

Paving the Way to Excellence

See this year's most recognized leaders in the HR industry.

By The Editors

Over the years, HR has transformed from a largely administrative profession to one that profoundly impacts the strategic direction of an organization. This transformation has been led by HR professionals that consistently push the boundaries of people management, cementing themselves and the HR industry as key players in today's business environment.

HRO Today's 2017 HR Superstars Awards aim to recognize these leaders for their dedication, innovation, and transformative leadership. This list of the best and brightest HR stars in the industry features professionals from three categories of leadership: Providers, Practitioners, and Consultants/Advisors/Analysts/Academics/Investors/Thought Leaders.

The contributions of the community of HR Superstars truly shows the accomplishments and progress that these leaders have achieved in the HR space. Through their forward-thinking practices and decisive action, this year's HR Superstars have advanced the HR field in new and unprecedented ways.



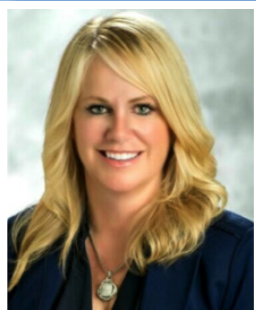
#HRSuperstars

PRACTITIONERS



Kellie Brady
Vice President of Talent Acquisition
Home Shopping Network

Kellie Brady is the Operating Vice President of Talent Acquisition for the Home Shopping Network, Inc. (HSNi) and is responsible for the strategic direction and execution of their talent acquisition programs. HSNi is a \$3.5 billion interactive multichannel retailer with strong direct-to-consumer expertise between its two operating segments, HSN and Cornerstone Brands. Brady's strategic thinking and future-forward approach are the driving forces behind the efficiency and cutting-edge technological sophistication of HSN's talent acquisition practice. In her role, she leads a number of initiatives that aim to innovate the hiring process and experience for HSN's candidates and staff while expanding the company's talent pipelines.



Naomi Cramer
Chief Human Resource Officer
Banner Health

Naomi Cramer was named Chief Human Resource Officer in June of 2016. She joined Banner in December of 2014 as Vice President of Talent Acquisition and was later promoted to Vice President of Talent Management in 2015, where she led all talent functions for the organization including recruitment, learning and development, organizational effectiveness and change, assessment and survey, and workforce planning. She also serves as the executive sponsor for the newly created Diversity Council. Prior to joining Banner, Cramer had a progressive career in operations and human resources at Target Corporation. Her last role was Senior Vice President of Field HR, where she led all areas of human resources for 350,000 employees in 1,780 retail stores and 37 distribution centers. She holds a Bachelor of Science degree from the University of Phoenix.



Mary Stoik Dymond
Chief Talent Officer
Graebel

Mary Stoik Dymond is an experienced Graebel senior leadership team member who has been with Graebel for nearly 10 years. Prior to Graebel, she served as top HR and Risk Management executive for a publicly held company. She was named Graebel's Chief Talent Officer in January 2017, continuing to oversee all human resource functions at Graebel, including talent acquisition, talent management, diversity and inclusion, organizational development, payroll, total rewards, succession planning, and labor relations. Dymond was honored by Human Resources Executive magazine as one of five executives named to the 2013 HR Honor Roll. Dymond holds a Bachelor's of Arts degree from the University of South Dakota. Graebel Companies delivers award winning global relocation and talent mobility services on six continents, and is recognized by clients, and many key industry, general business, and media groups for top performance.



Karen Feeney
Sr. Human Resources Operations Manager
The Children's Hospital of Philadelphia (CHOP)

In her role as Sr. Human Resources Operations Manager, Karen Feeney has driven effective shifts in HR infrastructure and processes to support essential cross-functional growth for over five years at The Children's Hospital of Philadelphia (CHOP), a recognized pediatric healthcare leader. This past year, Feeney supported successful workspace transition of about 1,000 employees into an innovative 470,000 square foot building designed to help further CHOP's mission of breakthroughs in research and discovery. She also led during this time the progression of system and services, provided for the centralized contingent workforce management program, and administered onsite in partnership with RightSourcing. During her tenure, this initiative has resulted in total cost savings and avoidance exceeding \$2 million as well as has proven to be an efficient onboarding resource for contracted labor.





