
SUMMARY

A forward-thinking and resourceful, HUMAN RESOURCES EXECUTIVE, with diverse global experience of greater than 20 years and a proven capability in selecting and building high performance, results oriented Human Resources teams. Seeking new career opportunities at the senior HR leadership level with a global organization.

International and complex management business experiences: Amazon (US), Tata (Indian), Benteler Automotive (German), Valeo (French), Dana Automotive (US), QinetiQ Group (UK), and VT Group (UK), Sara Lee (US), Ralston Purina (US).

CORE COMPETENCIES & SKILLS

Executive Leadership
Compensation and Benefits
Human Capital Development
Succession Planning
Training and Development
Immigration / Compliance
International Management
Health, Safety, and Environment
Employee Relations
Human Resource Technology

Labor Relations
Employee Engagement
360 Degree Executive Coach
Lean Manufacturing
Workday HCM
Business Acumen
Talent Acquisition
Mergers & Acquisitions
Union Avoidance
Strategic Planning

Change Management
Project Management
Automotive
Manufacturing
Aerospace & Defense
Professional Services
Consumer Products
Supply Chain
Retail
Computers

EXPERIENCE

AMAZON, Seattle, Washington, 2017-Present.

Human Resources Principal

As an HR Principal provide senior level HR support for Amazon Logistics (AMZL) Last Mile WW logistics corporate teams and their departments. Responsibilities include assisting the executives and managers in a wide array of areas including: employee relations, compensation, performance management, immigration, management training, and communications of new programs, organizational design, department restructures, policies / procedures, and senior management assimilation. This team leads all of the global logistics and support programs for greater than 100 delivery stations and their supply chain partners in multiple countries in NA, the EU and Asia, resulting in the shipment of millions of packages on a daily basis. Amazon strives to be the Earth's most customer-centric company where people can find and discover virtually anything they want to buy online. Amazon continues to grow and evolve as a world-class e-commerce platform.

- Assist the corporate and field leadership during a very rapid rate of growth and expansion adding new departments, functions, programs new sites.
- Served as the AMZL division's HR lead in designing a new management training and assimilation program for new leaders across multiple business units, levels and divisions in the WW logistics organization.

TATA TECHNOLOGIES AMERICAS, Novi, Michigan, 2015-2016.

Vice President of Human Resources – Americas

Managed all HR for a supplier of services in the automotive, aerospace, and industrial heavy machine equipment arenas. Provided HR leadership as key member of management team, for engineering, software, sales, staffing and consulting services in the US, Mexico and Canada. Responsibilities: Employee Relations, Strategic Planning, Talent Acquisition, Compensation, Incentive Compensation, Benefits, Performance Management, Project Management, Policies & Procedures, Coaching, Budgets, Immigration / Visas, Retention, Compliance, International Mobility, Change Management, AAP / EEO. Departure: Sale / Position eliminated in global restructure.

- Restructured, built and developed a new Human Resources organization.
- Designed and orchestrated a new comprehensive strategy of all US employee benefits to attract and retain top talent.
- Led HR execution and implementation of critical complex programs for DOL, immigration, and audit compliance.

BENTELER AUTOMOTIVE - NORTH AMERICA, Auburn Hills, Michigan, 2013-2015.

Vice President of Human Resources – North America Operations

Led all HR functions for \$1.7 billion business of 5,000 employees. Provided HR leadership as key member of top management, including 11 manufacturing plants in US, Mexico and Canada. Served as top HR executive for a restructuring program, with closure of 3 US plants. Responsibilities: Employee Relations, Strategic Planning, Labor Relations, Talent Acquisition, Compensation, Incentive Compensation, Benefits, Performance Management, Payroll, Project Management, Policies & Procedures, Assessment Centers, Training & Development, Employee Communications, Coaching, HRIS / HCM, HR Technology, Succession Planning, Budgets, Immigration / Visas, Retention, Compliance, International Mobility, Change Management, and Relocation.

- Designed, established, recruited, and developed new human resources headquarters department.
- Redesigned, consolidated, and streamlined all U.S. employee benefits programs, with annual savings of \$1,000,000.
- Led management team in company winning election in union organizational attempt for large manufacturing plant.
- Provided executive championship for new market competitive 401(k) savings program for all US employees.
- Directed North America compensation program for reevaluation for all salaried positions and employees.

QINETIQ NORTH AMERICA, Huntsville, Alabama, 2009-2013.

Vice President of Human Resources, Technology & Compensation Systems, Corporate, 2011-2013.

