

Uponor North America, Inc.
Erica Amévo, Vice President of Human Resources
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March 25, 2024

Chair Hoffman and Members of the Committee on Human Services
Minnesota Senate
State Senate Building
95 University Ave W. Room 1200
Saint Paul, MN 55103

Dear Chair Hoffman and Members of the Committee on Human Services:

My name is Erica Amévo, the Vice President of Human Resources at Uponor North America, Inc. based in Apple Valley, MN. I am writing to you in support of SF 4030.

As a Human Resources professional for two decades, I know how important it is to create inclusive workplaces for all employees and how inclusion work goes beyond our businesses and permeates our neighborhoods, community groups, and families. That is why I support the passing of SF 4030 and the statewide investment in Lifeworks Services, Inc.

Uponor has been a partner and supporter of Lifeworks for more than a decade and is an employer of people with disabilities. Last fall, Uponor hired Lifeworks to provide an inclusive workplaces training as a part of our commitment to advancing diversity, equity, inclusion, and accessibility. Staff from our Apple Valley, MN headquarters joined the training in person as well as employees from across the globe via video call.

The Lifeworks team did an outstanding job engaging our employees on the topic of disability inclusion. Accessibility and disability inclusion have been part of our Human Resources strategies at Uponor, but we knew we needed the education and tools from an industry expert like Lifeworks to help support the strategies. In total, 134 Uponor staff members participated in the training and reported their confidence in supporting a coworker with a disability increased by 56% after the training.

The inclusive workplaces training included a panel discussion that featured the lived experiences of people within or connected to the disability community, including one of our own employees. Having their voices at the forefront of the discussion was impactful for attendees and sparked thoughtful conversation on how we can all advocate for disability inclusion in our workplaces and communities.

I am confident that the disability inclusion education and training provided by Lifeworks will make a difference in Uponor's workplace and with our employees. We are more

knowledgeable, aware, and prepared to have a workplace that is wholly inclusive of employees with disabilities – which is something all workplaces and communities should strive toward.

Beyond training, I am excited that Lifeworks will work alongside people with disabilities and businesses to create an inclusion assessment that will provide people with disabilities insights as to which of our community spaces are inclusive or disability friendly.

Lifeworks goes above and beyond as a disability services provider by bringing solutions that show us the way to a radically inclusive world. Not only through disability inclusion training and education, but also by partnering with people with disabilities to navigate the system and gain access to the services and supports they choose.

Uponor fully supports the disability inclusion work Lifeworks is doing statewide. With the investment from the state through SF 4030, Minnesota will be known as the most inclusive state for people with disabilities.

Chair Hoffman and Members of the Human Services Committee, I want to sincerely thank you for your time and the work you do at the legislature.

Sincerely,

Erica Amévo
Vice President of Human Resources
Uponor North America, Inc.