

# LEADERSHIP LINK

## WHERE ARE WE NOW?

**35 YEARS OF LEADERSHIP // LEADERSHIP CONFERENCE**  
**from Stephanie Snow Werren, Leadership Stark County Director**

It's been a challenging couple of years since March 2020 and not just healthwise from the pandemic but what it is to work in these times. Not being able to see colleagues not being able to have personal connections with people the past two years has taken a toll. It's taken a toll on our community, events, schools, everyone has been affected. People are not sure how to "come back" exactly. This year in our Spotlight Stark County Spring class we made "networking" a part of the curriculum. Class members have said they love this part of the class and they forgot what it was like to truly connect. Leadership Stark County connects our community leaders with THEIR community. After 35 years Leadership Stark County is the best community engagement tool, the premier development option for employers and a powerful community workforce barometer. When individuals feel they are valued by their employers they are 80% less likely to look for a job.

Early research on hybrid work models is confusing and companies don't know what to do with it. People were used to jobs with clear boundaries, they went to the office from 9-5, they had commutes, they understood their tasks. With the pandemic, employees don't have control or efficacy and feel a lack of certainty, especially with geopolitical issue and the war in Europe adding to the uncertainty. Before the pandemic workers proved they were resilient in working remotely and we learned from those workers throughout the pandemic. We can't go back to how things were, people are

forever changed. Hybrid work is good when it requires deep thought or independent creative energy. With hybrid work we need to think about what tasks make sense in a creative setting. On the other hand, work is just not about the individual it's about groups and coming up with shared decision making and bouncing that energy off of each other which is hard to do over zoom. No matter how good technology is, it can't replicate human experience, to look at someone in the eye and get a sense of what they are saying and feeling.

Conversations about mental well-being are forefront in work settings. Research shows that about 2/3 of American workers are physically ill from workplace stress. This is a big problem which has only been compounded with the pandemic. Organizations need to understand what role they can play in helping people feel greater control not only in work but their personal lives. Its incredibly hard to build trust when we are not together, we need to focus on these relationships in our work setting to help eliminate toxic cultures. In our culminating 35th Celebration event on May 19th, various speakers will talk about what company culture is and why it matters, why DEI is important and not just a checkmark and how organizations can help their employees feel greater control. Leadership Stark County will continue to lead, bring light and elevate these important conversations that attract and retain our workforce.

**(CONFERENCE details on page 14)**

## SPRING 2022

### INSIDE:

**SALARY RANGE  
TRANSPARENCY**  
..... **PAGE 3**

**RECRUITING CLIMATE**  
..... **PAGE 5**

**YOUTH LEADERSHIP  
ACADEMY**..... **PAGE 7**

**LEADERSHIP SNAPSOTS**  
..... **PAGE 11**

**YLA STUDENT INTERVIEW**  
..... **PAGE 13**

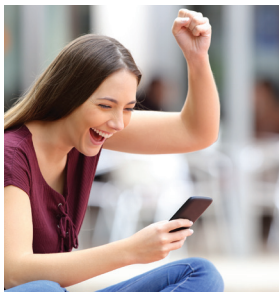
**LSC CONFERENCE &  
KEY DATES TO REMEMBER**  
..... **PAGE 14**



# OVER 100 YEARS OF PUTTING STARK COUNTY STUDENTS FIRST.

- Since the inception of the Canton Student Loan Foundation, over 6,000 Stark County students have received close to \$41 million in student loans. The pandemic did not alter this rise to prominence.
- The loan repayment rate has remained at 99.8% after 99 years of service to Stark County students.
- In Fiscal Year 21 alone, over \$1.4 million was distributed to over 400 Stark County students.

As we enter our 100th year of the organization, one thing remains: the hopes and dreams of Stark County students continue to collide with the vision and purpose of our great organization providing each loan recipient the opportunity for success.



## \$16K LOANS NOW AVAILABLE

To celebrate 100 years of assisting Stark County graduates, loan amounts have increased to \$16k! All due to our generous donors and 99.8% repayment rate!

