



## Commitment to Excel Awards

Commitment to Excel (C2E) is the Regional Municipality of Durham's (the Region) annual recognition program to appreciate employees for outstanding achievements in the following categories: Service Excellence, Leadership, Innovation, Community Volunteer, and Excellence in Equity.

### Purpose:

The C2E program is intended to:

- a) Drive excellence by recognizing employees for their contributions to the Region and its communities in the delivery of service excellence.
- b) Contribute to the attraction and retention of staff.
- c) Contribute to a supportive work environment and culture of recognition where employees feel valued for the work that they do.

### Categories:

Nominations are available in five categories:

#### 1. Innovation

This award honours individuals or teams for outstanding creativity and successful implementation of an initiative resulting in exceptional improvement to Region's programs or services.

#### 2. Service Excellence

This award honours individuals or teams for exceptional performance and commitment to exceeding the needs and expectations of internal or external customers in the delivery of Region's programs or services.

### **3. Leadership**

This award honours individuals who have had significant positive impact in the organization through demonstrated outstanding leadership. nomination is submitted.

### **4. Community Volunteer**

This award honours individuals who embody the Region's vision and values through their outstanding community service and dedication beyond the workplace.

### **5. Excellence in Equity**

This award honours individuals who demonstrate commitment to advancing equity and inclusion by going beyond the scope of their regular work to develop equitable practices and systems.

### **Award levels:**

All nominations are awarded one of three levels based on the final scoring.

#### **Level 1: Award of Excellence**

- Awarded for clearly meeting and/or exceeded established criteria for the category through outstanding contributions.
- Top tier award, reach 75% or higher of the total score.

#### **Level 2: Making the Difference Award**

- Awarded for considerably meeting established criteria for the category through outstanding contributions.
- Second tier award, reach 50%-74% of the total score.

#### **Level 3: Star Achiever Award**

- Awarded for meeting established criteria for the category through outstanding contributions.
- Third tier award, reach 49% or less of the total score.

The C2E Committee has completed evaluating each of the 115 nominations for 2024. All awards recognize the tremendous dedication, effort, and commitment of the nominees. Please refer to the next pages for a full list of 2024 award recipients and a summary of their outstanding accomplishments.

## 2024 C2E Award Recipients

### Star Achiever Award

#### For Service Excellence, to...

- **June Todd**, Works – Fostered positive relationships with Plant Operations staff, boosting interdepartmental collaboration and communication, which led to the development and rollout of vital asset management programs.
- **Anna Rosquita**, Office of the CAO – Became the Admin guru on their team, consistently providing excellent service to everyone they interacted with.
- **Natallia Klimava**, Works – Delivered flawless customer service by exceeding high standards through effective collaboration and communication.
- **Namita Bhat**, Corporate Services – Led the By-law Recovery, Storage, and Management project in the Legislative Services Division.

#### For Leadership, to...

- **Wendy Beales**, Social Services– Actively listened to the ideas of others, considered multiple perspectives, demonstrated a keen eye and ear for detail, and communicated effectively both verbally and in writing.
- **Rebecca Massimi**, Works – Demonstrated leadership by temporarily stepping in to senior roles during vacancies in the microbiology, organic, and inorganic labs, due to retirements, leaves, or transfers.
- **Anu Sharma**, Office of the CAO – Led by providing guidance, instruction, and expert advice, fostering a community of excellence through their commitment to high standards in all they do.
- **Bonnie Hnatko**, Social Services – Supported staff with open communication, confidentiality, and prompt issue resolution, fostering a welcoming and inclusive environment.

### Making the Difference Award

#### For Innovation, to...

- **Amanda Chambers, Amanda Hobin, Cheyenne Jarrett, Hanna Mohammed**, Office of the CAO. **Jocelyn Schoenwald, Josann Ramlal-Kelly, Yash Shah**, Corporate Services. **Adrianna Ramsingh, Andrea Cain, Devon Nation-Williams, Rachel Gillis, Sandra Allen, Vanessa Burton, Vanessa Vitale**, Social Services. For supporting an environment where diverse perspectives and

expertise converge, identifying and addressing the unique challenges faced by Black post-secondary students, leading to a positive outcome.

