

<b>CEO/President/Managing Partner – Small Company Category</b>	
<b>Nominee</b>	
<b>Name:</b>	Mary Brown-Richards
<b>Title:</b>	President
<b>Organization:</b>	Brown Richards & Associates
<b>Nominator</b>	
<b>Name:</b>	Carol Fisher
<b>Organization:</b>	Workplace Partners

**Give up to three examples of how this person demonstrates Integrity:**

Mary values the truth and I believe sees this as the solid core of working with what is the problem. She problem solves in an effective way. She has always been very straight forward in her interactions with others in the 15 or so years that I have known her. She operates without guile, pretense, or playing politics.

**Give up to three examples of how this person demonstrates Respect:**

Mary has always been respectful of her staff, colleagues, clients and members of her community. She believes that staff and clients have valuable input regardless of status or walk of life. She strives to maintain cultural and demographic diversity within her staff and serves a very diverse client group. Brown Richards has frequent meetings with staff at all levels and makes sure that the staff has the training they need to provide excellent and respectful service. Staff needs are respected in relation to personal living/ family situations and options to work from home if needed.

**Give up to three examples of how this person demonstrates Responsibility:**

Mary of Brown Richards & Associates pioneered the establishment of onsite child care centers in the workplace especially in Georgia. Brown Richards and Associates has established over 2 dozen corporate child care centers for clients such as Emory University, CDC and Children's Health Care of Atlanta ( in DeKalb County), CNN, Georgia Power, Georgia Pacific, Alston & Bird, King & Spalding, UGA and others. Taking responsibility and assuring leadership to address the needs of working women and families as woman participated increasingly in the workforce in the 1970's and beyond was of utmost importance to her. Mary founded her business with her sister, Betsy Richards in 1977, working out of her home. There were no investors or venture capitalists. Mary and Betsy worked together until Betsy retired after 25 years. Mary had twin boys in 1982. Her husband developed cancer about 14 years later. He passed away after a year leaving Ma ry to raise the boys as a single mom. At that point, she was a successful business woman; but even more personally aware of the need for family resources. She then further promoted the needs of women and families and greatly increased awareness as a founding

board member and past president of the Association of Child Care Consultants International (ACCI).

During this time, it became clear that women in dual roles, working in the labor force often with multiple responsibilities for children and elderly/ ill family members needed expanded readily available resources. Mary created and grew the Work Life component of Brown Richards. This component is now one of the three national Work Life companies in the U.S with 2.3 million members covered and is a leader in the entire industry.

Brown Richards takes the responsibility to resolve any complaints in a straight forward manner. There is a sundown policy where all complaints are acknowledged by sundown on the day received. Steps are then taken to resolve all complaints objectively and expeditiously. Staff is instructed to always treat member clients as they would treat their own family members. Where Mary has seen a need and could apply her expertise she has actively stepped forward to meet that need for countless families and for her community.

Through it all Mary is a down to earth person with great humility. Her focus is on the needs at hand and determination and creating the solutions that are needed. She encourages others to join her efforts and to implement the partnerships needed without concern for who gets the recognition or the credit.

**Please relate an incident or tell a story that shows how this person demonstrates Leadership Character. Examples may include professional or community involvement:**

Once Mary took up her leadership role, finding this significant part of her life mission; she realized that an infrastructure would be most beneficial combining together child care center consultants from across the U.S to share ideas and to create awareness of the need for funding. In the 1980's there was no work- life field. Employers were just beginning to be aware of the need for on-site child care centers, dependent care referral services and other work-life initiatives. A group of consultants around the country banded together to support each other, share information and started ACCCI, a professional group of work-life consultants. Mary became its second president and presided over the growth of the organization. About 8 years later, Mary was instrumental in steering the merger of the Association of Childcare Consultants International (ACCI) with the Alliance of Work Life professionals (AWLP). Mary became the president for 6 year s. She guided the development of the organization including board development, personnel, finance and the nominating committee. About 10 years later AWLP merged with "The World at Work" (WAL) a global Human Resources/ Employee Benefits Company.

Thus Mary exhibited the balance of vision, orientation to process and detail, and the ability to inspire others that demonstrates true leadership. She took all of us who could benefit from her efforts in the direction that she felt that we needed to go and actualized this in a way that endures. The work place world is notably better because of her efforts in making vital resources accessible to all.