



## President's Award Winner William Wilson

Finance



**Nomination #1:** William Wilson consistently exceeds the expectations of a Payroll Specialist through reliable, people-first teamwork and unwavering standards. He embodies Piedmont's pillars—caring, compliance, communication, and community—while delivering outcomes our colleagues and operation can trust. William's dedication shows in how he calmly supports team members during sensitive situations, follows processes and legislation without compromise, and communicates with clarity that prevents issues from resurfacing. Team members and leaders across the organization have repeatedly praised his constant positive attitude, noting how his steady optimism and professionalism elevate morale and make challenging moments easier to navigate. William has also expressly affirmed his long-term commitment to Piedmont and demonstrates it daily through his preparedness, consistent follow-through, and pride in representing our company. That values-driven performance and sustained commitment are why I am submitting this nomination for the company's highest honor.

William's teamwork has had a lasting, measurable impact across our organization. In one situation, he noticed a colleague experiencing a health challenge and quietly stepped in to guide them toward appropriate care, demonstrating compassion and calm under pressure—an example of caring that strengthened trust within the team. Day to day, he follows payroll processes, procedures, and legislation with precision, which reduces risk, supports accurate funding and taxes, and contributes directly to on-time, error-free payroll. Colleagues consistently praise his responsiveness and clear explanations, noting how he closes the loop and translates complex issues into understandable steps, improving resolution speed and confidence in payroll. Leaders have likewise commended his constant positive attitude and dependable presence, highlighting how his optimism, professionalism, and resolve foster collaboration and keep teams focused on outcomes. William also shows up for our community by participating in company events and ERGs, representing Piedmont with professionalism and helping build cross-functional relationships that make our operation more resilient. Through steady presence, thorough execution, and transparent communication—paired with his explicit and demonstrated commitment to Piedmont he delivers reliability that others depend on and strengthens our culture across the company.

**Nomination #2:** It is my honor to nominate William (Will) Wilson for the President's Award in recognition of his exceptional embodiment of our company's core values — Caring, Compliance, Community, and Communication. Will's dedication to payroll excellence and employee experience has made a lasting impact across the organization. Caring — Will demonstrates genuine care for every team member's financial well-being. He manages each payroll cycle with precision and empathy, ensuring employees are paid accurately and on time. Beyond his core responsibilities, Will goes above and beyond — assisting team members with personal needs such as finding healthcare providers and regularly checking in on their well-being. His actions reflect a deep commitment to treating others with respect and compassion. Compliance — Will exemplifies integrity and professionalism by ensuring all payroll processes comply with federal, state, and local regulations. His leadership in implementing new training programs and onboarding processes has streamlined operations and improved employee confidence. Will's meticulous attention to detail has resulted in zero audit findings for two consecutive years, and his development of internal checklists and documentation has strengthened our compliance framework. His experience with the Philly Prevailing Wage Ordinance reinforced his understanding of compliance as essential not only for the organization but for the livelihood of our team members. Community — Will actively contributes to building a strong workplace community. He mentors new team members, shares best practices, and fosters a culture of continuous learning. Outside of work, Will represents SSO Payroll in volunteer initiatives, including weekend events promoting aviation careers. His efforts to inspire individuals — showing that aviation is more than transportation and that they too can become pilots — demonstrate his commitment to giving back and creating opportunities for others. Communication — Clear, consistent, and transparent communication is a hallmark of Will's success. He has introduced employee-friendly FAQs and process guides that simplify complex payroll topics such

as tax deductions and time reporting. His ability to translate technical details into actionable information has strengthened trust, improved understanding, and enhanced collaboration across departments. Will is a true example of excellence in action — combining technical expertise with compassion, compliance, and collaboration. His measurable achievements, including sustained payroll accuracy, improved compliance controls, and enhanced employee engagement, exemplify the profound impact one individual can have when fully living our core values. For these reasons, I am proud to nominate William Wilson for the President's Award.

