

**Name: Denise Ardis**

**Title: Region Director Human Resources**

**Location: Livonia, Michigan**

**Interests: Family, New grandbaby River, and two dogs Arrow and Donut who keep her active**



For the earlier part of her career Denise Ardis served in the US Navy as a hospital corpsman. She spent six years in the service and lived in Chicago, Florida and Naples, Italy. She truly enjoyed the opportunity to live and travel throughout Europe for three years with her husband.

Afterwards, she returned to her hometown of Michigan, where she obtained a Bachelor of Fine Art in Graphic Design and a Master's in human resources from Central Michigan University. Denise went on to begin her career in HR in 2004 at a small design and manufacturing company, before joining RNDC Albuquerque in 2015 as an HR Manager. Today, she serves as the Region Director of HR in Livonia, Michigan.



Denise says she was “immediately drawn to the people at RNDC... the overall culture here is positive and fun. Plus, the relationships I’m cultivating with my WLF classmates has been incredible. I enjoy building friendships, learning from them and being a resource for them. In addition, getting exposure to executive leaders at Senior Executive Leadership Forum (SELF) is fantastic and provides the opportunity to establish new mentors as I continue my career with RNDC.”

When an associate does a great job, Denise believes in writing well-thought-out performance reviews, and making a point to email them and their leadership team to

thank them for doing an outstanding job. She also visits her local wine and spirits store to ask the manager about RNDC and shares the feedback she receives with her team.

Denise loves that while RNDC has thousands of associates, it upholds a genuine culture of a small family-oriented organization. She recalls the first time experiencing a natural disaster firsthand –Hurricane Harvey. Witnessing its devastating impact on Houston and associates, was a catalyst for her to begin supporting RNDC's Relief Fund.

“The relief fund in action was extraordinary; associates submitted a simple form and funds were distributed to them within a day! Seeing how swiftly RNDC stepped in to aid associates who lost their homes and belongings was amazing! It makes me very proud to work for this company and know my contributions to the Fund are directly helping my fellow associates.”