

HUMAN RESOURCES LEADER

Facilitating an engaged workforce and an empowered culture.

Areas of Expertise

Strategic Planning | Leadership
Mergers | Acquisitions
Finance | Accounting | Controls
Organizational Structure/Design
HR Administration
Shared Services
HRIS | System Migrations
Corporate Communications
Employee Relations
Union | CBA Negotiations
Talent Acquisition | Retention
Compensation | Benefits
Regulatory Compliance
Social Responsibility
Diversity | Equity | Inclusion

Education | Skills

Bachelor of Science (BS),
Accounting,
Ball State University
(Honor Society | Academic
Scholarship)

Diversity in Leadership Program,
Marian University (in July 2022)

Leading into the Future,
Northwestern Kellogg Executive
Education

Negotiations Skills, National
Mediation Board

Management Training and
Coaching Clinic, Ascend
Leadership Program

Dedicated, resilient HR leader, known for building strong partnerships with C-suite, functional stakeholders, government entities and external business partners and vendors.

Influential change agent with a forward-thinking mindset, building trust and loyalty in a culture where every voice is heard and opportunities to develop are readily available.

Resourceful strategist with an extensive accounting and finance background, framing HR budgets, compensation and benefits to deliver optimal results in the most cost-effective manner.

PROFESSIONAL EXPERIENCE

ABC AIRWAYS

Vice President, Human Resources (2019 – Present)

Held P&L accountability for HR operations, working in tandem with corporate executives to devise and implement people strategy for 6,500 employees in a multi-billion-dollar enterprise. Defined and executed \$471M compensation and benefits program and led teams of up to 100+ direct and indirect reports.

- Secured buy-in from C-Suite on \$20M investment to enhance performance-based rewards and 401(k) programs to support front-line associates.
- Devised and launch successful campaign which secured top talent and helped to hire crewmembers in a market with extreme pilot and labor shortages.
- Directed all activities associated with payroll for corporate and union employees, tax records maintenance and reporting.
- Optimized service and performance of HRIS systems to include automation of onboarding and offboarding processes and serving as a one-stop resource for HR-related questions.
- Led migration to Workday to include configuration, maintenance, process improvements and integration of self-service opportunities and enhanced security features.
- Developed the basic framework for DEI strategy, formed DEI committee, aligned programs with DEI initiatives across disciplines and assisted in expediting 2,000 hours of leadership development training.
- Orchestrated 6% reduction-in-force and led nearly 80% of associates subsequent rehire once COVID-19 travel restrictions were lifted, ensuring the company remained competitive while limiting exposure.
- Implemented recognition programs and NPS system to monitor levels of enthusiasm and dedication, led the CARE initiative as part of a corporate-wide cultural shift.

Community

Member, Society of Human Resources Management (SHRM)

Participant, Susan B. Komen Walks for the Cure

Volunteer, American Cancer Society, Habitat for Humanity, IU Health Foundation

Promotor, Huntington's Disease Society

Missionary, Food for the Poor

Event Coordinator, Republic Giving Tree

Wellness Council Member, Indiana Chamber of Commerce

Early Career

Financial Reporting Analyst
Brightpoint North America

Analyzed gross margin and profitability by business unit.

Created audit schedules, consolidated intercompany transactions and managed vendor relationships.

Developed forecasting methodologies and labor cost models. Set up and maintained general ledger and performed balance sheet account reconciliations and variance analysis.

Technology

MS Office 365 (Excel, Word, PowerPoint), CCH, Ramco ERP, Aerosoft, JD Edwards, Fourgen, FAS, Edgar, Ultimate, Kronos, Concur, Workday, HRIS

PROFESSIONAL EXPERIENCE *(Continued...)*

Director, Human Resources (2016 – 2019)

Invited by the Chief Administrative Officer to apply accounting and finance skills along with team leadership experience to the people side of the business. Held oversight of corporate and crew payroll, benefits, HR infrastructure, travel and administrative functions. Negotiated and implemented and administered union contract agreements.

- Orchestrated key HR functions, including benefits plans, open enrollment, leaves of absence and workers compensation, as well as managing relationships with external vendors.
- Spearheaded migration to new HRIS solution, implemented HR policy best practices and established protocols for budget administration and reporting—all contributing to operational efficiency.
- Designed collective bargaining agreements, resolved disputes with the union, sustain optimal working conditions, address safety concerns and answer questions about workers' rights.
- Coordinated educational opportunities and created an L&D strategy to upskill and reskill employees in alignment with evolving corporate strategy and business needs.

Finance Director, Shared Services (2008 – 2016)

Supervised tax, compliance and audit functions, serving as liaison with the IRS, Department of Transportation and various state agencies, in addition with external tax consultants and advisory firms.

- Partnered with C-suite during acquisitions and integrations of three separate airlines. Directed payroll, accounts payable and treasury functions, managing and mentoring 40+ team members.
- Designed and implemented an automated Crew Pay system; advised on implementation of new accounting system. Assisted with managing internal and external audit teams as well as financial and SEC reporting.

Assistant Controller (2002 – 2008)

Directed financial reporting, consolidations, reconciliations and SEC reporting. Managed all aspects of general ledger accounting, accounts payable and fixed asset activities.

- Played key role in navigating initial public offering (IPO) from initial planning through implementation in 2004, with ongoing oversight of stock option management.
- Facilitated an organizational restructuring which helped the company emerge from bankruptcy in 2017.
- Recognized with the company's highest award, the "Circle of Stars," acknowledging performance leadership.
- Orchestrated post-sale integration and due diligence during acquisition and through creation of new holding company.