THE  
CANTON STUDENT LOAN  
FOUNDATION

*Serving Stark County Since 1922*

4974 Higbee Avenue, NW, Suite 204, Canton, OH 44718

“

THANK YOU FOR THE  
OPPORTUNITY THIS LOAN  
GAVE ME TO PURSUE A  
TEACHING CAREER! I am  
a Special Education teacher and  
I love my job!



KNOW A STUDENT WHO  
NEEDS HELP WITH SCHOOL  
EXPENSES? Contact us:

[CANTONSTUDENTLOAN.ORG](http://CANTONSTUDENTLOAN.ORG)



# SALARY RANGE TRANSPARENCY REDUCES THE WAGE GAP

When an employer asks job applicants what their salary expectations are without providing applicants any information about the pay for the position, women lose out. Disclosing salary ranges levels the playing field in negotiations, and helps applicants and employees detect and remedy any unjustified pay disparities. Transparency around salary ranges also provides companies with an opportunity to proactively review and evaluate their compensation practices and address any unjustified disparities between employees.

## SECRECY AROUND SALARY RANGES HARMS WOMEN

Studies show that women often ask for less when they negotiate than men.<sup>1</sup> This is true even when the women applicants are otherwise equally qualified and applying for similar jobs as their male counterparts.<sup>2</sup> That may be in part because it is a common practice for job applicants to ask for an amount that is a 10 to 20 percent increase over their prior salary.<sup>3</sup> Given that women and people of color are typically paid less than white, non-Hispanic men in the same occupations, they would have to request a particularly large percentage increase over their current pay for their request to be on par with their white, non-Hispanic male counterparts. Since employers tend to anchor salary negotiations,

consciously or subconsciously, to the job applicant's first request,<sup>4</sup> providing applicants with a salary range that the employer is willing to pay helps level the negotiating playing field and reduces gender wage gaps.

## RESEARCH SHOWS THAT SALARY RANGE TRANSPARENCY HELPS CLOSE WAGE GAPS

Studies show that when job applicants are clearly informed about the context for negotiations, including the types of compensation, benefits, or conditions that are negotiable, or the typical pay for the position, women are more willing to negotiate, more successful in negotiating, and the gender wage gap narrows.<sup>5</sup>

The much narrower wage gap in the public sector – where agencies typically have transparent and public pay structures– is further evidence that greater pay transparency helps reduce wage disparities.

Nationally, the gender-based wage gap for all full-time workers, based on median earnings, is 20 percent, but in the federal government, where pay rates are publicly available,<sup>6</sup> the gender-based wage gap in 2012 was 13 percent.<sup>7</sup>

**(continued on page 9)**



**BETTER BUSINESS BUREAU**  
**1434 CLEVELAND AVE NW**  
**CANTON, OHIO 44703**

**330.454.9401**

**BBB.ORG**

**Start With Trust<sup>SM</sup>**



# TAP TO GO



reloadable

temporary



**TAP YOUR WAY TO EVERYWHERE  
WITH 2 NEW WAYS TO PAY.**

[SARTAonline.com](http://SARTAonline.com)

Now enrolling

Cassandra Crowley  
Artistic & Executive Director

# School of Canton Ballet

Classes for all ages toddler to adult

[cantonballet.com](http://cantonballet.com) | 330.455.7220





# WARNING: EVEN YOUR COMMITTED EMPLOYEES ARE BEING RECRUITED

By Kristin Barry for GALLUP

Competition for talent is reaching unprecedented levels, and the result is this: No employees are really “off the market” now.

Gallup’s latest research highlights a new reality that most employers are not fully prepared for:

- One in four U.S. employees say they have been recruited in the past three months.
- One in 10 employees say they have been recruited in the past three months even though they were not actively looking for a new job or even watching for opportunities.

This marks a 57% rise since 2015 in the number of non-job seekers being actively recruited, and it may mark a new chapter in the “Great Resignation” saga.