PRACTITIONERS



Julie Fletcher
Chief Talent Officer
AMN Healthcare, Inc.

Julie Fletcher is the Chief Talent Officer for AMN Healthcare Services, Inc., and in that role provides leadership for attracting, developing, and optimizing team member talent for corporate roles and across the AMN diverse family of workforce solutions and staffing companies. She is a member of the HR Council of the American Management Association and was named to the Board of Directors for Make-a-Wish San Diego. Fletcher earned a Bachelor of Science degree in HR Management and Business Administration from California State Polytechnic University in Pomona, CA, and a Master of Science in HR Management Development from Chapman University in Orange, CA.



Kristy Godbold
Global HR Leader
Marriott International

Kristy Godbold serves as the Global HR Leader and has oversight for Global Talent Acquisition and Talent Management Analytics for Marriott International. As the top HR Leader for Global Finance, she serves as the HR business partner to the CFO and her executive team, and has responsibility for the development of finance talent around the world. Prior to joining Marriott, she served as Vice President, Management Staffing of First Florida Bank. Godbold holds a BA degree in Business Management from the University of Maryland and an AA degree from Armstrong State College. She holds a banking degree from the University of South Carolina.



Lon Harvey
Director, Talent Acquisition, Contingent Labor Program & Canada Direct Hire
Waste Management

Lon Harvey manages Waste Management's large North American contingent labor program and Canadian direct hire recruiting with a focus on building competitive advantage for the company through critical staffing. As part of Waste Management's Talent Acquisition Leadership team, Harvey advocates successful service alignment and continuous improvement via frequent, clear communications with his internal and external teams that focus on scorecard results. These efforts keep Waste Management as a work destination of choice in the increasingly competitive workforce marketplace. He collaborates with stakeholders to develop company policies that provide cost and risk management and create a safer work environment.



Steve Kane
US Head of Human Resources for Global Marketing, Global R&D, US Commercial and US Leader of Human Resources
Smith & Nephew

Steve Kane is US Head of Human Resources for Global Marketing, Global R&D, US Commercial and US Leader of Human Resources for Smith & Nephew, a global medical technology company. At Smith & Nephew, he created the one Wound Management organization and designed its Global R&D and Global Marketing divisions. Kane has worked with Smith & Nephew's HR Centers of Excellence to design, plan, and implement all US-based HR policies and programs. He led the formation of the "great place to work" culture by creating Site Leadership, US Camaraderie Councils, US Flexible Work Programs, and the Young Professional group. He was instrumental in the integration of three Smith & Nephew acquisitions, leading the team in mitigating attrition through assimilation activities.





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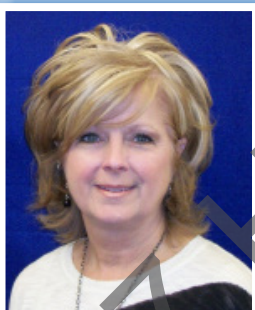
Joanna Kelly
Head of Recruitment - Americas
Macquarie Group

In December 2014, Joanna Kelly was appointed head of Head of Talent Acquisition, Americas for Macquarie Group after a 17-year career at Deutsche Bank. Shortly after her appointment, she led a project to advise on site selection for a new global shared services center and to conceive and implement the talent attraction and hiring strategy. The resulting Jacksonville location, now housing more than 200 professionals, earned Kelly and her team the Global COO's "Enabling the Entrepreneurial Enterprise" award in 2016. Currently she is leading an initiative to relaunch the Macquarie brand with an approach targeted toward the diverse US talent market. The project brings together innovative campaigns centered around social media and will take a dynamic, iterative approach driven by data.