- **Nellany Amuthalingam, Denise Dalton, Heidi Perryman, Marcia MacKay, Jennifer Cunningham, Samantha Muir**, Social Services – Conducting research and implementing a new service delivery model of Brief Behaviour Consultation to reduce waitlists, provide early intervention and enhance the sustainability of the provided strategies with a focus on coaching and mentoring.
- **Kelly Murphy**, Works – Leading a large team of internal staff members, the senior leadership team, and Pratus Group, treating everyone respectfully, remaining organized, prioritizing goals, planning work appropriately, and establishing a vision that resonates with everyone.
- **Carmen Tohaneanu, Chase Mainse, Denis Beaulne, Jairo Torres, Joe Green**, Works. **Vidal Guerreiro**, Finance. Leading the Region's first Water & Wastewater Greenhouse Gas Emissions Management Strategy.
- **Janisha Kamalanathan, Pam DeWilde**, Office of the CAO – Leading the establishment of the Youth Action Group (YAG).
- **Sangeetah Pabla**, Office of the CAO – Leading the Making Connection, Building Community project, raising awareness of essential safety and well-being programs and services by developing and delivering Durham Region's Guide to Community Resources for Seniors and Older Adults.
- **Tineka Levy**, Office of the CAO – Leading the CSWB Secretariat, implementing several comprehensive and coordinated approaches to addressing community violence, particularly gun and gang activity.

#### **For Service Excellence, to...**

- **Babak Habibi**, Finance – Demonstrated exceptional teamwork skills and collaborated effectively with colleagues and vendors to achieve outstanding results.
- **Andrea Turley**, Finance – Exceeded expectations by creating new logs and processes to ensure data accuracy and enable trend analysis for improved efficiencies.
- **Nazish Kramat**, Corporate Services – Demonstrated strong work ethic, organization, and attention to detail, propelling our teams forward with new, fresh, and creative ideas.
- **Jordan Shields**, Finance – Exceeded expectations by taking on challenges without hesitation and maintaining a positive outlook in all situations.

- **Anna Galea**, Social Services – Consistently exceeded typical job responsibilities by going above and beyond and demonstrating outstanding initiative.
- **Heather Peel**, Health – Delivered outstanding performance during the recent Workplace Modernization Project office move.
- **Trisha Paine**, Finance – Provided above-and-beyond support to over 2,500 employees on the WorkForce system.
- **Shawn Patey**, Finance – Went above and beyond, behind the scenes, providing exceptional support to ensure the Region's enterprise applications performed effectively.
- **Brandon Legault**, Social Services – Facilitated outstanding recreation programming throughout the home, supported colleagues, and consistently demonstrated dependability, reliability, and a willingness to lend a helping hand.
- **Alex Rodd, David Coito, Greg Peterson, Janine Varuna, Lisa Phillips, Peter Rattana, Soujanya Kumar, Vipul Patel, Yashodhar Dave**, Corporate Services. **Heather Richardson, Julie Roza, Karen Facca, Olivia Dupuis, Sharon Coelho, Teena George**, Finance. **Alyssa Skan, Jenna Decher, Kristen Fernandes**, Social Services. Worked diligently to decommission YARDI and find solutions for legacy data access while ensuring IT compliance and legal retention requirements.
- **Dean Vergados**, Finance – Provided excellent service supporting the ELM system for both the Region's Talent Acquisition/Development group and the Police Services Education & Training division.
- **Alisha Gomes**, Social Services – Went above and beyond to meet the needs of residents throughout the home, advocating for them and ensuring they received optimal care and were treated with dignity.
- **Daniela Poe**, Finance – Demonstrated service excellence by exceeding role expectations to ensure customer satisfaction and support operational and best-in-class technology applications.
- **Samantha Owens-Ghaney**, Corporate Services – Played a pivotal role in integrating the Service Durham Division's myDurham 311, led multiple training cycles, and ensured new employees were well-prepared to deliver top-tier service, resulting in improved employee confidence, service accuracy, and customer satisfaction.
- **Sathi Thurairajah**, Corporate Services – Consistently delivered outstanding service through meaningful, in-depth interactions that efficiently resolved issues, reduced repeat contacts, and enhanced customer satisfaction.

