

## ***Recognizing June as Pride Month with Employee Spotlight: Mark Buterbaugh***

Pride month is marked during June nationwide as a way to support acceptance, solidarity and inclusivity in society for members of the LGBTQ+ community. It's also seen as a way to discourage mistreatment and discrimination against this population in the United States of America.

For S&T Treasury Sales and Service Support Specialist, Mark Buterbaugh, Pride Month is a celebration that brings him a feeling of community and welcome. He is encouraged by the supportive, warm acceptance he feels being shared with him whether it's from an ally, a gay or straight individual. He says, "Throughout my life, this month and the celebrations surrounding it have given me confidence to know that I am worthy as a person and that having a sense of pride is something that everyone deserves. The LGBTQ+ community has made much progress in society and it's something that we can all continue to work toward."

Mark grew up in Indiana County. He moved away from the area for a period of time and worked in many different industries. According to Mark, "I spent a substantial portion of my career in retail sales management and have lived all over the country, moving back to Indiana in 2016 to spend time with and to help my family members. It took some time to adjust to living back in the area, but now, nine years later, I am working at S&T Bank and am very involved with our S&T Pride Employee Resource Group (ERG). I also serve on the board of the Pride Alliance of Indiana and with the Downtown Indiana Theater and Downtown Indiana. I am hopeful that my involvement with our ERG here at the Bank can produce the same great support for the LGBTQ+ community that I experienced at other companies in other areas of the country."

When thinking about how S&T puts value on Diversity, Equity and Inclusion (DE&I), Mark believes that "DE&I is important here. The Bank is making sure people feel valued, regardless of who they are. We are working to make sure that no one feels marginalized. I am happy that S&T sees value in every person, every skill set and every personality."

Mark genuinely loves giving back and serving the community. He shares, "I volunteer a lot. I enjoy working with the theater and helping to reinvent some life and culture to our downtown area. The venue is particularly unique and not only hosts films, but also hosts great musicians. This year, we're even looking forward to celebrating the 100<sup>th</sup> anniversary of the theater, so there will be some great events around that."

"As a member of the board for Pride Alliance, we create the structure around annual Pride events and hold monthly events as well as some fundraisers. This past year, I had the opportunity to organize the Fill-a-Bus event after a tragic event at the Chevy Chase Community Center."

Working at S&T Bank has been a fulfilling experience for Mark. "I love the history here. I find it fascinating that we've been around for well over 120 years. That means we've made it through the largest recession in the early 1900's and we were still a very young bank. I like the structure that a lot of local companies don't offer. Training is a great focus here and I'm happy to see our abundant opportunities for learning. I think that when we deny learning, we deny life and ultimately growth."

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