

Women Connect

Q3 2013

Below: Chief Human Resources Officer, Joan Gulley, stresses importance in not waiting to be discovered during June's "Tell Your Story" event.

A message from the President of Women Connect

What is Women Connect?

It is a group of dynamic, positive, and forward looking employees who want to play a part in the advancement of women....advancement of women in the community, advancement of women customers, and advancement of women employees. It is a group that actively seeks to engage women and men in activities and discussions about making PNC a place where women's careers advance at the same pace as their male peers.

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It is an opportunity to demonstrate leadership capability. Whether you are a committee member, a committee chair or an officer on the leadership team, Women Connect provides you with opportunities to develop your leadership skills and to demonstrate those leadership skills to your manager, your colleagues and PNC executives.

It is an opportunity to “bring your whole self to work”. We all have skills and talents that are not

we often interface with senior leaders and executives to leverage their experience and influence for the benefit of our members.

It is an opportunity to take control of your professional development and career. The progression of your career depends on you fueling it. Fueling your career means more than meeting your performance goals each year. It means networking, finding a mentor, learning about different areas of the bank,

It is an opportunity to demonstrate leadership capability...to “bring your whole self to work”...to meet employees from different lines of business....to meet PNC leaders and executives...to take control of your professional development and career.

required in our day to day job function at PNC. Lending these talents and skills to Women Connect can be an energizing experience for you, and likely lead to better performance in your job.

It is an opportunity to meet employees from different lines of business. We survey our members after many of our events. Participants often comment on the advantage of developing contacts in other lines of business as one of the great benefits of attending Women Connect events – and these relationships become even stronger when you are part of a committee.

It is an opportunity to meet PNC leaders and executives. In planning and executing our initiatives,

thinking strategically, developing new skills beyond those required by your current job, and deliberately looking for your next challenge.

Being an active part of Women Connect is an energizing and inspiring experience. Over the next few months we will be electing new officers and appointing new committee chairs. Consider how you want to contribute to Women Connect. Chances are that you will get far more out of Women Connect than you contribute. That has been my experience.

Sara Aros, President
Women Connect

Below: President, Sara Aros, and VP of Technology, Holly Kay, at the International Women’s Day event in March



Save the date! Q3 events

July

18 Third Thursday – Leadership Development Panel

August

15 Third Thursday – Happy Hour
(location TBD)

September

04 Gwen’s Girls
(morning, afternoon and day-long sessions available)

05 Tell Your Story – Jim Bauloris
(Robinson location)

19 Third Thursday – Meet the Candidates

October

03 Elections

03 Larrimors Event



Elections! Call for self-nominations

On July 15th, all Women Connect members will receive a "Call for Self Nominations" email soliciting candidates for the Women Connect election to be held in October this year. The four officer positions to be elected are:

- **President:** Ensure alignment and manage the Women Connect annual operating plan and budget while mentoring the Leadership Team
- **Vice President:** Promote the awareness of Women Connect, and champion community engagement activities; serve as backup to the President
- **Secretary:** Work closely with Local Sponsor to manage communications from and within Women Connect; develop Women Connect presentations, prepare meeting agendas, and maintain meeting minutes
- **Treasurer:** Develop and maintain the annual budget; approve activities per budget and submit expense reports to the national leadership

Employees nominated to serve as officers must have the following qualifications:

- Women Connect committee membership
- Salary grade 18 or higher (or equivalent)
- Manager approval
- PNC Diversity & Inclusion approval
- Women Connect Sponsor approval

General membership meeting addresses upcoming elections, promotes networking and feedback

On April 17, 2013, Women Connect held its general membership meeting. To promote networking prior to the program, each attendee was given a card that featured brief biographical information about a famous woman. Each card had a matching card and attendees were challenged to find the other attendee with the same card. Those who were successful in finding their match were asked to identify something they shared in common with the woman on their card. This icebreaker facilitated circulation among attendees, as well as some robust discussion about the women featured on the cards.