Melkeya McDuffie
Vice President of Talent Acquisition
Waste Management

Melkeya McDuffie is the vice president of talent acquisition for Waste Management headquartered in Houston, Texas. She is focused on building a world-class talent function at Waste Management by spearheading the transformation of talent acquisition from transactional to consultative and strategic. McDuffie studied Human Resources Management at Trinity University, Employee Relations at Cornell University's School of Industrial and Labor Relations, Strategic Business Leadership at The University of Chicago Booth School of Business, and Strategic Management at Harvard University.



Kathy Neyman
Sr. Asst VP, Culture and Leadership Development
Redstone Federal Credit Union

Kathy Neyman is the Sr. Asst VP, Culture and Leadership Development for Redstone Federal Credit Union, a 2017 award-winning organization for Excellence in Leadership, Culture and Accountability. She is focused on transitioning Redstone to a culture aligned around the Member Experience and achieving organizational results. Neyman has been with Redstone 34 years and holds the designation of a Master Coach with the International Coaching Council. She is also a Master Strengths Performance Coach with Gallup University and a triple Master Facilitator with Partners In Leadership. Neyman believes that culture is the engine that drives performance and the key driver of organizational excellence.



Nancy Ott
Vice President of Human Resources
Quad/Graphics

Nancy Ott has an impressive 30-year career with Quad/Graphics. Most notably, she and her HR team have responded to the company's transformative growth over the past six years to ensure that the more than 60 facilities in Quad/Graphics' U.S. footprint are under one Managed Service Provider program. Accounting for \$65 million in annual spend, the program supports the company's significant growth through acquisition while simultaneously reducing costs and mitigating risks.





PRACTITIONERS



David Pittner
HR Program Manager – Contingent Supplier Management
Kohler Co.

David Pittner has been a brand ambassador for Kohler Co. for over 20 years, managing their U.S. contingent labor program. In 2017, Pittner was promoted to the position of Human Resources Program Manager for contingent supplier management. His role encompasses program design and implementation, and system administration for their vendor management system (VMS), SAP Fieldglass. Pittner partners with legal, the global procurement and information technology teams to ensure the external labor process meets all legal, purchasing, finance and IT requirements. In addition to external labor, Pittner is the lead legal compliance auditor for Kohler's HR evaluation process in the Americas and the HR program manager for the background check and drug testing program at all U.S. Kohler locations.

The Kohler logo, consisting of the word "KOHLER" in a bold, sans-serif font.



Catherine O'Brien Scarlett
Vice President, Talent Acquisition
BMO Financial Group

Cathy O'Brien Scarlett has a passion for engaging the right talent to come to BMO and inspiring them to stay. As VP, Talent Acquisition at BMO Financial Group, she is accountable for company-wide recruiting, and the processes, systems, and insights that drive her team to optimize and innovate the candidate experience, through all channels and in every geography in which BMO operates.

The BMO Financial Group logo, featuring the letters "BMO" in blue and a red circle with a white mountain-like shape, followed by the text "Financial Group".



David Schubert
Assistant Vice President of HR, Talent Acquisition and Employee Development
Baptist Health South Florida

With over 25 years of recruitment experience, David Schubert is responsible for the strategic development, implementation, and accountability of the talent acquisition functions for Baptist Health South Florida, the largest not-for-profit health care organization in the region. Schubert drives his team with innovative metric-driven recruitment strategies while focusing on the candidate experience.

The Baptist Health South Florida logo, featuring a green cross icon and the text "Baptist Health South Florida".





