

**EMPLOYEE BENEFITS STRATEGIST**

Dynamic and versatile benefits strategist with proven expertise in planning, directing, orchestrating, and executing initiatives to maximize strategic initiatives surrounding benefits. Experienced benefits professional with proven ability to effectively design, create, and implement efficient programs and policies. Ability to work with business leaders and external providers to design competitive and attractive incentives in line with the company's market competitiveness, cost effectiveness, rewards strategy, and vision. Demonstrated capability in providing vision and counsel in elevating organizations through accelerated growth while consistently aligning benefits strategy with people and organizational objectives. Willing and able to relocate.

- Highly effective at utilizing expertise to transform and sustain high-performing and market-leading organizations competitive advantage through benefits offerings.
- Verifiable aptitude in understanding strategic plans and business objectives while demonstrating capability in problem-solving and decision-making.
  - Visionary who synthesizes facts, events, and concepts to develop realistic and long-range plans while directing, analyzing, and executing benefits plans on a timely and cost-effective basis.

**Strategic Planning ▪ Benefits ▪ Staff Development ▪ Plan Design  
Conflict Resolution ▪ Budget Control ▪ M&A ▪ Union Negotiations Support  
Compliance ▪ HR Solutions ▪ Benefits Administration**

**PROFESSIONAL EXPERIENCE**

- Palm Beach State College, Lake Worth, FL 2019 - 2020  
**Benefits Analyst**  
Responsible for analysis of health and welfare plans, Florida Retirement System Pension Plan, Family Medical Leave Act and Workers Compensation.
- CONSTELLIS, Palm Beach Gardens, FL 2018 – 2019  
**Benefits Manager**  
Lead design and administration of multiple 401(k) Savings plans, Non-Qualified Deferred Compensation Plan and ensure compliance with local and federal regulations for leading global provider of risk management, security humanitarian, training and operational support services to government and commercial customers with more than 20,000 employees. Oversee the merger of multiple savings plans and ensure compliance with HIPAA and other federal regulations. Manage staff of two Benefits professionals.
- FLORIDA CRYSTALS CORPORATION, West Palm Beach, FL 2016 – 2018  
**Benefits Manager**  
Manage benefit plans for Florida Crystals Corporation and America Sugar Refinery, Inc., including frozen defined benefit and retiree medical plans, and health and welfare plans, including open enrollment, disability and leave plan management, communication, ACA compliance, wellness program design and Service Awards. Current initiatives include review and consolidation of FCC/ASR plans and processes and managing recent implementation of disability and leave vendor. Manage staff of two Benefits professionals.
- AMERICAN CHEMICAL SOCIETY, Washington, D.C. 2014 - 2016  
**Assistant Director Benefits**  
Responsible for strategic direction and administration of health and welfare benefit plans with budget of over \$34 million. Manage frozen defined benefit and retiree medical plan and active defined contribution plans.

Lead meetings and make recommendations to the Benefits Review Group, the executive governing body for benefit plan changes. Successfully completed lump sum window for frozen defined benefit plan with payments of over \$25 million and over 30% participation. Implemented decision making tool to facilitate plan selection based on employee's individual circumstances. Responsible for benefits for expanding international employee population in China, India, Germany and the UK.

ROLLS-ROYCE, Reston, VA

2009 - 2014

### **Senior Benefits Manager**

Lead the successful delivery of high deductible medical plan full replacement strategy. Monitor the health and welfare benefits plans' performance from a cost, competitiveness and employee satisfaction perspective. Ensure compliance with governmental regulations and implement changes as required by new legislation. Continuously improve delivery, employee understanding and engagement, and vendor performance. Provide recommendations for changes to existing programs and proposals for new benefit offerings. Support labor negotiations by developing proposal recommendations.

- Designed solution to reduce retiree medical liabilities by \$15 million. Implemented changes to address Senior Management's objective to reduce costs and Human Resources objective to maintain employee engagement and eliminate the potential for accelerated retirement of employees with critical skills. Developed and implemented successful change management strategy.
- Implemented new disability and leave administrator that greatly improved payment processing, claims turnaround and reporting. Utilized a multi-faceted communication strategy to announce the new vendor and transition prior claims.
- Led open enrollment process for active and retired employees. Introduced a new medical plan offering in response to employee feedback which resulted in 13% participation. Recommended and implemented plan design changes to encourage the use of preventive services. Identified a significant gap in retiree medical plan design resulting in restructuring future options for Medicare eligible retirees.
- Led project to change benefits administrator for health and welfare, pension and Savings Accounts saving \$5.5 million over a five-year contract. Developed new communication marketing strategy based on market segmentation to announce change.