## THE RULES OF RECRUITING ARE CHANGING

A recent CHRO Roundtable discussion hosted by Gallup revealed that competition for talent is the No. 1 concern for CHROs in the world’s largest organizations. However, since the pandemic, the rules of talent attraction and retention have changed.

The sharp increase in remote work has led to a new era of *boundary-less recruiting*. Organizations have access to candidate pools they never imagined being able to recruit, and candidates are considering organizations far outside a “commutable distance.” Today, recruiters have more ways to communicate with your employees, and with a tight labor market, their offers are more compelling than ever.

Those who *are* looking for another job are able to find one. But the demand for talent continues – which means those who *aren’t* looking are next on the list. And those conversations can be coming from anywhere.

## WHAT WE KNOW ABOUT THE NON-SEEKERS

Gallup research has long shown that being engaged at work increases retention. This most recent study further confirms: Actively disengaged employees are three times more likely than engaged employees to be watching or actively looking for job opportunities. Much of the “Great Resignation” has been driven by disengagement.

But even engaged employees -- who are more likely to be committed and content -- are now a target for recruiters looking for talent to fill critical roles.

The experience of being recruited impacts employees in one of

two ways:

**1. They take a job with another employer.** Many leaders have found themselves surprised by some of the recent departures from their organizations. These departing employees were not the “likely suspects.” They were well-connected, well-supported and thriving at the organization. Now they are gone.

The consequences are manifold: Not only does the organization have to spend time and money to hire and train a replacement, but there are effects on team morale, engagement of team members (and best friends at work!) and the productivity of cross-functional workgroups, to name a few. Furthermore, peers or colleagues that remain may be left wondering if *they* should be considering a change. Ultimately, losing a committed, engaged employee is losing the kind of cultural and performance champion your organization is actually looking to duplicate.

**2. They stay with your organization, but with new perceptions and expectations.** Even if the employee isn’t recruited away, they are changed. The experience of being sought out is likely to give them a new perspective on their worth. Perhaps they were offered a lucrative compensation package, more flexibility, a better title or additional perks. It’s flattering to be valued in that way.

THE DEMAND FOR TALENT CONTINUES – WHICH MEANS THOSE WHO AREN’T LOOKING ARE NEXT ON THE LIST. AND THOSE CONVERSATIONS CAN BE COMING FROM ANYWHERE.

Naturally, the experience is going to change the way that person approaches development conversations, performance conversations and pay conversations going forward. Even if a recruited employee stays with your organization, the ruler by which they are measuring satisfaction with their job, pay, benefits and development has been rescaled.

## LEADERS HAVE AGENCY TO REDUCE TURNOVER

There is likely a lot more attempted poaching going on than most leaders realize. It doesn’t mean, however, that they are at the mercy of the job market and must accept this attrition. Organizations have agency in the face of this challenge and can interrupt the recruitment circuit before it’s too late.

**Managers: Connect with your committed, engaged employees ASAP.**

(continued on page 7)



# FIGHTING HUNGER SINCE 1981

FEEDING OUR NEIGHBORS FOR OVER 40 YEARS

STARKHUNGER.ORG



## OUR PROGRAM STATS

40 pantries serving 34,000 of our neighbors a month

3,720 meals served each week through our Backpack for Kids program

Over 1,000 volunteer hours served each month

## Hunger can live anywhere

Many of our neighbors are living in the shadows. Not knowing where their next meal is coming from. Help them step into the sun by supporting our Hunger at Home campaign. Just \$1 can purchase up to 4 meals.



Donate here



To volunteer or join a committee contact [info@starkhunger.org](mailto:info@starkhunger.org)

# YOUTH LEADERSHIP ACADEMY // RECAP

As students move into their final weeks of the school, we can reflect on a successful year of Youth Leadership Academy and look forward to another great year coming up!

