

**NAME:** Penny Bebko, PHR

**TITLE:** Vice President of Human Resources and Career Development

**COMPANY:** Erie Homes for Children and Adults (EHCA)

**YEARS OF SERVICE:** 18 Years

**WEBSITE:** ehca.org

**EXPERTISE AND LEADERSHIP:**

Penny Bebko has been a dedicated team member at EHCA for over 18 years, serving in various human resources roles before being appointed EHCA's vice president of Human Resources & Career Development. Recently, Penny demonstrated her expertise in Human Resources and earned her Professional in Human Resources (PHR) accreditation.

**INFLUENCE AND INVOLVEMENT:**

Penny actively networks with peers within EHCA's operational scope and collaborates closely with its insurance vendor, Loesel-Schaaf Insurance, and the agency's workers' compensation group, The Eagle Workers' Compensation Trust, downstate, where she serves as a shareholder.

**RESULTS AND ACHIEVEMENTS:**

Penny leads the recruiting and training team that has restored EHCA's staffing levels to pre-pandemic numbers for the first time in over five years. She proudly represents EHCA as the 28th largest employer in Erie County. Penny is a highly energetic, positive, and valued confidant to the senior team here at EHCA. Her accomplishments are even more remarkable given that she is a single mother of two whose efforts are tireless and of the highest quality. She is even keeled and someone who you know what you will get, day in and day out.

*Nominated by Jonathan Rilling of EHCA.*