During the program, our Executive Sponsor Diana Reid opened with welcoming comments. Sara Aros then provided an overview of Women Connect and what has been accomplished to date. The final speaker was Gayle Furer, who discussed the election process for those interested in serving on the leadership team of Women Connect beginning in 2014. The program concluded with a question & answer session, during which attendees had the ability to direct comments and questions to any member of the current leadership team.

Finally, Cynthia Meyer held a drawing for "FABULOUS PRIZES." Attendees who matched their cards during the networking session were entered into the drawing. Before the winners were provided their prizes, they were asked to identify themselves and share what they had in common with the woman on their card. Much fun was had by all, as we learned a little more about our own members!

Elections timeline

July 15 "Call for Self Nomination" email distribution to membership

September 19 "Meet the Candidates" Third Thursday event

October 3 Ballot distribution to membership

October 7 Voting deadline, ballots due

On the horizon: special interest groups

Looking for something fun to do? Consider one of the newly forming special interest groups at Women Connect!

Networking Through Golf

Golf isn't just a game, it's also an excellent business and personal networking tool. It can be intimidating to learn

a new sport on your own, so Women Connect would like to arrange a day of golf lessons for those who have never golfed or those who want to improve their basic golf skills. If you are interested in volunteering to make this happen or, if you have suggestions on locations and instructors, please contact Christine Grzyb at 412.768.0379 or at christine.grzyb@pnc.com

Women Connect Business Reading Group


The Women Connect Business Reading Group is starting this fall! Have you ever started a great book, but not finished? Maybe you're really interested in current business topics, but just can't get motivated to read the latest bestseller. Or do you just enjoy stimulating conversation

on relevant business issues with other professionals? Well, this group is for you!

The new Women Connect Business Reading Group will be an encouraging way to discover new ideas in a fun atmosphere. Connect with others in the organization, exploring latest business topics and sharing perspectives on how to practically use current news and information in our life, work and organization. While some book selections and discussions may center on women in business, everyone is encouraged to participate as our reading and discussion will be thought-provoking for all.

Look for an announcement later this summer that will outline the schedule, including a late September start date and location. The initial meeting will include selection of the first book, so you won't want to miss it!

Book Club Working Group
Rebekah Herman – Chair
Leah Tunney
Julie Heigel
Rachael Schwartz



Below: "Women in Finance" panelists (Kim Cantalamessa, Kristen Wood, Jasmine Bennings and Sara Aros with facilitator, Tracy DeCock) prove they can have a little fun, while broaching a career in finance as an opportunity to explore the world around them and utilize problem solving skills with immediate, real world implications.

Young women encouraged to consider careers in finance; special panel addresses perks and offers advice

On June 20, 2013, Women Connect hosted a "Women in Finance" panel in One PNC facilitated by Women Connect's local sponsor, Tracy DeCock. Panelists Sara Aros, Jasmine Bennings, Kim Cantalamessa, and Kristen Wood shared valuable experiences and advice with an audience of young ladies between the ages of 13-21 who were the daughters, nieces, sisters and friends of PNC employees. Discussions with the panelists highlighted some of the decision points faced

searching for the right college, selecting a major, and ultimately establishing a career.

Key in picking a major is understanding how the area of study chosen will translate to a career. With the panelists all working in different areas of the bank, they brought valuable insight into the variety of skills and talents that can be leveraged for a successful career in finance. Although most panelists agreed on being analytically oriented, all

focused more on teamwork and communication as the keys to success in finance. The audience was encouraged to think about their own talents and consider if finance might be a path for them to pursue.

Panelists also shared stories about their most rewarding experiences in banking and provided personal advice to the audience. Later in the program, Roma Seegers, from PNC Workplace Banking,

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introduced Virtual Wallet to the audience and Guidance Resources was presented as a great reference guide to help students and their parents with the college process.

The “Women in Finance” panel helped generate enthusiasm around careers in banking and in finance. One of the fathers in attendance, Jay Anderson, shared a quote from his daughter Kendra Anderson about the event: “Thank you to Women Connect for the event. . . I really enjoyed hearing from women who have ‘been there, done that’ and it was very beneficial and encouraging!”