This year, sophomores enjoyed their first year of YLA by being shown the gems of our community and the resources and people that make Stark County special. Juniors spent their second year of YLA getting familiar with universities in our area. They visited Malone University, Kent State University at Stark, Walsh University, and the University of Mount Union to learn about the incredible education opportunities in the greater Stark County area as they start focusing on their own paths after high school. Our senior class got to wrap up their time in YLA by re-engaging with the community: in the fall they spent time at the Ken Weber Campus at Goodwill and in the spring they learned about and volunteered at the Akron-Canton Regional Food Bank's Stark County Campus.



(continued on page 12)

## GALLUP ARTICLE...

Gallup's past research on employee exits shows that employees often leave an organization (a) knowing that the employer could've done something to keep them and (b) missing a conversation with their manager about their future.

Managers need to proactively address the factors that are contributing to resignations:

- **Pay and benefits:** Competitive pay is table stakes to retain employees who are being actively recruited, but it also is a way to show committed employees how much the organization values their contribution. Even in cases where immediate raises can't be offered, managers can paint a compelling vision for how pay growth can be accomplished over time and with performance.
- **Career development:** Development cannot be a topic visited annually. Employees experiencing investment from their manager and development in their career are much less likely to leave for another offer. Many employees exit because they don't see a clear or exciting future at the organization.
- **Work structure and flexibility:** Employees are reaching a breaking point with burnout and are recognizing that *work-life balance* is the key to their sustainability. Managers need to have ongoing and individualized conversations about work structure (how work gets done) and flexibility (when and where it gets done) with employees, remote or not. Engaged and committed employees may not even realize how much they need this dialogue, so it's up to managers to make the first move.

**Leaders: Expand your attraction strategy into a reattraction strategy.**

Knowing that one in four employees are currently being recruited by the competition, it's time for leaders to remind people why they joined in the first place. While a tough labor market requires resources focused on attracting *new* talent, organizations also need to spend time reattracting their *current* talent.

Consider what is most appealing about the organization – what sets it apart – and highlight those values, attributes and offerings. Ensure the experience of working at the organization is aligned with the purpose and culture communicated by leadership.

**KNOWING THAT ONE IN FOUR EMPLOYEES ARE CURRENTLY BEING RECRUITED BY THE COMPETITION, IT'S TIME FOR LEADERS TO REMIND PEOPLE WHY THEY JOINED IN THE FIRST PLACE.**

Knowing what people are looking for in their next job is the first step to ensuring your organization is offering what employees really want. Leaders and managers have agency to create an environment that retains committed, engaged talent -- even in light of increased recruitment.

Ultimately, organizations that face the challenge of the "Great Reshuffle" by prioritizing reengaging and reattracting their employees will set themselves apart in the war for talent.

### **AUTHOR(S)**

**Kristin Barry is Director of Hiring Analytics at Gallup.**

**Ryan Pendell contributed to this article.**





H-P Products  
Engineered Tube Bends

# Quality Products. Quality People.

since 1945



## 75+ YEARS OF COMMITMENT TO...

### Customers & Suppliers

We strive to meet our customers' needs and make continuous process improvements to ensure the highest quality of products. With facility additions, equipment, and our experienced and dedicated staff, we continue to innovate and be leaders in the tube bending industry. Developing strong supplier relations have allowed us to streamline operations to best meet our customer's needs in a timely and efficient manner. Earning the trust of our customers and suppliers has been a keystone of our business, committing ourselves to integrity and professionalism in all of our relationships.

### Community

Being involved and contributing to strengthening our surrounding community is a huge part of who we are. Our partnerships with post-secondary institutions, local non-profits, workforce development, and more allow us to be involved in something bigger than just us.

### Employees

Being family-owned and a family-first business, we recognize the importance of our employees' lives outside of work, giving them the flexibility that meets their needs and live a balanced life. At H-P, we look out for each other, celebrate wins together, and grow together.

