created a career progression track and mentorship program. He's a sponsor of resource groups for diversity and inclusion and women in leadership. Before helping to launch Avionos in 2014, Smith held HR positions at Accenture Interactive and Acquity Group. He serves on the board of Mustard Seed Chicago, a recovery center for individuals suffering from alcohol and drug addiction.



**First Bank of Highland Park proudly congratulates Lenore Erickson for being recognized as a Notable Executive by Crain's Chicago Business.**

Lenore has successfully maintained a safe and connected work environment while executing a plan for growing and developing our team and showcasing why we are one of the "Best Places to Work."

Congratulations on this well-deserved honor. We are grateful for your outstanding leadership, expertise and commitment.

**First Bank of Highland Park**

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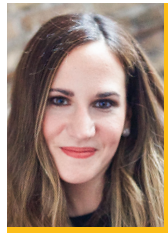


## NOTABLE 2021 LEADERS IN HR

### DAYNA STOLLER

Chief of staff  
Objective Paradigm

Dayna Stoller handles compliance, onboarding, employee engagement, office management and HR business strategy for the recruiting and staffing firm. After the pandemic began in March, Stoller assisted the organization in making a quick transition to remote work



and added technology such as instant messaging. Stoller joined Objective Paradigm as an HR generalist in 2016 and was named to her current position in early 2019. She assisted in the design of new office space in the Loop, an open floor plan that includes adjustable-height desks. She helped launch a training and development program. And she touches base with employees every six months to learn what is working well and catch problems. She serves on the board of T4Youth, an organization that raises funds for underserved youth in Chicago.

### DANA TRACI

Chief human resources officer  
Byline Bank

At Byline Bank, Dana Traci leads recruiting, compensation and benefits, employee relations and other HR functions. Traci, who also is executive vice president, joined the bank in October 2019, months before the pandemic upended operations. She ensured that employees were



comfortable working remotely and provided stipends for ordering home office supplies. The HR department allowed employees an additional 80-plus hours of PTO. As of the third quarter of 2020, Traci had launched an engagement survey that achieved 94 percent participation, reviewed

the 401(k) program and updated succession planning. Traci serves as executive sponsor for the bank's newly established council on diversity, equity and inclusion and leads on DEI strategy. Before joining Byline Bank, Traci had a 25-year career at Discover Financial Services, where she held senior HR roles.



### ERIN TURNMEYER

Vice president of people  
Civis Analytics

Erin Turnmeyer joined the data analytics firm in February 2020 and led the closing of the Chicago and satellite offices in accordance with local health department recommendations. She subsequently led the HR department to change policies to offer flexible



scheduling and approve relocations. Turnmeyer restructured compensation and improved pay equity across job categories. She also developed and launched a training program for managers. Before joining Civis, Turnmeyer was a civilian officer at the Office of the Director of National Intelligence, where she worked in talent development, designing training programs and curriculum for entry-level analysts and new managers. Prior to that, she served as the chief of staff for two offices—the Office of Data Strategy & Innovation and the Office of Weapons of Mass Destruction-Counterterrorism.

### SARAH VENUTI YATES

Director of human resources  
Joffrey Ballet

At the famed ballet company, Sarah Venuti Yates oversees HR operations and company culture. With the onset of the pandemic, Venuti Yates worked with the facilities director to transform Joffrey's offices and workspaces for safety. She also established a



hotline for employees needing help. Venuti Yates is leading a transformation of the Joffrey's diversity, equity and inclusion efforts, with a focus on accountability and the achievement of meaningful goals. She arranged for a training program in diversity and inclusion that was intended for senior staff to be extended to all employees including dancers and production staff. Venuti Yates joined the Joffrey in 2018 from nonprofit Concordia Place, where she was director of human resources. Earlier, she held HR positions for New England performing arts organizations.

### LINDSAY VERSTEGEN

Chief people officer  
ShopRunner

Lindsay Verstegen leads the people function at ShopRunner, an e-commerce company that was acquired by FedEx late last year. Verstegen calmed co-workers' nerves, articulated the vision for the merger and led integration planning, says CEO Sam



Yagan. ShopRunner provides e-commerce services to retailers and provides free two-day shipping to members. Early in the pandemic, Verstegen helped convince the CEO to mandate a switch to remote work. And she led a decision to ask co-workers to take a 20 percent pay cut as an alternative to a 20 percent staff reduction. Verstegen leads diversity, equity and inclusion initiatives and regularly speaks on the subject in panel discussions. She joined ShopRunner in 2017 from Braintree/Venmo, where she was head of talent and onboarding. Earlier, she was a recruiter at Groupon.

