

## **Lori Florack**

Executive Vice President & Chief Human Resources Officer



Mrs. Florack is the Executive Vice President & Chief Human Resources Officer for The Lifetime Healthcare Companies (inc. Univera Healthcare). She is responsible for providing strategic leadership to advance the organization's overall health and workforce through culture, talent management, total rewards, and inclusion practices. Additionally, Lori oversees the Enterprise Resource Platform system, strategy and operations for Human Resources, Finance and Supply Chain Management functionality.

Lori began her career as a technical recruiter in 2007 at Andiamo Partners in New York, NY. Mrs. Florack joined Excellus BlueCross BlueShield in September 2010. She has served in various roles within the organization including a Strategic Human Resources Business Partner, Manager of the Learning & Organizational Development department, the leader of Sales Training, and the Director of Talent Management. Prior to becoming the leader of Human Resources in January 2022, Lori served as the President of Lifetime Benefit Solutions where she oversaw all business operations including profit and loss and led a major business transformation that has been credited in part to her team's laser focus on culture and people.

Serving the Rochester community, Lori is a board member of Heritage Christian Services and volunteers with Discovery Charter School.

Mrs. Florack earned a Bachelor's degree from SUNY Fredonia and a Master's degree from Baruch College in Manhattan.

Mrs. Florack and her husband reside in Penfield, NY and have two children.

## Kristine Wydro

Vice President of Human Resources



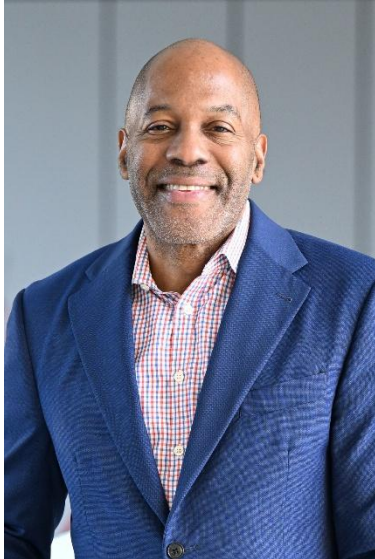
Kristine Wydro joined the Tops team in 1987, beginning her career as an Office Associate. Her career progressed quickly as she took on a variety of human resources leadership roles, including Personnel Manager, Manager of Training and Development, Director of Human Resources, and ultimately Vice President of Human Resources.

In her current role, Kristine serves as a strategic human resources advisor to the executive team, overseeing all HR matters for more than 14,000 associates. She is responsible for all aspects of human resources, including employment, associate relations, and labor relations, supporting 152 Tops retail locations, one franchise location, the distribution center, and the Tops corporate office.

Kristine earned her undergraduate degree from D'Youville College and holds a Master of Science degree in Human Resources from SUNY College at Buffalo. She has been recognized twice by *Progressive Grocer* as one of its Top Women in Grocery. Kristine currently serves on the Boards of Directors for Junior Achievement and WNY Crime Stoppers and is a former board member of the Buffalo Urban League.

## **Ian Barrett**

**EVP & Chief Human Resources Officer**



Dr. Ian C. Barrett is Executive Vice President & Chief People Officer at Kaleida Health in Buffalo, New York. He leads Human Resources, Talent Development, Engagement and Inclusion, and Community Health Improvement teams that champion culture, partner with operations on evidence-based solutions, and deliver excellent service at an institution with 170 years of providing high quality and safe healthcare to the people of Western New York. With 11,787 employees and 1,563 providers, Kaleida Health is a \$2.7 billion organization, the largest healthcare provider and largest private employer, a major teaching affiliate of the University at Buffalo Jacobs School of Medicine and Biomedical Sciences, operates 1,182 acute beds and 475 subacute/long-term beds and provides homecare.

Previously, he was Regional Vice President of Human Resources with BJC Health System in St. Louis, Missouri and Associate Vice President of Human Resources at the University of Texas Medical Branch in Galveston, Texas.

He earned doctorate and undergraduate degrees at the University of Georgia and a MBA at the University of North Carolina at Chapel Hill. He is life certified as a Senior Professional in Human Resources (SPHR) by the HR Certification Institute, and is both benefits and compensation certified by WorldatWork.

He is a board member with Buffalo Center for Arts and Technology, and Explore and More – The Ralph C. Wilson Jr. Children's Museum. He graduated from Leadership Buffalo/Experienced Program and the Health Leadership Fellows program with The Heath Foundation for Western and Central New York. He has been recognized as a Power 100 Leader of Color by Buffalo Business First, and is a life member of both the NAACP and Alpha Phi Alpha Fraternity, Inc.