## SALARY TRANSPARENCY ...

### TOO MANY EMPLOYERS ARE NOT TRANSPARENT ABOUT SALARY RANGES, BUT COULD BE AND SHOULD BE

Unfortunately, many employers, especially in the private sector, are not transparent about pay ranges for positions even though, according to a study by [payscale.com](https://payscale.com), 85 percent of employers use pay ranges to structure compensation programs.<sup>8</sup> Even if they don't have established pay ranges, all employers generally budget an amount for the position for which they are hiring. When employers hold all of the salary information, they are at a significant advantage in negotiating the lowest possible salary and women suffer most.

Employers also often contend that they need to ask job applicants for their salary history to not “waste time” interviewing someone who would not accept the position because the salary is too low. But employers can achieve the

same efficiency goals—and more effectively—by providing job applicants the salary range for a position early in the hiring process without introducing information into the hiring process that is not necessarily an accurate indicator of a candidate's interest and perpetuates gender and racial wage gaps.<sup>9</sup>

### STATES ARE LEADING THE WAY ON SALARY RANGE REQUIREMENTS

Given the research demonstrating the effectiveness of transparency measures at lessening discriminatory wage disparities, a growing number of states have passed or proposed laws and adopted executive orders that take a step towards salary range transparency. In 2016, the Montana governor issued an executive order providing that state contractors must include salary ranges in employment listings.<sup>10</sup> In 2017, **California** passed a bill requiring employers to provide a pay scale upon an applicant's reasonable request.<sup>11</sup>

In 2019, **Colorado** became the first state to require employers to include in every job posting the actual hourly

**(continued on next page)**



**UNITED WAY OF GREATER STARK COUNTY | [uwstark.org](https://uwstark.org)**

Stephanie Werren, Director • Kristina Belliveau, Managing Editor • Sarah Lutz, Graphics Manager

Leadership Link is a publication of Leadership Stark County, a department of the Canton Regional Chamber of Commerce.

LEADERSHIP STARK COUNTY | 222 Market Avenue North | Canton, OH 44702 | (330) 456-7253 | [www.leadershipstarkcounty.org](https://www.leadershipstarkcounty.org)

## SALARY TRANSPARENCY ...

or salary compensation or range for the position and a description of benefits. The new law also requires an employer to make reasonable efforts to announce, post, or otherwise make known all opportunities for promotion to all current employees.<sup>12</sup>

Also in 2019, **Washington** amended its equal pay law to require employers with 15 or more employees to provide the minimum wage or salary for the position to job applicants who request it after the employer has offered them the position. The new law also requires an employer to provide the pay scale or salary range for a position to an employee offered an internal transfer to a new position, if the employee requests it. If no scale or range exists, the employer must provide the employee with the minimum salary expectation set by the employer prior to posting the position, making a position transfer, or making the promotion.<sup>13</sup>

In the 2020 state legislative sessions, states around the country from Massachusetts to South Carolina to Indiana are considering bills requiring salary range transparency.

We all have much to gain from pay transparency. Transparency around salary ranges is crucial to leveling

the playing field for negotiating pay and to ensuring that women are paid a fair salary based on what the job is worth. Pay transparency also promotes employee loyalty and productivity, which is good for employers' bottom line.<sup>14</sup> All employers and working people should benefit from pay transparency measures, no matter where they live and work

### By National Women's Law Center

For a complete list of cited works go to:  
<https://nwlrc.org/wp-content/uploads/2018/06/Salary-Range-and-Transparency-FS-2020-1.17.2020-v2.pdf>



Child & Adolescent  
Behavioral Health

Improving Lives Since 1976.

## 3 Ways you can become a Difference Maker

### Charitable Donation:

Make a donation to support C&A's services and programs that serve 4,400 clients.

Donate at:

[www.childandadolescent.org](http://www.childandadolescent.org)

### Join our staff of Difference Makers:

We are looking for:

- Clinical Therapists
- Multi-Systemic Therapists
- Trauma Informed Day Treatment Teacher

Send resumes to:

[recruiting@childandadolescent.org](mailto:recruiting@childandadolescent.org)

### Join us on Facebook Live:

Join our upcoming Duck Derby to support youth mental health on

May 26 at noon.

