

JANE DOE

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SUMMARY

A highly accomplished top human resources executive with wide ranging expertise in organizational development, succession planning, salary/benefits, M&A integration, labor/employee relations, IT, training/development, communications, safety, security/risk management. Demonstrated success in providing innovative programs and solutions in areas of management and organization development, benefits design, succession planning, executive compensation, employee relations, talent acquisition, diversity, and leadership. Develops, plans, and executes HR and IT initiatives that increase revenues and profits. Integrates acquisitions that increase value and enhance competitive position of company.

EXPERIENCE

SERVE-FOOD INC.

City, State

An \$18,000,000 foodservice company with 30,000 employees and over 100 distribution centers operating coast to coast. The company serves all of the US and more than 300,000 customers, including restaurants, hotels, schools, and other institutions.

Executive Vice President, Chief Human Resource Officer

2000-2010

Served as senior officer responsible for company's human resources and information technology functions. As a member of the executive committee, counseled chief executive officer and members of the executive management team on organizational and technology issues, executive recruitment and selection, management development, succession planning, and executive compensation. Held responsibility for \$25,000,000 budget and 200 professionals.

- ◆ **Acquisition/Merger Integration:** Led integration of a \$4,000,000 foodservice company acquired in 2000, and due diligence and integration of another \$6,000,000 foodservice company acquired in 2001. Though culture change leadership and productivity enhancements, saved \$30,000,000.
- ◆ **Benefits Planning:** Redesigned and standardized benefit plans, resulting in \$25,000,000 savings. Managed merger of eight 401-K plans and two nonqualified pension plans. Led merger and development of new defined benefit pension plan.
- ◆ **Organization Design:** Streamlined processes, eliminated redundancies, reduced head count where necessary, and improved communication, resulting in enhanced relationships and service to customers.
- ◆ **Upgraded Human Resource Capabilities:** Recruited to build competent human resource function. Established training/management development and compensation functions. Developed formal succession planning process, standardized benefit programs with improved communication and administration, implemented Hay compensation system, and developed company-wide labor relations strategy that resulted in budgetary discipline in collective bargaining.
- ◆ **Information Technology:** Held oversight responsibility for the IT group. Oversaw successful transition of company's IT function to align it with business needs to make it more accountable for deliverables and for return on investment. Resulted in a savings of \$120,000,000.
- ◆ **Governance:** Worked closely with SEC/DOJ investigators on issues pertaining to company's overstatement of earnings. Improved corporate governance and financial integrity, addressed staffing issues and maintained core business throughout process.

MARKET ON MAIN.**(city, state)**

A \$3,000,000,000 grocery retailer with 24,000 employees, 160 supermarkets, 200 convenience stores, and three distribution centers operating in New York, Ohio and Pennsylvania.

Executive Vice President, Human Resources

1995-2000

Accountable for human resource function. Partnered with executive team to develop human resource initiatives to support business objectives and improve workforce effectiveness. Responsible for \$5,000,000 budget and 25 employees.

- ◆ **Organization Re-design:** Streamlined field operations human resource structure, which reduced labor expenses by \$1,000,000.
- ◆ **Merger/Integration:** Led integration and merger of Finest Food Stores in Cleveland. Redesigned corporate infrastructure to efficiently and effectively support stores in Western New York and Cleveland, resulting in savings of \$15,000,000.
- ◆ **Culture Change:** Led project team that consolidated five distribution facilities into a one 1 million square foot distribution facility. In addition, led culture change initiative within center, improving productivity and relationship with associates and the International Brotherhood of Teamsters. Led culture change at Tops Markets Inc., from a family owned regional chain to a division of a multi-national corporate entity.
- ◆ **Operational Management:** Held full P&L responsibility for 210 Wilson Farms and Sugar Creek gas and convenience stores with revenues of \$250,000,000. In addition, facilitated divestiture of 13 Vix Deep Discount Drugs Stores, which accounted for \$100,000,000 in revenues.
- ◆ **Labor Relations:** Developed, planned, and executed strategy and processes for achieving new collective bargaining agreements in Western New York and Cleveland. Resulted in zero cost increases and primary reductions in health and welfare contributions in both agreements.
- ◆ **Talent Acquisition:** Managed recruitment of 19 vice president positions. Coincided with implementation of aggressive diversity campaign, which significantly improved company's culture and numerical representation.
- ◆ **Leadership Development:** Led transformation of management group from technically proficient team to a team of highly effective leaders.

BOARD MEMBERSHIPS

Western New York Health Care Coalition, Chairman of the Board
(Promotes quality and cost effective health care)

Western Michigan University, Advisory Board
Food Marketing Program

Cerebral Palsy Association of Western New York

Southeastern Michigan Chapter of Project Able

EDUCATION

EASTERN MICHIGAN UNIVERSITY, Ypsilanti, Michigan
B.S., Political Science, 1976