



For Immediate Release

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BC'S HR PROFESSIONAL OF THE YEAR

Cindy Dopson awarded for "transformation" at BC Cancer Foundation

Vancouver, B.C. – The BC Human Resources Management Association (BC HRMA) today announced the winners of its annual awards – Award of Excellence: HR Professional of the Year, Award of Excellence: Innovation, and Rising Star. All of the awards were presented today at BC HRMA's 51st Annual Conference and Tradeshow in Vancouver.

Award of Excellence: HR Professional of the Year

Given to an HR individual who contributes by improving their organization's bottom-line, achieving business results, and demonstrating leadership and who serves as a personal and professional role model.

RECIPIENT



Cindy Dopson, CHRP

*Director of Human Resources
BC Cancer Foundation, Vancouver*

Brought on board during a time of extensive restructuring and executive change at BCCF, Cindy's professionalism and dedication helped guide the transformation process at this not-for-profit foundation, and firmly align the HR budget with the Foundation's primary mandate—to raise funds for cancer research.

Cindy's work is a great example of a partnership between the CEO and HR to transform an organization and achieve phenomenal business results. Revenues per full time hire (a key metric for fundraising organizations) are up 17%, employee engagement is up significantly, and employee sick days are down. In addition, Cindy's volunteer work includes co-leading the Vancouver Non-Profit HR Roundtable, spreading HR expertise and enacting positive change in a sector often constrained by its resources.

By setting a standard of professionalism that both permeates and extends beyond the workplace, Cindy Dopson embodies both the business mind and people best that HR has to offer.

Award of Excellence: Innovation

Recognizes an individual or team that has successfully implemented an innovative and progressive program and/or project to a new or ongoing HR challenge or opportunity.

RECIPIENT**Kal Tire's BEST Careers Program and Learning Culture**

With 5,000 employees and 240 store locations in 19 countries, Kal-Tire's growth has been exponential in the past five years. Partnering with Harvard University and The Karmichael Group, they developed a series of management certification programs that were launched in 2008.

These multi-lingual management certification programs led to a pipeline of skilled managers qualified to run their network of stores. Coupled with a 'pay for knowledge' structure which awards team members on a career track for management and certified managers with compensation increases, the 'mentoring' store also receives compensation for every manager certified and placed in a new role.

What really makes their approach innovative is that the incentives create store and organizational-wide commitment to learning, whether leaders are in Vernon or Mozambique.

TEAM REPRESENTATIVES**Marlene Higgins, CHRP**

Director of Human Resources Kal Tire, Vernon

Natalie Michael, CHRP

Principal, The Karmichael Group, West Vancouver

Rising Star Award

The Rising Star Award recognizes and honours a BC HRMA member who, at the early stages of their career, is making a significant positive impact both within their organization and their community.

RECIPIENT**Sabrina Mowbray, CHRP**

Human Resources Advisor

Sinclar Group Forest Products Ltd., Prince George

Sabrina initially joined Sinclar Group part-time, and in April of last year became a full-time HR Coordinator. One week later, an explosion and fire destroyed the company's Lakeland sawmill. Two long-term employees died of their injuries and many others suffered catastrophic injuries.

With the HR Director position vacant, Sabrina stepped up and took charge of the HR response to the catastrophe. Sabrina made herself available 24/7, worked with injured employees and WorkSafe BC to manage claims, and coordinated with the company's Employee and Family Assistance Program provider and others to put the necessary emotional supports in place.

To this day, she oversees efforts to assist 160 displaced employees find alternate employment. Sabrina's efforts were both extraordinary and beyond the call of duty.

About HRMA

The BC-based Human Resources Management Association is a non-profit organization dedicated to advancing professional people practices through professional development opportunities such as conference, workshops, symposiums, mentorship and volunteer programs.

The association provides leadership to more than 5,500 members and 3,000 affiliates that collectively represent CEOs, directors of HR, consultants, educators, students, HR generalists, and small-business owners. Established in 1942, HRMA is a founding member of the Canadian Council of Human Resources Associations (CCHRA) and the exclusive grantor of the Certified Human Resources Professional (CHRP) designation in British Columbia and Yukon. www.bchrma.org

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Interview opportunities and photos are available upon request.

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