Adopt-A-Duck today at

[www.childandadolescent.org](http://www.childandadolescent.org)



# LEADERSHIP SNAPSHOTS:

# LEADERSHIP STARK COUNTY — 35 Years —

2022 Leadership Board Seminar



35th Celebration Series  
Poverty Simulation



35th Signature Arts Day



Spotlight Tour  
Downtown Development



Sophomore Youth  
Leadership Academy



Networking Spring Spotlight  
Stark County



Junior Youth  
Leadership Academy





## YOUTH LEADERSHIP ACADEMY ...

As we prepare for another exciting year, I am glad to have the opportunity to take the lead on our Youth Leadership Program. This year I have gotten to see how incredible, invested, and valuable our students are and how engaged they are in the programs we hold. I can't wait for what the future has in store!

We would like to thank the Hoover Foundation, the Deuble Foundation, the Stark Education Partnership, and the Stark County Education Service Center for their generous support of the Youth Leadership Academy. Without their dedication to the future leaders of our community, we would not be able to achieve such a successful program. We look forward to continuing our connection with our youth leaders for the fifth year this fall.

## SOME QUOTES FROM OUR SENIORS:

***"YLA taught me the value in community - no matter how "small." I have met some of the best people and made connections that will last a lifetime."***

***"Leaving the bubble of my high school/township and understanding how diverse Stark County truly is has been one of the best experiences of my four years in high school."***

***"Life goes good when you lead with the people you care about!"***

# GROW FOR LIFE!

At JRC, we care for all the generations - early childhood education at both of our 5-star\* accredited **Learning Centers**, life-enriching **Adult Day Services**, and bringing the two generations together in our **Intergenerational Connections Program!**



**jrc**  
Kids. Seniors. Community.

**330.454.3471** **www.JRCcares.org**



AREA AGENCY ON AGING & DISABILITIES



# YLA OSU STUDENT INTERVIEW

## What was your initial impression of YLA your sophomore year?

I initially thought that YLA was just going to be a way for me to meet students from other districts which I was super excited to do. I didn't realize we were also going to explore the community as much - and as in depth - as we did. When first joining the program, I had a big case of imposter syndrome and didn't understand why I was chosen. That feeling left the moment I met everyone on the YLA team and all of the students. Everyone was so sweet and excited to be there.

## What is your favorite memory from YLA?

I loved being able to build friendships with people that I still keep in contact with today. My favorite day, though, was probably diversity day. I'm always very excited to talk about how diversity makes communities stronger and how different cultures are represented. I also loved visiting the farms and hanging out with the cows.

## How did YLA benefit your transition from high school to college?

YLA helped me to see the value in a community as a whole. At OSU, I live in the university district, which is great, but Columbus has so much more to offer. My experiences with YLA made me want to explore the new community I was in and find all of the hidden gems.

## What were you able to incorporate from your YLA experience in your college applications?

The scholarship I was awarded at OSU focuses entirely on giving back to the community and working as a cohesive group with people from various backgrounds. Through my experiences in YLA, I was able to provide the interviewers tangible examples of my involvement in the community and my ability to work with others from different backgrounds.

## What is something (or several things) you learned at YLA that you still carry with you or use today?

Besides my increased desire to explore my community, work with others, and give back to the community, YLA helped me gain the ability to sustain relationships. Most, if not all, of my friends in high school were people I saw every day. I saw YLA students every one to two months. Yet, I was able to form and sustain relationships with them. This skill will be extremely useful in both my professional and personal life.

## How did understanding your Top 5 Strengths benefit you in your college and/or scholarship search?

I looked for and applied for a plethora of scholarships that varied in themes, and I can honestly say that I referenced my strengths in 98% of all of the applications I submitted. It was so much easier to put my thoughts and passions onto paper when I had the ability to reference my strengths. All that I did in high school could be related to them. I could make a claim that one of my strengths was "futuristic" and then have experiences to back it up. When I couldn't think of a word to describe what I was feeling, Gallup StrengthsFinder gave me the perfect options.