RAYONIER INC., Jacksonville, FL

2008 - 2009

### **Director of Employee Benefits**

Work in collaboration with executive management to successfully deliver new plan designs and outline cost impact for all corporate benefit plans including retiree medical plan benefits, employee assistance program, and wellness plan. Oversee compliance with governmental regulations and prepare reports and analysis of company plans. Monitor market conditions and develop trends and regulatory proposals to ensure all plans are competitively positioned, cost effective, and strategically sound. Provide recommendations for changes to existing programs and proposals for new benefit offerings. Conduct negotiations with third party Medicare coordinator.

- Designed phase out of retiree medical coverage including communication strategy to reduce accounting liabilities of \$12 million.
- Outsourced pension administration, generating cost savings through the utilization of a bundled provider for trustee, actuarial, and administration services, as well as an improvement in turnaround time and customer satisfaction.

RINKER MATERIALS CORPORATION, West Palm Beach, FL

2003 - 2007

### **Director of Employee Benefits**

Led a team accountable for \$56M in benefits programs and initiatives. Created and launched overall benefit policies including benchmarking and fee analysis for 401k. Gained proficient knowledge of state and federal regulations, current trends, and practices. Accomplished due diligence and incorporation of employees across multiple acquisitions. Employed additional national medical network.

- Increased 401k participation by 18% by creating a plan to educate employees on the benefits of participation in the savings plan.
- Championed the initiative for zero employee contribution increases over four years by consistently staying ahead of market trends.
- Decreased administrative benefit fees by 20% by proposing and securing a new benefits outsourcing partner within four months.
- Maximized efficiency of FMLA administration by utilizing a disability management vendor to administer FMLA thus enabling the use of medical documentation to support the disability.

FLORIDA POWER AND LIGHT COMPANY, Juno Beach, FL

**Human Resources Lead-Mergers, Acquisitions, and Union Negotiations**

**2002 - 2003**

Formulated strategies and constructed proposals for labor negotiations. Executed due diligence for all benefits activities. Proposed HR initiatives in alignment with financial modeling. Led the transition and integration of employees and accurate cost projections. Worked with executive management to determine pension and post-retirement benefit obligation impact.

- Instrumental in providing research, analysis, and development surrounding benefit cost and contract changes during the acquisition of a union facility based on the purchase agreement.

FLORIDA POWER AND LIGHT COMPANY, Juno Beach, FL

**Senior Human Resources Consultant, Benefits Design**

**2000 - 2002**

Supervised health and welfare vendors including contract review, monitoring performance standards, and negotiating renewals. Provided leadership in communicating benefits costs with Florida Public Service Commission rate review. Directed a diverse team through open enrollment for active and retired employees including management of third party vendor.

- Recommended allocation of proceeds from life insurance company demutualization. Provided oversight to all contract review, performance monitoring, and negotiation of renewals for health and welfare vendors.
- Generated \$600K in savings by securing the buy-out of long term disability participant group.
- Designed, implemented, and administered a comprehensive health care strategy with a \$70M budget to include contribution philosophy, plan design, and vendor selection.

**ADDITIONAL EXPERIENCE**

Served in various other capacities for industry leading organizations including:

Senior Benefits Manager, Ryder System, Inc., Miami, FL, 1994 - 2000

Associate Consultant, Godwins Booke and Dickinson, Coral Gables, FL, 1993 - 1994

Benefits/Pension Analyst, Watson Wyatt, Miami, FL, 1986 - 1993

**EDUCATION**

**Masters of Business Administration**, Nova Southeastern University

**Bachelor of Arts-Economics/Business Administration**, Furman University

**CAREER DEVELOPMENT**

Senior Professional in Human Resource Certification (SPHR), Society for Human Resource Management

Senior Certified Professional (SHRM-SCP), Society for Human Resource Management

Florida Life and Health Insurance License (2-15) – April, 2018