- **Arsalan Qaisar, Brandon Christie, Jeff Burgers, Naeem Ismat, Stephen Faria**, Works – Responded swiftly and effectively to restore the SCADA system, ensuring residents remained unaffected.
- **Amanda Jackson**, Corporate Services – Demonstrated exceptional problem-solving skills and innovation to enhance customer satisfaction and improve internal processes.
- **Donald Yu**, Works – Embraced the role of mentor for other Project Engineers by planning, organizing, and conducting 'Yu Talks' to share knowledge and foster team development.
- **Stacy Grant**, Office of the CAO – Demonstrated professionalism and dedication to helping others.
- **Allan Francisco, Alyssa Locke, Farrell Dawoodjee, Gaurav Dudani, George McCann, Luke O'Driscoll, Melissa Rizzo, Mila Arnason-Dwyer, Naza Mekah, Nicholas Cafarelli, Samantha Peters, Samantha Owens-Ghaney, Sathi Thurairajah**, Corporate Services. **Jared Graham**, Finance. Demonstrated outstanding dedication, resilience, and ongoing performance improvements in delivering exceptional customer service.
- **Mira Gimon-Keeler**, Corporate Services – Consistently demonstrated exceptional dedication, professionalism, and a genuine commitment to serving colleagues and Regional employees (clients).
- **Roshain Ganesh**, Works – Revolutionized financial reporting for the Traffic Division.
- **Christine Creamer**, Social Services – Led efforts to support and strengthen collaborations with Dnaagdawenmag Binnoojiyag Child & Family Services and the Durham Children's Aid Society.
- **Jessica Rhynas**, Planning and Economic Development – Exceeded duties as a Business Development Coordinator by consistently going above and beyond expectations.
- **Sara Jane Mackenzie**, Social Services – Delivered exceptional service and built strong partnerships with internal and external stakeholders.
- **David Mirny**, Finance – Exceeded expectations by ensuring new staff felt supported and confident in their roles.
- **Cindy Boyd**, Office of the CAO, **Jean San Luis, Joanne Iacono, Lisa Mizzi, Melissa Lombardi, Michael Schroder, Natalie McGovern-Martin, Nitha Reno, Rebecca Thomson, Sara Jane Mackenzie, Scott Kearns, Sherin Surenthiran, Veronica Martineau**, Social Services – Exceeded the needs and

expectations of Long Term Care residents through the Consent and Capacity project by advocating to ensure their rights, dignity, and autonomy were consistently respected.

- **Jenna Koyanagi, Melissa Tyson**, Social Services – Reviewed the Personal Support Worker schedule, adjusted the full-time to part-time ratio, and maximized the number of full-time positions within budget hours.
- **Amy Kozak, Emila Siwik**, Social Services – Played a critical role in the successful re-boot of the Long Term Care homes' Quality of Work Life (Social Committee) post-COVID.
- **James Latimer**, Works – Demonstrated exceptional leadership in resolving a long-standing construction deficiency through personal expertise in building science and proactive project management, delivering a high-quality, sustainable solution.
- **Brooke Dunn**, Health – Demonstrated innovative programming and strategies to improve internal processes, along with a strong commitment to supporting client needs within the service excellence spectrum.
- **Peter Veiga**, Works – Advocated for and championed the transition of the Blue Box program and the expansion of the Green Bin program, while organizing and supporting the operations team.
- **Karen Cowans**, Social Services – Made a difference in residents' day-to-day lives by giving 100% care, serving as a role model and excellent trainer for all new hires.
- **Jordana Kennedy-D'Arcy**, Social Services – Consistently strengthened partnerships with internal and external customers by providing essential support and fostering positive relationships.
- **Dori Pereira**, Corporate Services – Demonstrated the ability to manage a high caseload in the Human Resources Division with remarkable efficiency, care, and attention to detail.
- **Alex Serrano**, Works – Provided support for troubleshooting and operating Building Automation Systems (BAS) for Regional business units outside FMO's portfolio and demonstrated passion for excellence in BAS design and operation.
- **Courtney McLaren**, Works – Demonstrated above and beyond dedication and commitment by spending countless hours training others with patience, positivity, friendliness, and hard work, thereby improving the work environment and boosting colleague morale.