No matter if I was applying for a chemistry or a Hispanic scholarship, acknowledging my strengths and being able to describe them gave me a huge advantage. Each strength can be related to any type of scholarship, no matter the theme, and I didn't have to worry about whether I was qualified... my strengths proved it. And every college wants a student who can describe what strengths they have and what they can bring to the table.

## If you could give advice to the newest YLA sophomores, what would you tell them?

Don't miss the YLA days! You only have so many of them and they'll be over before you know it. You don't want to miss out on the amazing opportunities that each day brings. Your grades will be ok :)

**By Olivia Marrero, Jackson High School alum, now attending OSU**

## What is your current major/minor?

Currently, I'm majoring in Environmental Chemistry. I have a few minors that I'm interested in, but as of now, I'm minoring in Spanish and Entomology. I'm looking into taking up a third minor in either Environment, Economy, Development, and Sustainability or Forest, Fisheries, and Wildlife, but who knows at this point. I am interested in so many things and there are so many options... overwhelming but exciting :)

## What is your "dream job" following college?

If I had to start my career today, I'd want to work in the conservation and rehabilitation of wetland/watershed ecosystems and riparian zones. I haven't had the chance to explore many ecosystems, but wetlands and watersheds are amazing and extremely important to the health of our planet. They, along with riparian zones, are the natural filtration systems for waterways and are critical habitat for wildlife. I don't know what my day-to-day life would look like, but I hope that I get to spend a lot of time in the sun.





(continued from cover)

### Inspiring the Leader in All of Us: A Professional Development

**Conference:** In celebration of Leadership Stark County's 35th Year of Leadership we are hosting a professional development conference. This conference will discuss topics including company culture, developing your people, and engagement that matters. You do not need to be a past Leadership Stark County Participant to attend - all are welcome and tickets are limited so be sure to get your registration in!

#### SPEAKERS:

#### LIVING OUR VALUES: QUIT BEING JUSTA

**Margaret DeLillo-Storey**, Trauma & Resiliency Therapist, Educator, and Trainer; Certified Dare to Lead™ Facilitator

#### IT'S WEIGH-IN TIME FOR LEADERS: BALANCING PROFESSIONAL AND PERSONAL LIFE

**Dr. John Richard**, President of Stark Education Partnership and Expert in Developing Leadership Skills

### GROW INTO GREATNESS

**Cyrus Ausar**, Depression and Suicide Prevention Expert

### THE IMPORTANCE OF WORK CULTURE - PANEL DISCUSSION

**Keith Arner**, CPA CVA,  
Partner at Hall, Kistler & Company  
**Darla Brown**, Vice President of Digital Services at The Karcher Group  
**Sam Feletta**, CEO at Incept  
**Doug Pugh**, Owner/Operator of Chick-Fil-A

### WHY DEI MATTERS

**Dr. Constance Peek-Longmire**, Diversity/Race Relations Presenter, Author, Executive Coach, Professor at University of Akron, and Motivational Speaker

**Ticket Cost:** \$75 - includes breakfast, a "Choose Your Path" Lunch, and special surprises throughout the day!

#### Register:

[www.leadershipstarkcounty.org](http://www.leadershipstarkcounty.org)

**Limited Sponsorship Opportunities  
are available**

## LSC KEY DATES:

**May 11 & 12**

**Selection Interviews**

**May 19**

**Leadership Conference**

**May 24**

**Spotlight Graduation**

**June 2**

**Signature Citizenship Day**

**June 2**

**Signature Graduation**

**June 30**

**36th Class Announced**



**NAMI**

**Stark County**

National Alliance on Mental Illness

# You are not alone

We provide hope and recovery for persons and families impacted by mental illness, through virtual peer and family education programs, support groups and advocacy.

Call us at 330-455-6264

[www.namistarkcounty.org](http://www.namistarkcounty.org)

#namistarkcares