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PRACTITIONERS



Paul Abrahms

Talent Acquisition Leader

Huron



Sara Albright

VP of Human Resources

Bassett Healthcare Network



Ryan Alexander

Executive Director of Global Talent Acquisition

Tenneco



David Almeda

Chief People Officer

Kronos, Inc



Darren Bartholomew

Head of Human Resources

Leonardo MW Ltd



Sabine Bell

Assistant Director, Talent and Culture

Fairmont Chateau Whistler



Matt Blunt

Vice President of Global Talent Acquisition

FTI Consulting



Tony Bridwell

Chief People Officer

Ryan



Brian Bules

Global Head of Workforce Innovations, Solutions & Operations

GSK



Carolyn Burke

Assistant Vice President Talent Acquisition

MAPFRE Insurance



Penny Burnett

Global Talent Acquisition Leader

Equifax



Rebecca Bursky

Senior Vice President of Human Resources

TravelClick Inc



Anne Callen

Vice President, Talent Management and Staffing

Advocate Health Care



Melissa Circelli

Chief Human Resources Officer/Senior Vice President Human Resources

Black Knight Financial Services



Kara Clark

Director of Compliance

USIC, LLC



PRACTITIONERS



Lainie Cooney

Chief Human Resources Officer

DPI Specialty Foods Inc.



Karen Crone

Chief Human Resources Officer

Paycor



Greg D'Archangelis

Global Head of Recruitment Operations and Delivery

MetLife



Chris Deal

Senior Manager, North America Talent Acquisition

Staples



Karen DiSanto

Associate Vice President, Human Resources

Ferring Pharmaceuticals Inc.



Todd Drass

Director of Talent Management and Culture

Lineage Logistics



Eamonn Eaton

Head of Group Learning and Engagement

Bank of Ireland



Christine Eskilsen

Chief Human Capital Officer

Piper Jaffray



Valerie Egan

Senior Director of Talent Acquisition

Girl Scouts USA



Kate Etinger

Executive Vice President, Chief Human Resources Officer

Bank Leumi



Anthony Fogel

Chief People and Culture Officer

Coveris Group



Dane Friend

Chief Human Resources Officer & Vice President of Human Resources

Baylor College of Medicine



Nolan Gardner

Vice President, Human Resources

Merchants Metals



Roger Gaston

Senior Vice President, Human Resources

Gates Corporation



Kathleen Gioffre

Global Head of Talent Acquisition

Aetna



PRACTITIONERS



Ricki Goldhamer

Senior Vice President, Human Resources Business Partner

Horizon Media



Charlie Hall

Senior Vice President, Human Resources

MasterCard



Craig Hanson

Director of Human Resources

Springs Window Fashions, LLC



Kimberly Hauer

Senior Vice President and Chief Human Resources Officer

SC Johnson & Son, Inc.



Jim Hazboun

Chief Human Resources Officer, Senior Vice President,
Head of Corporate Services Division

Hyundai Capital America



Kari Heerdt

Senior Vice President, Chief People Officer

MSC Industrial Supply Co.



Barry Hirschman

Head of U.S. Human Resources Operations and Bulk Sales

Linde Americas



Megan Holte

Director of U.S. Corporate Recruitment

Hilton



Terri Hoskins

Chief Human Resources Officer

Steak 'n Shake



Wendy Tan Siew Inn

Founding Partner and Principal and Consultant

Flame Center



Amy Jordan

Human Resources Manager

Hilltop Community Resources



Khara Julien

Vice President of Human Resources and
Chief Human Resources Officer

Gypsum Management & Supply, Inc.



Jeffrey Jurinak

Senior Talent Acquisition Manager

Health First



Gregory Karanastasis

Vice President, Global Head of Talent Acquisition

Comcast



Francine Katsoudas

Senior Vice President, Chief People Officer

Cisco



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Debbie Kemp

Senior Vice President of Human Resources

Bankrate, Inc.



Jeffrey Lackey

Vice President of Talent Acquisition

CVS



Max Langenkamp

Vice President of Human Resources

Cintas



Andrea Ledford

Executive Vice President, Chief Administration Office,
and Chief Human Resources Officer