## **Dr. Errol Douglas**

Sr. VP & Chief Human Resources Officer



Dr. Errol Douglas, SPHR, SHRM-SCP, oversees Talent Management for all staff (including faculty and executives), Benefits and Payroll, Organizational Development, the Office of Employee Relations, HRIS, HR Transformation, Quality, and Compliance, and the Classification and Compensation functions for Roswell Park and Health Research Incorporated (HRI) employees.

His role encompasses developing policies, as well as directing and coordinating human resources activities for the Institute's Public Benefit Corporation (PBC) and HRI employees. He interfaces with the executive team to formulate human resources policies and procedures in support of the Institute's mission areas: clinical care, education and research. In all facets of his work, Dr. Douglas is committed to ensuring consistency with all laws, rules, regulations, and contractual obligations.

Dr. Douglas came to Roswell Park from the University of Miami where he served as the Executive Director of Human Resources for the hospitals within the health care system. With more than twenty-five years executive leadership experience in human resources management, Dr. Douglas has extensive experience in labor management, employee relations, benefits, dispute resolution, and human resources administration.

Dr. Douglas earned both his Bachelor of Science degree in Human Resources Management and his Master of Science degree in Business and Industrial Counseling from Wright State University in Dayton, OH. He also received his Ph.D. in Leadership and Policy from Niagara University, NY. He spent several years in positions with the State of Ohio, gaining public sector labor experience. From there, Douglas served in leadership roles within the health care system associated with the University of Miami.

Dr. Douglas has been certified as a Senior Certified Professional (SHRM-SCP) and Senior Professional in Human Resources (SPHR) since 2002, and he earned certification as a Lean Six Sigma Green Belt in 2014.

In 2010, Dr. Douglas co-authored an insider's perspective on identifying and leveraging trends that will enable human resources to remain successful in today's economy. The book is titled: Capitalizing on HR Trends, Leading HR Executives on Managing Health Care Changes, Building Workforce Flexibility, and Retaining Long-Term Talent. It provides best practices for prioritizing trend selection, predicting bottom-line impact, minimizing risk and communicating results to senior management.

## **Laura Cianflone**

Sr. Vice President, Human Resources



Laura is responsible for system-wide strategy, direction, and oversight of Human Resources for Catholic Health across its Hospitals, Home & Community Based Care, Physician Enterprise, and Corporate Shared Services, as well as Trinity Medical, WNY and Catholic Medical Partners. She has direct oversight for all HR services, HR operations, Employee & Labor Relations, Health & Welfare Benefits, Retirement & Pension, Talent Acquisition, Compensation, Organizational Development, Staff Education, and Associate Recognition. She provides strategic direction for employee relations matters, including non-union associate initiatives, and contract negotiation and administration for 17 bargaining units within four labor unions.

Laura serves on the board of Niagara Aquarium.

## **Paul Wilkinson**

EVP & Chief Human Resources Officer



### **Location**

Lives in Orchard Park NY

### **Executive Summary**

Paul Wilkinson is the EVP and Chief HR Officer for Moog Inc, a designer, manufacturer, and integrator of precision motion control products and systems who have revenue of \$3.8bn, are headquartered in East Aurora, NY and have 14,000 employees worldwide.

Paul is a passionate, experienced, forward-thinking and driven global HR executive that is proud to lead the world class HR team at Moog.

### **Professional History**

Paul first joined Moog in 2010 as UK HR Director before moving to the role of Global Talent Director. Paul then moved into the role of Group HR Director for Aircraft Group in 2013, before moving into his current role in 2017 as EVP and CHRO. Prior to Moog, Paul worked at Vodafone for eight years as a Senior HR Business Partner and worked for British Telecom before that.

### **Education**

Paul has an MA in Management & Business Law from Heriot Watt University in Edinburgh and a number of professional HR certifications.

## About Me

Paul and his wife, Gemma, relocated from the UK to the Buffalo area in 2014 and have 2 children (born in the US), Calum and Erin. He enjoys skiing, playing golf, coaching soccer and has become a big supporter of the Buffalo Bills!

## Andrew Cianflone

VP, Human Resources



Andy Cianflone is the Vice President of Human Resources at New Era Cap, where he leads people strategies supporting organizational growth, culture, and performance. Partnering closely with executive leadership, he oversees talent acquisition, employee experience, total rewards, talent development, organizational effectiveness, and HR initiatives across the business.

New Era Cap is an international lifestyle brand with a rich sports heritage dating back to 1920 and is headquartered in Buffalo, New York. Best known as the official on-field cap provider for Major League Baseball and the National Football League, the company designs premium headwear, apparel, and accessories worn by athletes, creators, and fans around the world.