

# **Karen Mellott-Foshier**

## **Career / project highlights at Uponor**

### **Progressive responsibility in leadership and visibility as a trusted consultant and business partner with corporate headquarters**

- Served on global team of six members to build a new intranet using the SharePoint platform for 4,000 employees; provided ongoing guidance and direction on the development, governance, content and maintenance of the site
- Managed North American activities/communications for special investor relations event
- North American communication processes, plans and philosophy adopted globally
- North American crisis communications plan served as the foundation for corporate and regional crisis communications plans
- Provided editorial expertise by reviewing and editing global communications for our regional and language differences (e.g., employee surveys, employee value proposition, values launch, brand refresh, etc.)
- Served as the North American communications liaison to ensure strategic initiative alignment with investor relations (e.g., joint ventures, manufacturing expansions, acquisitions, etc.)
- Acted as social media consultant; incorporated our North American social media policy into the global policy
- Represented North America as communications lead on a worldwide team to observe Uponor's 100<sup>th</sup> anniversary
- Coordinated and managed the annual CEO employee appreciation video from start to finish (creative direction, writing the script, logistics, deadlines, etc.)

### **Recognized need for improved communication flow and employee engagement internally**

- Took the initiative to create and lead a 25-member Uponor North America Communications Board to proactively identify communication needs
- Employee engagement and communications lead
- Created and led Uponor Spirit Week (a week of employee engagement activities)
- Led Uponor North America's 25<sup>th</sup> anniversary year-long campaign in 2015
- Initiated participation in the Minneapolis Star Tribune's Top Workplace survey (Uponor made the Top 100/150 list for six years)
- Provided creative and editorial direction to produce primary employee onboarding and recruitment brochure to showcase our culture
- Created printed annual calendar highlighting employees
- Wrote 15-week-blog series profiling employees about their personal and professional lives
- Recognized service milestone anniversaries on intranet and employee events
- Created weekly employee engagement poll questions (intranet and whiteboards)

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### **Member of strategic committees, boards and project teams**

- Uponor North America Communications Board (founder and chair)
- Uponoria (intranet) development, governance and editorial teams
- Crisis communications and issue management team (communications lead)
- Sustainability team (communications lead)
- North American leadership meeting planning team (communications lead)
- Social media team (founder and consultant for North American and global team)
- Uponor convention marketing and communications team
- North American editor for global employee magazine (2009 to 2013)