NCR



Melody Lenox

Vice President of Operations

Axxess



Brian Little

Head of Human Resources

Zurich, North America



Dianna Long

Senior Director, Talent Acquisition Operations

CVS/Caremark



Christopher Lundgren

Senior Manager, Contingent Workforce Planning

Staples



Jeff Lynn

President and Chief Operating Officer

IT Authorities



Nick Mailey

Vice President, Talent Acquisition

Intuit



Jane Maksoud

Chief Human Resources Officer

The Mount Sinai Healthcare System



Mary Beth Majors

Director of Talent Acquisition

UMB Bank



Lisa Manegold

Vice President Talent

National Express/Durham School
Services



Adriene McCoy

Corporate Vice President and Chief Human Resources Officer

Baptist Health South Florida



Brian McMahon

Vice President of Human Resources

Shaner Hotels



PRACTITIONERS



Renu Menezes

Senior Director, Human Resources

Dart NeuroScience, LLC



Lisa Miller

Vice President, Human Resources

Partners In Leadership, LLC.



Tim Mulligan

Chief Human Resources Officer

Vulcan Inc.



Jason Munoz

Head of Talent Acquisition

BlueLine Rental



Kristen Mussman

Director, Program Operations, Continent
Talent Management Program, National Human Resources

Kaiser Permanente



Keah Nelson

Human Resource Compliance Manager

GM Financial



Deslyn Norris

Vice President of Human Resources

Topgolf



Candace Osunsade

Senior Vice President, Chief Administrative Officer

National Aquarium



Matthew Owenby

Senior Vice President, Chief Human Resources Officer

Aflac



Laurie Ann Pack

Chief Human Resources Officer, North America

gategroup



Christy Pambianchi

Senior Vice President, Human Resources

Corning



William Pearson

Senior Director, Human Capital

Kellogg School of Management at
Northwestern University

Lisa Pueschel

Vice President, Talent Acquisition and Workforce Planning

Staples



Joe Quinn

Senior Vice President and Chief Human Resources Officer

LifeBridge Health



Lalita Rawool

Deputy Manager Human Resources

Kanakia Group



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PRACTITIONERS



Carol Robinette

Vice President of Talent

American Red Cross



Meaghan Ryan

Vice President of Global Talent and Team Member Relations

Seminole Gaming



Della Sabessar

Global Head of Experienced Talent Acquisition

Credit Suisse



Scott Sell

Vice President, Talent Selection and Executive Recruitment

Mercy



Kevin D. Silva

Executive Vice President and Chief Human Resources Officer

Voya Financial, Inc.



Donna Sinnery

CHRO

Teknor Apex Company



Rob Sklans

Chief Human Resources Officer

Elementis Global



Laura Smith

Vice President of Global Human Resources

DISYS



Karl Sparre

Vice President, Talent Solutions

Highmark Health



Michael Spear

Director of Talent – North America

gategroup



Kevin Stakelum

Talent Acquisition Director

Humana



Kathy Starnes

Administrative Director, Staffing

SSM Health Care



Yvette Stortz

Global Vice President of Talent Acquisition & Mobility,
Vice President of Human Resources, Northern Europe

Schneider Electric



Ravi Subramanian

Director, Talent Mobility and Acquisition

PG&E



Collette Taylor

Senior Vice President, Human Resources
and Corporate Administration

Astellas US LLC



PRACTITIONERS



Holly Thauwald

Chief Human Resources Officer

Aspiranet



Mieke Thorson

Global Head of Talent Acquisition,
Executive Director of Human Resources

IHS Markit



Jennifer Toth

Talent Acquisition Manager

ACADIA Pharmaceuticals, Inc.



Katie Traviglia

Director of Human Resources

New American Funding



Audrey Van Luven

Senior Vice President, Chief Human Resources Officer

Christiana Care Health System



Darryl Varnado

Executive Vice President & Chief People Officer

Children's National Medical Center



Deb Veith

Talent Acquisition Administrator

American Family Insurance



Pat Wadors

Chief Human Resources Officer, Chief Talent Officer

ServiceNow



Connie Wedel

Vice President, Global Human Resources

Argen Corporation



Kim Wells

Head of Recruiting, North American Operations, United States

Atos



Anise Wiley-Little

Chief Human Capital and Diversity Officer

Kellogg School of Management at
Northwestern University

