



## President's Award Winner Matthew French

People and Communications



**Nomination:** Matthew exemplifies Piedmont's values through his daily actions and leadership. His caring nature is evident in his support for colleagues across our organization and is always willing to assist, even beyond his immediate responsibilities. He demonstrates compliance by maintaining confidentiality when handling sensitive topics with team members and leaders who are open and vulnerable to discuss their concerns. Matthew's strength in communication shows through his ability to listen, respond promptly, and support 12 ERGs with more than 1500 team members. His commitment to community is in his title, as the sole leader whose day-to-day focus is promoting Community & Belonging, Matthew drives culture change and creates authentic opportunities for both current and prospective team members to feel included and valued.

Matthew's contributions have enhanced our team member experience at Piedmont. His leadership in ERGs has fostered a culture of inclusion, belonging, and engagement, directly impacting retention and morale. By organizing the 2nd ERG Summit and expanding Piedmont's community service initiatives, he has helped strengthen Piedmont's reputation as a company that values diversity and community

involvement. His proactive problem-solving makes him a trusted leader who drives meaningful change. His efforts this past year have resulted in measurable outcomes, Piedmont now has 12 active ERGs, 65 volunteer board members, 1,574 engaged team members, and they have hosted nearly 100 events in 2025; all of which reflect his dedication to creating a workplace where every team member feels valued and connected. Matthew's leadership embodies the spirit of Piedmont's values and makes him an ideal candidate for the President's Award.