Thank you to Women Connect for the event... I really enjoyed hearing from women who have ‘been there, done that’ and it was very beneficial and encouraging!

Kendra Anderson, daughter of Jay Anderson/attendee

Right: Kim Cantalamessa and Kristen Wood engage in conversation about the unique opportunities finance has offered them.

Below: Daughters, nieces and friends of PNC employees received advice on using the college experience to establish a career.



Speed networking event encourages building alliances, fostering community

On May 23rd, twenty-five women from PNC Women Connect, joined women from five other Pittsburgh companies for a Speed Networking Event at the Doubletree Hotel in downtown Pittsburgh. The ladies from PNC were joined by women from Alcoa, BNY Mellon, Mine Safety Equipment, HJ Heinz and US Steel. In addition to the nearly 100 participants from local corporations, each company provided several table hosts to facilitate networking. Those serving as hosts for PNC included Tracy DeCock, Sylvia Diez, Deborah Breslof and Cynthia Meyer.

Much like “speed dating”, each woman was assigned to four different tables for an hour of organized

networking. Each table had a different topic or format for the discussion that made it easy for each woman to engage in the conversation. After fifteen minutes the bell would ding and everyone rotated to their next assigned table. The hour of organized networking, which seemed like much less, was followed by time for open networking.

The event was organized to encourage the development of a professional network and build alliances within your organization and among women in the local business community. It also helped to provide tools that will foster professional development and an informal venue for participants

to make professional connections. Based on the phenomenal interest in this event, there will surely be more in the future. Hats off to the professional ladies of Pittsburgh!





Above: Vice President and Community/Volunteer Chair, Denise Kennedy, discusses with Joan the idea of “building your brand”; putting forth the qualities other people will remember you by.

PNC's Chief Human Resources Officer, Joan Gulley, tells her story

With her contagious smile and engaging presence, Joan Gulley spoke to a roomful of Women Connect members in June. She set the tone by joking that after forty-three years in banking – the audience wouldn't want to hear her whole story, but that she would focus on sharing experiences that could help others in their careers.

First, she acknowledged men – and two important ones in her life – her father and husband. Her dad, who encouraged her to seek management experience as early in her career as possible, and her husband, who stayed home with their son in the early 80s.

Following her father's advice, in her twenties, Joan landed a role managing 300 people in the check collection department of the Federal Reserve Bank of Boston. The first year she wondered if she would make it; by year four she was excelling. Those four years helped her to leapfrog her peers and changed her own and other's sense of what she could accomplish. Joan mentioned she has noticed that senior executives always have one or two transformational points in their careers where they take on something they're not qualified for.

“It's risky, but the growth can change a career,” she remarked, “if you put yourself in the position where you have to learn and grow – you will. Why would you take a position you're qualified for? You won't learn and grow.”

According to Joan, managers can also have a huge impact on a career. A great boss is a person who sees more in you than you see in yourself. They will see you as an asset to be developed. Over her career, she has worked hard to work for great people, which was a large factor in her decision to come to PNC.

In the mid-nineties she moved to Pittsburgh to run PNC's Strategic Planning. During her tenure at PNC Joan has also held leadership roles in Wealth Management, Business Banking, Marketing, and now as the Chief Human Resources Officer, a position she has held since 2008. To have all of these opportunities, she also makes sure to ask for what she wants. She stressed the importance in not waiting to be discovered. “It's your career, your happiness. Ask for other people to help you get there.”



Above: A roomful of Women Connect members looked on as Gulley offered insight into building a career.

Why would you take a position you're qualified for? You won't learn and grow.

Women Connect leaders demonstrate talent movement

Recently, two members of the Women Connect leadership team made significant job transitions across lines of business within PNC: Becky Delia and

Sheryl Jordan. We are fortunate to have such dynamic women within our EBRG leadership team! Please join us in congratulating Becky and Sheryl on their new roles.



Becky Delia

Women Connect VP of Communications, recently moved from an Investment Banking role in PNC Capital Markets (where she served higher education institutions, not-for-profit organizations and governmental entities) to manage Corporate Banking for Central PA.