- **Alessia Moretti**, Social Services – Demonstrated outstanding commitment to exceeding client and colleague needs by consistently bringing a positive attitude and expertise, fostering an environment of collaboration and growth.
- **Roger Inacio**, Corporate Services – Facilitated the audio/visual component of committee meetings across the Region, specifically the Durham Agricultural Advisory Committee (DAAC), Durham Active Transportation Committee (DATC), and the Durham Environment & Climate Advisory Committee (DECAC), contributing time, expertise, and a friendly demeanor to ensure smooth and effective meetings.

#### **For Leadership, to...**

- **Chris Holoway**, Works – Leading ongoing collaboration efforts with a major industry as they upgraded their wastewater treatment process.
- **Marc Dallaire**, Works – Naturally stepped into a leadership role during a period of major staffing changes, fostering a collaborative, accountable, and forward-thinking environment while consistently delivering results through their strong and empathetic leadership.
- **Sarah Ostler**, Works – Exemplified true leadership, rising through the ranks over 15 years at the York Durham Regional Environmental Laboratory to become Supervisor, where they now lead a team of 30, drives process improvements, and applies their expertise as a national lab auditor to enhance operations.
- **Steve Moore**, Works – Consistently prioritizes the team's well-being above their own, advocating for their needs and driving continuous improvement.
- **Kiersten Allore-Engel**, Office of the CAO – They have done an exceptional job transforming the Community Safety and Wellbeing portfolio from a provincial mandate into a Council-endorsed plan with clear priority risk factors for our communities.
- **Adam Hurst**, Works – Provided critical leadership during a rare departmental reorganization, temporarily managing the newly formed Sustainable Infrastructure division while building its team and continuing their role as Project Engineer.
- **Gemma Sim**, Finance – Exemplified visionary leadership by fostering a customer-centered culture, breaking down silos, championing innovation and AI, promoting collaboration across teams, and empowering their staff through mentorship, training, and inclusive practices.



- **Andrea Smith**, Office of the CAO – They stepped up to lead the development of a comprehensive project plan that successfully guided the creation of the Regional Strategic Plan.
- **Meaghan MacDonald**, Social Services – Played a pivotal role in launching the Affordable Housing Development and Renewal Division, driving key initiatives with expertise, energy, and a strong commitment to tackling the housing crisis.
- **Christa Leeder**, Health – An outstanding leader, fosters an inclusive, collaborative, and people-centered environment that empowers teams and drives meaningful results.
- **Sara Stewart**, Works – Demonstrates natural leadership, deep knowledge, mentorship, and a positive, approachable attitude that has earned them the respect and trust of their team during a period of rapid growth and significant challenges.
- **Rachael McArthur**, Health – Provided on-demand support and tirelessly delivered best practices, training, and tools to empower their team and peers across Durham and the province.
- **Becky Wilkins**, Finance – Led with empathy and strategic vision, strengthening team cohesion, expanding capacity, improving business relationships, and championing solutions that align with organizational needs.

#### **For Excellence in Equity, to...**

- **Ben McWade**, Works – Demonstrating commitment as an active member of the Indigenous Advocacy Committee since 2023, promoting equity and inclusion both internally and externally.

### **Award of Excellence**

#### **For Innovation, to...**

- **Desiree Maza**, Corporate Services – Led groundbreaking transformation of the Information Technology Division's project management process.
- **Alex Rodd, Terry Madsen**, Corporate Services – Designed and implemented the IT Quality Management System (QMS) for the Information Technology Division with exceptional expertise.
- **Balynn Albrecht**, Social Services – Created, in partnership with EarlyON providers, a quality assessment and enhancement tool.
- **Brittany Brunt**, Social Services – Demonstrated visionary leadership in reshaping how Region of Durham delivers critical services to residents.