# LHH

International Center  
for Executive Options

## Congratulations to Sally Washlow on being named to Crain's Notable Leaders in HR List.

The high bar you set by providing each client with a tailored and transformational leadership transition experience has been pivotal to LHH's ICEO success. Thank you, Sally, for your commitment and leadership.

ICEO is LHH's boutique leadership transition service supporting executives in Chicago and around the globe.

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**SALLY WASHLOW**

Practice lead, Midwest Region  
Lee Hecht Harrison

At the outplacement services firm, Sally Washlow leads the International Center for Executive Options practice, which supports



senior executives displaced by restructurings, mergers or other changes. Under Washlow's leadership, the ICEO practice, which supports executives

from companies ranging from Fortune 10 to privately held, has seen growth of 90 percent. Last year, Washlow increased capabilities for executives to connect through virtual networking groups



and use digital tools to increase their reach as they navigate change. She

developed C-suite virtual roundtables for leaders to provide insights throughout the year, addressing topics such as diversity and succession planning. Washlow earlier was the first female president of Nasdaq-traded Cobra Electronics. She is the first female president of the Chicago chapter of the Private Directors Association.

**YVONNE RENEE WATTS**

Chief human resources officer  
Little City Foundation

Yvonne Renee Watts leads HR functions at the Inverness nonprofit that serves children and adults with intellectual and



developmental disabilities. She has implemented strategies that address recruitment, retention and performance, resulting in

improved-quality hires, employee engagement and reduced turnover. During the pandemic, she focused on participant safety, transportation and facility use, incorporating CDC protocols. Watts negotiated a collective-bargaining agreement and wage reopeners, improving labor management relations and reducing employee grievances by 95 percent. Watts also is an adjunct professor at North Park University, where she teaches human resource management to students at the undergraduate and graduate level. Watts joined Little City Foundation in 2012. Earlier, she held HR positions at Lutheran Life Communities in Arlington Heights, most recently as senior vice president, corporate services.

**ROB WILSON**

President  
Employco USA

Rob Wilson is president and co-founder of the Westmont outsourcing firm that provides HR services to client compa-



nies. During the pandemic, Employco led more than 35 webinars on Paycheck Protection Program loans and assisted more than 300

clients in applying for funds. The company helped clients with layoffs spurred by COVID-19 and then provided directives for the safe reopening of hundreds of businesses. Wilson also oversaw the transition of Employco's staff to remote work. Wilson leads affiliated companies under the umbrella of the Wilson Cos., started in 1989: Corporate Risk Management, which provides insurance consulting and brokerage, and Staffworks, which provides contract and temporary staffing. He's an active member of the Young Presidents' Organization, serving on its Mid-America regional board and as chair of the group's Wine Network.

**THE EMPLOYEE JOURNEY**

**53%**

of HR professionals say employee engagement increases when onboarding is improved.

**22%**

of employees leave their jobs due to a lack of career development. Other top reasons include lack of support with work-life balance (12%), their manager's behavior (11%), unsatisfactory compensation and benefits (9%) and poor well-being (9%).

**47%**

say their workload is among factors contributing to burnout, 39% cite balancing work and their personal life, 37% mention a lack of communication, feedback and support, 30% point to time pressures and a lack of clarity around expectations, and 28% list performance expectations.

**87%**

of employees expect their employer to support them in balancing their life between work and personal commitments.

**56%**

of employees say additional paid time off would make them more loyal to an organization.

**51%**

of employers say using health and wellness benefits to maintain employee loyalty and retain talent will become even more important in the next three to five years.

Sources: SilkRoad, Work Institute, PR Newswire, Glassdoor, Fierce, MetLife

*Congratulations*

To our wonderful colleague Val Bertermann on your inclusion in Crain's 2021 Notable Leaders in HR.

Your leadership has guided Synergy through all the challenges that 2020 presented and your accomplishments have been numerous and impactful. You have kept our teams connected and engaged, implemented learning solutions to allow our team to grow, and developed a wellness series to help us deal with stress at work and home. All this while leading the way in our Covid response.

We are lucky to have an HR leader as talented and dedicated as you. Congratulations on this recognition from all your friends in Synergy and across Carbery Group globally.



Val Bertermann  
VP of Human Resources,  
Synergy Flavors

