



## Now more than ever, Companies Prove People Do Matter

Press Release

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### **Now more than ever, Companies Prove People Do Matter**

**Eat'n Park Hospitality Group**, the **Duggan Rhodes Group**, and **L.B. Foster Company** received the 2010 People Do Matter Award on Thursday, May 27th at the Sheraton Station Square Hotel. The People Do Matter Award recognize regional employers that are implementing exceptional people practices. Whether they are attracting talent, training tomorrow's leaders or rethinking the way they organize work. The People Do Matter nominees have all demonstrated that investing in people is a key component of business success.

Dave Baker, SPHR and John Putzier, SPHR energized the crowd with their moving keynote address enforcing that now more than ever, companies prove that People Do Matter. Tonia Caruso, Emmy award winning correspondent for OnQ, emcee for the evening shared, "I had such a great time...and it was impressive to learn about so many companies so dedicated to their employees."

The **Learning & Development Award Winner, Eat 'n Park Hospitality Group** developed a comprehensive program to leverage the abilities of the hourly supervisors so they would be able to supervise a department or team (or an entire shift), when managers were not on duty. At the 2009 Company meeting, this program was mentioned as one of the top initiatives that has made a positive impact for the company. It has measurably increased the quality of operations while decreasing fixed costs.

**People Award Winner, the Duggan Rhodes Group** developed a Welfare & Rewards Program to address turnover, which has significantly decreased since 2007. The program focused on key areas such as achieving greater work/life balance, offering unique benefits components, and rewarding employees for service milestones, loyalty and dedication. In 2009, revenue was up, despite a challenging economy.

**Work Structure & Processes Winner, L.B. Foster Company** recognized a need to use Six Sigma & LEAN Manufacturing tools and problem solving techniques on administrative functions to directly impact the business---and boy, did they ever! Just a few of the results include: Accounts Payable processing went from 23 to 15 days. Order Entry went from a high of 11.5 days to 1.9 days. On time delivery for one of their facilities improved by 39%.

Each year, the PDM review committee has to make difficult decisions about who will be recognized as finalists and, ultimately, as winners. While many organizations have designed and implemented promising practices, not all have been able to demonstrate bottom line results that are clearly linked to the nominated practice or program. This becomes particularly difficult in the industries that have been the hardest hit in our challenging economy. For this reason, this year's review committee asked that a "**Rising Star**" be given to **Mascaro Construction**. In 2007, the company created its first formal strategic plan and committed to actively engaging and developing their employees--- the focus was on giving and receiving feedback. "Feedback for Performance" workshops were held for groups that made up the entire workforce. For the construction industry, this type of training is unique and innovative.

**Congratulations to all of the 2010 finalists: Clark Metal Products, DDI, Dollar Energy Fund, Inc., the Duggan Rhodes Group, Duquesne University, Eat'nPark Hospitality Group, Giant Eagle Market District, L.B. Foster Company, Legend Financial Advisors, Inc., Mascaro Construction, MasteryWorks, Inc., Mitsubishi Electric Power Products Inc., PLS Logistics Services, VisitPittsburgh**

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