

DIBE:

Diversity, Inclusion, Belonging & Equality

QUARTER 1, 2026

INSIDE

Diversity and Cultural Calendar

Desiree Greene, COO/CDO, provides dates and insights on milestones that happened over this past quarter.

A Word From Our CEO

Mitch Berger weighs in on the happenings over the past quarter.

Celebrations and News

News on the latest hires, birthdays, and general office information.

Employee Spotlight

Briana Davis provides background on an employee.

INSIDE



Click [here](#) for our **Company Directory!**

Check out our new Teams Channels:

[Collaborations Milestones and Celebrations | Microsoft Teams](#) (everyone can post and reply on this channel)

We want to hear from you!

Do you have any ideas or suggestions?

Please email
newideas@howardsloan.com

Diversity, Inclusion, Equality & Belonging

"Fundamentally rooted in the internal and external processes of Howard-Sloan."



Quarterly Quote:

"Our ability to reach unity in diversity will be the beauty and the test of our civilization."

~ Mahatma Gandhi

"It was wonderful to spend time with so many of you at our events in NYC. It's always good to come together and share ideas and experiences in order to make our Company the best it can be." [Desiree Greene](#)

Term of the Quarter: [Age Diversity](#)

Age Diversity: Includes people of different ages and generations in the workforce.

Here are a few significant moments in history and dates of recognition for this quarter. Can you name other moments for reflection?

JANUARY 2026

January is a month to celebrate the diverse ways in which we communicate and connect with each other. From recognizing the importance of Braille for the visually impaired to observing cultural and religious celebrations, this month highlights the many ways people express identity, memory, and community.

January 3 – Buddhist: Mahayana New Year

Celebrated in many Mahayana communities on the first full moon of January, focusing on reflection and renewal.

January 4 – UN: World Braille Day

Celebrates the importance of Braille for people who are blind or visually impaired.

January 7 – Coptic & Eastern Orthodox Christian: Christmas

Marks the birth of Jesus Christ according to the Julian calendar.

January 19 – US: Martin Luther King Jr. Day

Observed on the third Monday in January, honoring Dr. King's leadership in the civil rights movement.

January 27 – UN: International Day of Commemoration in Memory of the Victims of the Holocaust

Marks the anniversary of the liberation of Auschwitz-Birkenau and promotes Holocaust remembrance and education.

FEBRUARY 2026

February recognizes Black History Month, celebrating the achievements, history, and impact of Black Americans. The month includes cultural, religious, and health-related observances.

February 1–7 – UN: World Interfaith Harmony Week

Encourages respect and cooperation between people of different faiths.

February 2 – Pagan and Wiccan: Imbolc

Marks the early signs of spring and is associated with the goddess Brigid.

February 4 – World Cancer Day

Raises awareness about cancer prevention, early detection, and treatment.

February 15 – Hindu: Maha Shivaratri

Major Hindu festival honoring Lord Shiva with night-long prayers and fasting.

February 18 – Islamic: Ramadan begins

In many countries, Ramadan in 2026 is expected to begin around this date, marking a month of fasting, prayer, and reflection; the exact start varies by local moon sighting.

MARCH 2026

March celebrates Women's History Month and highlights observances focused on equality, renewal, and cultural expression.

March 4 – Hindu: Holi

The festival of colors, celebrating spring, community, and renewal. In 2026, many communities will observe Holi around this date.

March 4 – Sikh: Hola Mohalla

Sikh festival featuring martial arts displays, music, and community gatherings, often coinciding with or following Holi.

March 8 – International Women's Day

Celebrates women's achievements and calls for gender equality globally.

March 15 – UN: International Day to Combat Islamophobia

A UN observance that raises awareness about the prejudice, discrimination, and hatred faced by Muslims around the world.

A Word From Our CEO



Happy 2026!

I am excited for the new year and look forward to an enjoyable and successful one for our Company.

Two keys to our success will be a proactive team effort to bring in new clients and to do new collaborations between recruiters. One of the most impactful ways we can do this is by strengthening how we cross-collaborate through our different specialties. We already do exceptional work for our clients. Many of them trust us in one area and may not realize the full breadth of staffing we can provide. There is no warmer introduction than one that comes from a colleague who already has an established relationship.

That's where the power of cross-selling truly lives.

As teammates, each of us plays a role in making this successful. That means:

- Looking beyond our own specialty and thinking, "Who else in our organization could help this client?"
- Making warm, thoughtful introductions between teams
- Actively sharing opportunities and insights

This year, I'm asking each of you to make a commitment:

Be intentional about collaboration.