- **Alison Burgess, Amanda Bongard, Amanda Chambers, Audrey Martineau, Edward Zucca, Janet Piercey, Justin Vandergaast, Leigh McEachran**, Office of the CAO. **Charmalee Harris, Jennifer Bishop, Jocelyn Siciliano, Lisa McIntosh, Rachel Small, Sahar Foroutani, Yvonne Mais**, Social Services. **Andrew MacIntosh, Christine Dunkley, Jennifer Mac, Sandra Taylor**, Works. Demonstrated exceptional collaboration and ingenuity in opening the 1635 Dundas Low Barrier Shelter.
- **Justine Bateman, Roxana Bakhshian, Vera Oliveira**, Office of the CAO. **Kevin Spurs**, Corporate Services. Successfully created a technological solution using existing IT infrastructure to significantly improve the Automatic Speed Enforcement exemption process for the Legal Services Division, Durham Region Police Service, Region of Durham Paramedic Services, and out-of-town prosecutors.
- **Alex Rodd, Naweed Adel, Rachael Olanipekun, Vipul Patel, Zaffar Siddiqui**, Corporate Services. **Baily Genge, Devon Nation-Williams, Nadia Polani**, Social Services. Developed and implemented the Appointment and Scheduling Assistant Program (ASAP), an innovative solution that significantly improved the quality and effectiveness of Durham's programs and services.
- **Andrea Smith**, Office of the CAO. **Christine Shetler, Sarah Rice**, Corporate Services. Developed and maintained an interactive dashboard providing the CAO and department heads with regular updates on key operational metrics, supporting timely leadership insights and action on trends.
- **Emilee Wotton**, Social Services – Developed and transitioned health and safety boards to a digital cloud-based format, moving information from physical walls directly into workers' hands.
- **Jacqueline Feuiltault**, Planning and Economic Development – Demonstrated visionary leadership, strategic execution, and dedication in establishing an innovative international economic development partnership between Durham Region (Invest Durham) and Business Tampere, Finland.
- **Hitesh Rajput**, Finance – Played a key role in the procurement process to help the Region qualify for the Ministry of Long-Term Care (MLTC) Construction Funding Subsidy (CFS).

#### **For Service Excellence, to...**

- **Brent Kimberley**, Corporate Services – Provided exceptional support for the Regional Asset Management Solution (Maximo) and led the upgrade to the latest MAS version, consistently exceeding normal job scope and performance expectations.

- **Corinne Vlcko, Michael Binetti, Nicole Lysaght**, Transit. **Corey Hill, Denise Murphy, Jeremy Bowen, Joe Cafarelli, John Tryon, Shawn Downey, Steven Kemp**, Works. Made exceptional contributions to the Region's new public art and creative placemaking program in 2024, going well beyond typical job scope and responsibilities.
- **Anu Sharma**, Office of the CAO. **Allison Cushing, Charmalee Harris, Haley-Dawn Nowak, Jodie Matsushita, Lisa Street, Tracy Barclay, Yvonne Mais**, Social Services. Identified a critical need to reconstruct ELCCS systems grounded in Diversity, Equity, Inclusion, and Accessibility (DEIA) as the foundation for care and learning.
- **Olufunmilayo Adekoya, Sujeev Jegatheeswaran**, Finance – Played a significant role in enhancing and modernizing investment and debt activities at the Region of Durham.
- **Alex Swirski, Jacquie Beckett, Tara Zupancic**, Health – Made exceptional contributions to the creation of the Climate Change and Health Report Series.
- **Amber Woodman, Ashley McAllister, Cheryl Bruce, Deborah Jardine, Emma Storey, Jyllian Mckenzie, Kaitlin Sparling, Karen Downer, Kasheen Neal, Kirsten Clarkson, Kristin Mee, Lisa Nasso, Marie Rose Angeles, Midun Ibrahim, Nancy Abbott, Palak Bhasin, Pearl Henderson, Sharron Bouchie, Shuby Oladapo, Thomas Speer, Valerie McKechnie**, Corporate Services – Demonstrated exceptional performance, adaptability, and dedication to providing outstanding service.
- **Amber Lemieux**, Corporate Services – Successfully stabilized the Service Durham Division's myDurham 311 operations while building a high-performing, engaged team committed to exceptional customer service.
- **Samantha Owens-Ghaney**, Corporate Services. **Cheryl Holman, Jamie Murphy, Jessica Theriault, Joyce Snary, Tanya Tinkler**, Finance. Demonstrated outstanding collaboration, teamwork, and transparent communication during a pivotal period of change, going above and beyond to ensure success.
- **Laura Jones**, Health – Consistently went above and beyond to deliver exceptional client care, always taking the time to engage meaningfully with everyone.
- **Amanda Chambers, Audrey Martineau, Leigh McEachran**, Office of the CAO. **Alex Rodd, Amanda Jackson**, Corporate Services. **Amy Forbes, Christine Wilmot, Jessica Stasiuk, Natalie Shider, Nicole Zaduban, Sean Dooley**,

