



Please provide a brief introduction about yourself:

I am a native to the area. I have worked for BSH for nearly 22 years and previously for Bosch another 6. I was raised on a tobacco farm and appreciate the value that hard work instills in a person. I married my high school sweetheart, who was also raised on a farm and is an engineer. We live on the Trent River on a portion of his family's farm we inherited. We have 3 children: our oldest son does casting for television in California, twin boy is an engineer in the Triad area for the automotive industry, and twin girl works at Duke hospital with pathology research. We fill our empty nest time with building projects, as my husband is also a contractor. We love to help others and find that we enjoy reworking structures and furniture. That came in handy when Hurricane Florence visited in 2018. I'm also busy at my Church where I sing in the choir, ring hand bells, teach the children during their worship time, and help select the praise music I also help lead. I am not a gifted singer, but I love music and play piano as well.

Describe your current role with BSH and departments or regions you may interact with in your work:

I began working on this campus in Cost Accounting. I left for a bit and came back as Factory Controller. My role ultimately shifted to my current one, Factory Accounting Manager, when someone suddenly left during end of year closing. I was asked to take this position, and I've held it since that time. No matter the title I've held, my daily goal is to learn something new or help someone before I log off. That is usually very easy to do if you are plugged into people and target to grow yourself across the transactions that support our business. We work with nearly every group on our campus, as my team includes payables specialists and asset accountants for the factories, travel audit and support for the US, internal and external audit support for the factories, and we support all payments made for the US. We are involved with month-end closing tasks (journal entries, reconciliations, execute commands, produce reports, etc.) that help produce financial statements. We analyze results and help determine correctness. We support Bosch tax requests as well as BSH Corporate Team for all factory topics.

What hardships or obstacles did you overcome in your career journey?

It has not always been easy being a female manager working in a manufacturing environment. I am convicted to speak up, but I have learned (sometimes the hard way) that timing is everything and your word choices are important. Respect must be earned, but I've watched some entitlement across my 20+ years. Of course that exists in every company! My challenge has been to represent strong women in a management role, though I have little opportunity (none) to present data to upper management. I have channeled that frustration to use any opportunity I have to support others as my chance to present. With a small team, it is also challenging to find ways to retain people. I try to think of problems as teaching opportunities, so we can all grow and learn. Topics to learn can be wide. We can learn beyond our job scope, if we wish to engage. We can go further than the easy answer of 'what' but enhance it with 'why'. If we take time to build that in ourselves and in others, we grow roots. The interdependent departments on our campus benefit from the knowledge built in each other. This challenge is building now, as I see more and more legacy employees leave. I hope we will all engage and share what we know.

How do you handle your work/life balance?

I think I did not do it well for a long time. My husband was a great coach! I am fortunate to now work a hybrid schedule. That has helped reduce some stress, as the flexibility enables me to work longer days when I need to but also eat a meal with my husband. I do yoga and

read to help rest my mind. Playing good music and dancing to songs that I love is a great release for me. ☺ I love to cook; I find chopping food is very relaxing. My husband and I like to walk in the woods in front of our home with our two Corgis. We are fortunate to live on the river, but we also have a tiny house at the ocean. Walking on the beach or riding on the river in a boat or paddling a kayak is the best medicine for a stress-filled day. A glass of wine is also a bonus! ☺ And most importantly, I pray for guidance over every aspect of my day.

In the spirit of the Diversity Days theme, what do you see as your unique contribution to BSH?

As a local female to eastern NC, I believe I'm in the minority in our BSH US company as a manager. At the factory campus, there are very few females in leadership roles. I've mentioned the challenge to push in, due to the role that I have, but I hope each of us can think about a dynamic and turn that into a challenge. Women might not be expected to play a vital role on our factory campus, but my role is very important. It is my job to explain that to those who don't understand. It is dangerous to think we don't need each other.