



Lowe's: Proven Success

Berks Personnel Network (BPN), a division of Threshold Rehabilitation Services, Inc. of Reading has had a long-standing relationship with several Lowe's in the greater Berks County area successfully providing employment opportunities for workers with disabilities.

BPN Vocational Specialist, Tim Tannous, was instrumental in helping Dave achieve his goal of employment when he was hired as a seasonal Store Associate in Hardware at Lowe's in March 2020.

"It keeps my mind on other things so I'm not always thinking of just myself. It allows me to meet other people and help them which I really like to do."

Dave has received three bonuses since starting his job. He is very proud of being recognized for his work. Dave has been such a quality employee that Lowe's changed his status to a permanent, part-time employee.

"This job has given me the opportunity to feel like I am succeeding at something. It also has given me a chance to reach my goals of getting a new car and an apartment. I am also able to get some extra things for my daughter and grandson."

With his achievements, Dave's self-esteem has grown. He sees himself as a valuable worker at Lowe's and wants to continue to grow in his job.

"I look forward to going to work every day. I really love my job!"

Assistant Store Manager, Mike Katein remarked "We like having Dave here. He's a conscientious worker."

Our Commitment

As their corporate website notes, "Lowe's is committed to fostering an environment where individuals are treated fairly, valued, respected, safe and inspired to serve customers and the community. Marvin Ellison, president, and CEO, and Janice Little, our chief diversity officer, regularly provide direction on diversity and inclusion initiatives.

We focus on diversity and inclusion in three areas:

- Talent: Desire a workforce that reflects the partners and markets we serve to understand our customers' needs and how best to meet them.
- Culture: Foster an inclusive culture that unleashes the brilliance of our full workforce to bring their talents to support the customer and serve the community.
- Business: Lowe's provides better and more diverse services and solutions resulting in better business outcomes.

At Lowe's, creating an inclusive culture among associates is key to providing our diverse customer base with the products and services they need. Our training and development programs are designed to foster open communication, inclusion, and equal employment opportunities for all.

