

## Client Name & Contact Info

### Summary of Experience

As a reliable partner to senior management, I develop, implement and manage global Human Resources strategies targeted to corporate goals. A true generalist with significant M&A, organizational development, employee relations, performance management, recruiting and succession planning experience, I am skilled at evaluating corporate cultures and effecting re-org strategies to accomplish goals. I achieve success through relationship-building and aligning employee and company goals.

### Core Competencies/Selected Accomplishments

- Develop and implement HR infrastructure for companies in nascent stage of growth
- Develop talent through performance assessment, employee relations and training initiatives.
- Won approval from senior management to transition from PEO model to bring HR in house through effective and thorough presentation skills
- Manage mergers & acquisitions through EMA analysis to achieve global parity
- Successfully address Employee Relations issues to avoid litigation with respect to alleged discriminatory unemployment and AA/EEO claims
- Manage talent through progressive disciplinary procedures that have achieved zero-litigation goals
- Reduced cost-per-hire through creative use of social networking media and negotiation of favorable exclusive relationship with nationally recognized headhunter
- Developed and rolled out highly effective interactive Performance Evaluation criteria
- Effected legislative change through article written for *Newsday*
- Successfully lobbied for passage of taxable bond legislation in U.S. Congress

### Professional History

#### Company Name

#### Global Director of Human Resources

2012 - 2013

Global policy development and implementation, heavy recruitment initiative via social networking, employee relations across multiple cultural venues, global benefits and compensation strategist for EMEA, NZ, AU & HK.

#### Company Name

#### Consultant - Global Director of Human Resources

2011 - 2012

Hired to develop HR infrastructure after a PEO relationship: created policies, procedures, Employee Handbook. Tasked with managing acquisition of 300 employees globally by managing payroll and benefits providers globally.

**Company Name**  
**Vice President – Human Resources**

1998 - 2011

- Supported over 700 FTEs as head of Human Resources in U.S. and Canada
- Partnered with senior management to strategize succession planning, employee relations, post-acquisition organizational goals, benefits and comp programs  
Transitioned Wachovia Bank employees to our privately-held company by developing comprehensive compensation strategy based on job ranking, benefits program and staff development
- Transitioned CIBC Mellon employees, achieving parity in U.S. and Canadian benefits
- Wrote employee benefits communications internally and for clients

**Mellon Investor Services – Employee Stock Plan Services Group**  
**Director – Plan Sponsor & Participant Communications**

2005 - 2006

Directly responsible to Managing Director employee education program  
Customized benefits communications for clients' employees  
Recruited equity compensation administration professionals

**Consultant - writing and editorial development**

1990 - 1998

Developed roster of private and government agency clients for projects that included several National Park wayside exhibits, training in business writing for the U.S. Army Corps of Engineers procurement department, research and writing of a NYC Transit Museum exhibit, as well as being selected by the Smithsonian Museum to develop an upcoming transportation exhibit.

**Education**

Doctoral studies in Rhetoric- The City University of New York  
M.A. English, cum laude - Queens College  
B.A. Philosophy - University of Rochester  
Level 1 – Certified Equity Professional exam (CEP)  
Certification in Benefits & Compensation from Cornell University (School of International Labor Relations)