

## NEWS & INSIGHTS

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### TRACY VEBBER NAMED HR IMPACT AWARDS HONOREE BY BIRMINGHAM BUSINESS JOURNAL

August 21, 2024

Lightfoot, Franklin & White LLC human resources manager **Tracy Vebber** has been named among **2024's HR Impact Awards honorees** by the *Birmingham Business Journal*. This award recognizes 17 of Birmingham's top human resources leaders who have made a specific, tangible impact on their workplace in the last year and have a track record of using their role to make their offices productive, creative and safe environments for all employees.

"We are thrilled to see Tracy's exceptional contributions recognized with this honor," said executive director **Warren Nash**. "In just over a year, Tracy has transformed our HR functions, bringing innovation, efficiency and a sense of community to the firm. Her contributions have been instrumental in fostering an environment where our people and practices thrive."

All honorees will be recognized, and five overall winners will be highlighted based on industry at a luncheon event on Oct. 8 at TJ Tower Events.

With more than 25 years of human resources experience, Vebber spearheads Lightfoot's HR department and oversees various administrative functions within the firm. She is also a member of the firm's Diversity, Equity and Inclusion committee. Vebber's notable contributions to the firm include:

- Reducing the firm's days to hire by 50 percent. Previously, it took the firm about 90 days to fill a position; now, it takes about 45 days.
- Implementing an automated payroll system.
- Updating recruiting and onboarding processes.
- Improving how the firm conducts performance reviews.
- Creating an annual flu vaccine clinic for the firm.

Vebber is a Senior Certified Professional in Human Resources (SHRM-SCP) through the Society of Human Resources Management, Certified Healthcare Human Resources Professional (CHHR) via the American Hospital Association and holds a Senior Professional in Human Resources Professional (SPHRi) certification from the HR Certification Institute.