Whether that's one warm introduction per month, inviting another specialty into a client conversation, or proactively learning more about what our other recruiters do best — every action counts.

This is not a top-down initiative, it's a shared effort, as the best ideas often come from those closest to the work.

When we collaborate, everyone wins; our clients receive better solutions, our recruiters make more money and our organization grows stronger.

I'm excited about what we can accomplish together in 2026 and grateful for the effort and teamwork, each of you brings every day.

Let's make this a year defined by new clients, new collaboration, and shared success. If anyone has an idea on how we can better support such, kindly email me or set us up on a meeting through Bri.

Warmly,
Mitch

Celebrations & News



Here We Grow Again!

Dan Rixon – IPL Health Staffing
Ellie Vernon – IPL Health Staffing
Hayley Master – HS Admin Div.



Joyce Talmadge 41 years; Desi Greene 30 years; Eric Cwass 29 years; Meredith Ritter 28 years; Nancy Alzerez 21 years; Donna Buro 13 years; Amanda Weintraub 13 years; Shaun Abrams 8 years; Isobel Michaud 4 years; Matt Quercia 4 years; Donna Urban 4 years; Karen Isaacs 3 years; Dawn Faktor 3 years; Megan Price 3 years; Whitney Evans 2 years; Ashley Shannon 2 years

HAPPY BIRTHDAY TO ALL!



1/15; 2/19; 3/19

Town Hall Meeting



1/5; 2/2; 3/19

Employee Spotlight

by Briana Davis



DONNA URBAN

DIRECTOR AND GENERAL
COUNSEL/HR MANAGER
ABELSON LEGAL SEARCH

OUTSIDE OF WORK

In my free time, I spend time with my family and friends. My husband Bill and I live in a beach town, so we love going to the beach, walking the boardwalk, riding bikes, shopping, and dining out on the weekends at our favorite local spots. We also love hosting BBQs in the summer and Sunday Fundays for the Eagles games. And because we love to eat, we spend a lot of time working out in our home garage gym – I refer to some of the workouts as “Bill’s Bootcamp.”

ABOUT ME

I have three sons (Nick 29, Joey 26, and Lucas 21), a stepson (Austin 28), and a stepdaughter (Jessica 32). I am very much looking forward to 2026 – Nick, Joey, and Austin are all getting married!!! And Lucas is graduating college and joining the Air National Guard, USAF, Cyber Warfare Unit.

A recent fun memory just happened on December 9th. My favorite Phillies player, Kyle Schwarber, signed a 5-year deal to stay with the Phillies. As if that wasn’t exciting enough, that very same day, I serendipitously (and almost literally) ran into him at the Philadelphia Airport!



“Credibility and transparency are key, especially with attorneys. People really appreciate honest guidance and direct communication. Having a clear understanding of law firm economics, practice group dynamics, and the real drivers behind lateral moves helps build trust. I’ve also seen that the best outcomes usually come from being patient and focusing on the true fit rather than trying to rush a placement. This is especially true for partner placements. The most successful placements aren’t always the fastest ones, but the ones where expectations are managed carefully on both sides and communication stays transparent throughout the process. And if something doesn’t go your way, take the time to process it but don’t let it get you.”

FAVORITE THINGS

Bill and I love to travel – this past year we went to the Bahamas (with our kids), Sicily (with my brother and sister-in-law), and France – Paris, Normandy, and Loire Valley (with friends). We have a bucket list of places we would like to go. We also enjoy close-by day trips and spending time at home binge watching our favorite shows. I am a Philly sports “Phanatic” – I love the Flyers, Eagles, and Phillies. Also, my three sons played travel ice hockey growing up so I was a crazy hockey mom for many years. We spent a lot of weekends away (upstate NY, Boston, Lake Placid, Pittsburgh, Canada, etc.)

WORK

Working here has also allowed me to maintain relationships with my former partners and other attorneys I’ve worked with over the years. It is especially rewarding when I place attorneys in their dream jobs. What I’m most looking forward to is seeing the long-term impact of the work I do – continuing to build trusted relationships and watching placements turn into successful, lasting careers. It’s exciting to know that what we do now can really shape someone’s future in a meaningful way.

ABELSON LEGAL
SEARCH

We hope you enjoyed this issue of DIBE and welcome your feedback to desireeg@howardsloan.com ETC CHANGE LANGUAGE