



# MEET 10 INFLUENTIAL PHCP-PVF WOMEN

Ten leading women tout the undeniable value of a career in PHCP-PVF.

**The industry's best just got better.**



**KIM BETTS**  
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**TERESA CARDONA**  
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**AMY MACK**  
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**KRISTIN MCGANN**  
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**JACKIE MIKA**  
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**KALA McDONALD**  
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**KELSEY MCMILLAN**  
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**STEPHANIE RADEL**  
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**CHRISTINE ROMAN**  
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**DENISE VAUGHN**  
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Although it has a reputation of being a male-dominated industry, the PHCP-PVF supply chain is full of impactful women. Celebrating Women's History Month, *Supply House Times* is highlighting 10 influential women who are leading the industry to great success.

In recent conversations surrounding attracting and retaining more people, more women and achieving more diversity industry-wide, it's become evident that offering support, mentorship, compassion and resources is key. As it's more important than ever to shout from the rooftops the benefits of a career in our industry, each woman below shares the most rewarding part of their PHCP-PVF career thus far.



## Kim Betts

**COMPANY:** BETTS PLUMBING AND HEATING SUPPLY  
**TITLE:** PRESIDENT

"The PHCP industry gave me the gift of believing there were no limitations on what I could do as a woman. Betts Plumbing & Heating Supply (formerly Betts Piping Supply) was the dream of my grandfather Russell Betts. Unfortunately, he passed 3 years into his dream and my grandmother, Lynne Betts, chose to continue that dream, adopting it as her own. Lynne was the only employee, so she continued her 'traditional' female role of bookkeeping and jumped into ordering, selling, and giving technical support on all products sold. Growing up I saw my grandmother and father work side by side, doing all aspects of the business and never noticed, or knew, that the PVF industry was a male dominated industry. As the owner, and only family member in the business, I enjoy the ability to support my team, customers and other community members in reaching their goals."



## Teresa Cardona

**COMPANY:** SANIFLO  
**TITLE:** MARKETING AND COMMUNICATIONS MANAGER

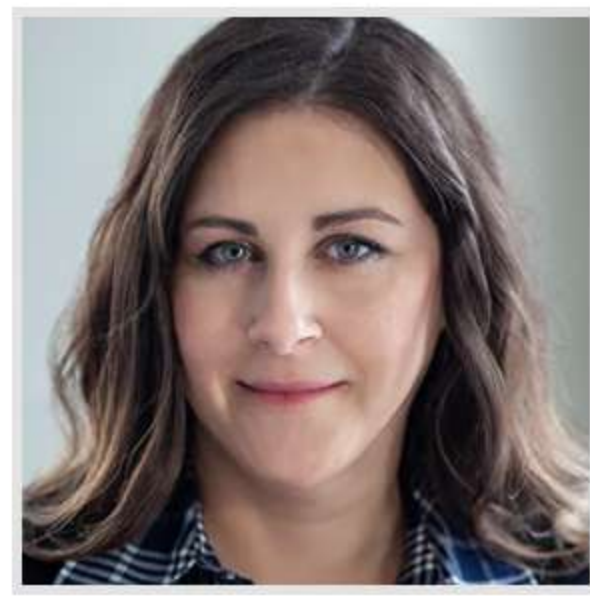
"When I began my career, it was right at the beginning of COVID-19. It was, professionally and personally, one of the hardest stages in my professional career. However, working through the challenges COVID presented was very rewarding. Navigating through Covid served as motivation to create and evolve an abundance of new marketing ideas and strategies. Our team in the US and Canada worked together to adapt from the norm of attending trade shows and in-person events to successfully hosting webinars and online discussions. Ultimately, the shift created by COVID offered a new opportunity to take advantage of booming online communities such as social media to reach our audience."



## Amy Mack

**COMPANY:** CONSOLIDATED SUPPLY COMPANY  
**TITLE:** CORPORATE SHOWROOM MANAGER

"The most thing I have found valuable is the strong relationships that have been built throughout my career. I started out part time with Consolidated Supply Co. working in the showroom and at will call. I credit the support of the Consolidated team and the training I was provided to work my way into the Corporate Showroom Manager."