Having been with PNC for more than 20 years, Becky has held various positions within the bank, working in both the Central PA and Philadelphia markets. Her new role provides the opportunity to continue serving PNC's customers as a business leader, with a focus on her local community.



Sheryl Jordan

Women Connect VP of Membership, joined PNC Capital Markets as a Managing Director to provide leadership within the Financial Institutions Group (FIG) and assist in building the FIG business. Most recently, she was the Strategic Partners Group (SPG) Sales Manager within Treasury Management and also had responsibility for the SPG project management team.

Sheryl has been with PNC for 12 years and has 20 years of banking experience. She credits her involvement with Women Connect for helping to focus her on career priorities and looks forward to the opportunity to help grow the FIG business within PNC Capital Markets.

Membership soars with “Refer-a-Friend” campaign!

The Membership Committee has been busy! As a result of the “Refer a Friend” membership drive this past spring, Women Connect is pleased to welcome the following new members to our organization:

Adrienne McBride	Helen Tsvetkoff
Alexandra McKim	Hirra Akhtar
Amanda Ferguson	Jackie Scolieri
Amber Barr	Jacquelyn Fahler
Amy Vargo	Jamie Parone
Anne Romano	Jane Posel
Antonia Franzinger	Janet Zombek
Ashley Scanga	Janice Law
Autumn Melvin	Janice Wohlfarth
Barbara Wood	Jenifer Hartlep
Brian Madeja	Jennifer Hamilton
Brianne Musgrove	Jennifer Rosenstein
Candice Coholich	Jessica Kennedy
Carol Cozen	Jo Obasuyi
Carol Nesky	Joan Stewart
Carolyn Nista	Joanna Barton
Catherine Sheane	Kathleen Flannery
Carlotte Cohen	Kathleen Taylor
Christina DiGiulio	Kelly Caresani
Courtney Uhler	Kristen Celani
Dynthia Sacco	Kristen Herrmann
Dana McTighe	Kristen Hieber
Dana Winbush	Kristen Muncie
Darlise Kearney	Kristen Volosky
Dawn Fabian	Laura Emmerling
Deitra Cooper	Laura Muscat
Denise Leech	Lauren Giulianielli
Donna Baumgarten	Laurie Figgins
Elizabeth Dowling	Leah Taylor
Elizabeth Mays	Leanne Osterhagen
Erica Yurt	Lee Cambria
Erin Donahue	Linda Kinslow
Gina Coleman	Linda Sakalik
Gisella Del Frate	Lisa Forlano
Heather Glidden	Lisa Fox

Lori Chokel
Lin Hitt
Linda Casne
Lori Field
Lorreann Webley
Lorraine Zwickle
Lucinda Carr
Mallory Durrett
Marc McAndrew
Marchele Andrews
Marcie Haitema
Margaret Brown
Martha Shelby
Mary Esposito
Mary Hambrick
Mary Rose Stuhldreher
Maureen Carricato
Megan Luke
Meghan Friel-Orbich
Meghan Little
Meredith Shozda
Michelle Calderone
Michelle Neidhardt
Nada Rote
Nancy Golembiewski
Natalie Schmid
Naomi Wood
Nodeia Mitchell
Nura Saunders
Patricia Campbell
Patrycja Jaworska-Garrett
Paula Roman
Rachael Schwartz
Rebecca Jackson
Rebecca Spencer

Renee Lindemann
Robin Connolly
Sanah Sabharwal
Shumeng Qu
Stacey Babyak
Stefanie Pate
Stephanie Estelle
Stephanie Hannan
Stephanie Scanga
Susanne Kokoska
Tania Roberts
Temple Kearns
Trina Barkley
Trisha Winkler
Veronica Schachter
Vicki Mayowski
Victoria Bartholomew
Viorella Mattucci
Wendy Wells

If you would like to volunteer for the Membership Committee, please contact chairwoman Sheryl Jordan at sheryl.jordan@pnc.com

Women Connect Leadership Team and contact information

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