Social Services. Demonstrated exceptional dedication and collaboration in developing and launching the Employment System Website.

- **Alona Topolnisky, Brooke Edward, Jacquie Severs**, Planning and Economic Development – Recognized for exceptional contributions and achievements in marketing and communications, elevating Durham’s brand, engagement, and global reputation—culminating in the prestigious MarCom PLATINUM Award.
- **Lauren Bridges**, Corporate Services – Recognized for consistently exemplifying the corporate values of leadership, effectiveness, innovation, inclusion, and outstanding service excellence, in the Legislative Services Division.
- **Amanda Chambers, Amanda Hobin, Angelo Hsu, Arti Panday, Ashleigh Atherton, Caitlin Rochon, Cameron McDonald, Christina Patten, Cindy Boyd, Danielle Wormald, Deb Abbott, Edward Zucca, Erika Ross, Janet Piercey, Jessica Torraville, Jessie Reed, Joanne Paquette, Liam Hatch, Lindsay Beyger, Lindsay Cochrane, Linnea Veloce, Madilyn Darrach, Mary La Chapelle, Nayel Halim, Nicholas Ryma, Patricia Hines, Reagan Andrews, Roshni Francis, Shannon Coppins, Sonya Song, Stacy Grant, Tina Lee, Office of the CAO. Alexander Harras, Amber Lemieux, Greg Roy, Janine Varuna, Jocelyn Schoenwald, Junaid Sarwar, Leigh Fleury, Léni Jaklin, Lori Crane, Rosie Reitano, Roxane Beattie**, Corporate Services. **Catherine Bell, Shannon MacGregor**, Finance. **Dave Mokedanz, Helen Tanevski, Michael McMahon, Nicole Gilchrist, Pauline Hunt, Shannon Lewis**, Health. **Brooke Edward, Chelsea Lawrence, Hidy Ng, Lori Hope, Steve Kim**, Planning and Economic Development. **Nancy Kalotai, Patricia Nokes**, Regional Chair & Council. **Christian Closs, Cindy McCreight, Cora Yin, Heather Wiken, Kate Bracey, Kathy Davies, Lauren Waugh, Maria Casimiro, Michelle Van Genechten, Morgan Denby, Rachel Small, Samantha Billingham, Sara Jane Mackenzie, Sharon Woods, Thalia Breen**, Social Services. **Ashton Paul, Chris Baker, Fazia Amin, Kamika Walfall**, Transit. **Ashley Brettell, Ben McWade, Danielle Luciano, Denise Murphy, Elia Mastrangelo, Erica Hawkshaw, Jennifer Koene-Fenton, Jeremy Bowen, Joe Cafarelli, John Tryon, Kate Dykman, Matthew Fair, Melodee Smart, Michael Liebrechts, Renata Rozinger, Shawn Downey, Tavis Nimmo, Tim Desjardins**, Works. Demonstrated dedication and enthusiasm by going above and beyond to engage the community in celebrating the Region’s 50th Anniversary.
- **Jennifer Mac**, Works – Exceeded regular responsibilities by collaborating closely with multiple project stakeholders to highlight the Region’s opportunity to deliver immediate housing solutions for those in greatest need.