## Kristin McGann

**COMPANY:** F.W. WEBB  
**TITLE:** DIRECTOR OF PROCUREMENT

"The relationships I've developed with co-workers and vendor partners have been the most rewarding part of my career. Everyone works so diligently to improve their organizations. I genuinely enjoy being in the PHCP-PVF industry."



## Jackie Mika

**COMPANY:** SLOAN  
**TITLE:** VICE PRESIDENT, CUSTOMER EXPERIENCE

"Over my career in plumbing, I have learned not to give up. When you think you can't get further, keep reaching. That mindset, along with perseverance and hard work has allowed me to have a successful, fulfilling career."



## Kala McDonald

**COMPANY:** THE COLLINS COMPANIES  
**TITLE:** VICE PRESIDENT, HR AND FINANCE

"The Collins companies has been part of my life since I was 5 years old and now I have the privilege to work alongside people that I always considered family. Over the last 6 years I have been mentored by some of the best professionals in the field which has elevated my career to a whole different level than if I had stayed working for my previous employer. How lucky am I that I get to learn and grow in my career every day, but still get to work alongside the people I love the most? In the last 10 years I have watched more and more women enter this industry with excitement and a solidarity that you do not always see in the working world. The buzz that happens at our WII conference is contagious and that is why we continue to be the fastest growing division of ASA. We supply the material that builds our communities from hospitals, to schools and the heart of manufacturing. It is my future mission to encourage people and especially other women, to consider building a career in our industry."



## Kelsey McMillan

**COMPANY:** OATEY CO.  
**TITLE:** DIRECTOR, INTERNATIONAL BUSINESS

"Kelsey believes to attract more women to the PHCP-PVC Industry, there should be a bigger focus on STEM programs in school. For her, building that passion and interest start at an early age. Women introduced at an earlier age can begin to find role models in the industry. After hosting Oatey's recent STEM Career Education Workshop, she found that those experiences are really important for women to realize that they have the opportunity to enter a typically male-dominated industry. To retain more women to the PHCP-PVF industry, Kelsey believes a positive company culture will create strong allyship in the workplace. Having mentorship opportunities and resource groups will help women support and encourage one another. It's important to have a comfortable, inclusive, and welcoming workplace for all."



## Stephanie Radel

**COMPANY:** UPONOR USA  
**TITLE:** SENIOR MANAGER, COMMERCIAL SEGMENT

"The most rewarding part of my career in the PHCP-PVF industry is helping to develop and educate on new and innovative labor products and services that change how we construct our buildings. There is greater awareness in our industry today from labor shortages to declining water quality and greenhouse gas emissions, we have to do things differently to build a more sustainable future. We have the opportunity to make this change and create the future of construction, from the materials we use to the process we take to install. To me, that is so exciting."



## Christine Roman

**COMPANY:** SHOWROOMMARKETING.COM  
**TITLE:** MARKETING STRATEGIST AND CONTENT CHOREOGRAPHER

"I find it most rewarding to see women leaders and next generation owners take center stage at their company and bring to life innovative strategies to scale growth, operate more efficiently, and leverage technology in ways previous generations never had to deal with before! Although really impressive progress has been made, the best is yet to come!"



## Denise Vaughn

**COMPANY:** FERGUSON  
**TITLE:** VICE PRESIDENT, ENVIRONMENTAL, SOCIAL AND GOVERNANCE

"Like many, I landed in this industry unexpectedly and I wouldn't trade the last 16 years of growing my career with Ferguson for anything. I love the people, the grit, the relationships, the dedication to serve, and so much more. I am an insatiable learner, so personally, the most valuable aspect of working in this industry has been the opportunities for continued learning. Our products and solutions are essential and seeing the innovation and growth of the built world is exciting. I am honored to be a part of the evolution of our industry."

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