- **Andrea Cain, Devon Nation-Willaims, Karren Mangwiro, Leanna Langille, Michelle Gracey, Kaydian Rowe**, Social Services – Recognized for exceptional dedication and passion in curating diverse activities that celebrate the vibrant culture and rich history of the Black community.
- **Karthik Baleswaran, Tony Tan**, Corporate Services – Demonstrated dedication to customer-centric design, timely response, innovative thinking, and delivering exceptional outcomes, in the Information Technology Division.
- **Kristyn Chambers**, Planning and Economic Development – Recognized for outstanding leadership and innovation in advancing rural tourism in North Durham.
- **Agnes Kim, Amanda Gutkowski, Ashfeeya Master, Gary Zhang, Jeffrey Cheung, Jena Garratt-Lam, Julie Nguyen, Mandi Theberge, Shilpa Tejpal, Suada Aden, Toni Moran, Wendella Gobin**, Health – Demonstrated exceptional dedication and performance in managing outbreaks within long-term care, retirement homes, and congregate living settings.
- **Armineh Jadidi, Danielle Thibaudeau, Heather Thompson, Samantha Billingham, Tracey Tyner Cavanagh**, Social Services – Demonstrated strong commitment to building knowledge of community resources and success, establishing internal and external partnerships, and delivering outstanding outcomes.
- **Allan McLean, Andy Chen, Charles Lam, Cyrus Wang, David Coito, David Kennedy, Daxesh Patel, Jason Ingram, Josh Curran, Justin Szawlowski, Karthik Baleswaran, Kishan Patel, Lakshan Yasawardana, Mike Barta, Mike Seppala, Peter Rattana, Steve Qeisieh, Terry Madsen, Tim Barker, Tony Tan, Yashodhar Dave**, Corporate Services. **Andrew Sinclair, Andy Griffin, Annette Ashton, Arsalan Qaisar, Brandon Christie, Elliott Halls, Greg Barton, James Tang, Jeff Burgers, Jordan Lauder, Lori Vincent, Michael Yan, Naeem Ismat, Nan Li, Ryan McGrath, Shawn Huston, Shawn Walker, Stephen Faria, Steve Cook, Tyler Wilson, Wes Slomiany**, Works. Demonstrated exceptional dedication, resilience, and professionalism in responding to the Duffin Creek ransomware attack.

#### **For Leadership, to...**

- **Junaid Sarwar**, Corporate Services – As Director of the Service Durham Division, they demonstrated exemplary leadership advancing the Region's myDurham 311 Contact Centre through strategic planning, effective execution, and fostering a high-performing, inclusive team culture.

- **Shannon Lewis**, Health – Consistently went above and beyond to support their team by championing their growth, advocating for them, and fostering a culture of trust and professional development.
- **Deb Kozak**, Finance – Led the team through the 311 transition with patience and dedication. Despite challenges and delaying retirement, Deb ensured smooth operations and prepared the team for future success.
- **Megan Green**, Health – Led the team to achieve goals, promote innovation, and foster an inclusive culture. Their commitment to excellence is commendable.
- **Natalie Mercier**, Social Services – Played a critical role supporting staff, management, and childcare operators by understanding needs and developing a plan to implement funding changes under the new CWELCC formula.
- **Duane Ramkissoon**, Finance – Led Durham's 2024 Prudent Investor Standard adoption, increasing returns and funding housing programs.

#### **For Community Volunteer, to...**

- **Paul Storms**, Works – Provided leadership for The Concert Band of Cobourg's 40+ members.

#### **For Excellence in Equity, to...**

- **Lorie Foley**, Social Services – Demonstrated passion for fostering an inclusive environment and promoting opportunities to advance equity, diversity, and inclusion in the workplace.
- **Kelly Bradstock**, Social Services – Developed an accessible Microsoft PowerPoint template for the team to use when presenting learning opportunities to the community.

**Congratulations to all our Award Recipients!!**