QinetiQ was a 5,000 employee, IT and professional services company to US federal government agencies primarily in aerospace & defense arenas. Provided executive leadership in selecting, launching and managing first corporate Human Capital Management (HCM) enterprise system - Workday. Implemented Workday for core HR systems. As project manager led the streamlining and integration of internal and third-party vendors of HR processes and systems. Implemented the employee performance management system and merit program into Workday. Responsibilities: Strategic Planning, Compensation, Incentive Compensation, Project Management, Policies & Procedures, HRIS / HCM, HR Technology, Budgets, and SCA. Departure: Company sold and corporate staffs eliminated.

- Developed first compensation structure for corporate executive job titles, position slotting, and incentive compensation.
- Designed, established, and managed first corporate employee relocation program.

Vice President of Human Resources, Systems Engineering Group (QinetiQ), 2009-2011.

Managed all human resource operations and staffing activity to meet organizations goals for \$400,000,000 business of 2,000 professional employees. Was integrated into the senior leadership team as the first HR executive. Reduced costs, consolidated functions, and streamlined the HR organization to provide high-quality support for operations and staffing priorities. Responsibilities: Employee Relations, Talent Acquisition, Compensation, Incentive Compensation, Benefits, Performance Management, Project Management, Policies & Procedures, Training & Development, Coaching, HRIS / HCM, HR Technology, Succession Planning, Budgets, Retention, Compliance, Change Management, Relocation, SCA, AAP / EEO, OFCCP, and M & A.

- Consolidated 2 large business of 1,000 employees each with separate cultures, policies, and organizations into 1 HR team.
- Recruited high-quality candidates for 500 new hires per year, with average time-to-fill of 20 days.
- Co-chaired the corporate team for due diligence in selecting first human capital management system (HCM).
- Led new companywide compensation management systems and structure for 1,500 jobs and 5,000 US employees.

FORMTECH INDUSTRIES LLC, Royal Oak, Michigan

Corporate Vice President, Human Resources, 2007-2008.

FormTech was an automotive parts supplier of forgings to the industry of 800-employees, capital-intensive company for 6 manufacturing plants and corporate headquarters. Served as part of a new executive leadership team in a turnaround environment following a Private Equity purchase. Provided executive leadership generating huge financial improvements in EBITDA performance. Negotiated with labor unions to achieve lower costs of business. Responsibilities: Employee Relations, Strategic Planning, Labor Relations, Talent Acquisition, Compensation, Incentive Compensation, Benefits, Performance Management, Payroll, Project Management, Policies & Procedures, Training & Development, Employee Communications, Coaching, HRIS / HCM, Succession Planning, Budgets, Change Management, HS&E, and AAP / EEO.

- Participated in Lean manufacturing to streamline operations, resulting in \$20,000,000 in savings.
- Developed policies and procedures, and realigned benefits programs with government compliance.
- As the HR Executive, received training by a Japanese Kaizen expert and participated in manufacturing Lean programs.

VT SERVICES, Atlanta, Georgia

Corporate Vice President, Human Resources, 2005-2007.

VT Group was a professional services and manufacturing company to US federal government agencies and DOD, in aerospace & defense. Directed all human resources functions for greater than 3,000 employees at 30 US sites. Served as new executive leadership team member, providing strategic and tactical HR change-management initiatives for company transitioning from entrepreneurial endeavor to a sophisticated business of a large multi-national corporation. Built new HR infrastructure. Responsibilities: Employee Relations, Strategic Planning, Labor Relations, Talent Acquisition, Compensation, Incentive Compensation, Benefits, Performance Management, Payroll, Project Management, Policies & Procedures, Training & Development, Employee Communications, Coaching, HRIS / HCM, Succession Planning, Budgets, Change Management, HS&E, and AAP / EEO.

- Recruited and implemented professional and responsive senior human resources organization, turning around operations to provide outstanding service to the employee base and support of rapid organic growth and acquisitions.
- Successfully defended four union organization attempts, averting large financial and operational threats.
- Saved over \$400,000 in annual workers compensation.

VALEO, Auburn Hills, Michigan

Human Resources Division Director, Wiper Systems, North America, 2001-2005.

Valeo is an international automotive parts supplier. Led all HR functions for 3,000 employees located at division headquarters, R & D center, and plants in US and Mexico. Provided strategic involvement for all HR functions during filing and emerging from Chapter 11 bankruptcy protection. Led employee program for primary competency and training requirements for all salaried personnel. Established credibility for HR by building a service-oriented team. Responsibilities: Employee Relations, Strategic Planning, Labor Relations, Talent Acquisition, Compensation, Incentive Compensation, Benefits, Performance Management, Project Management, Policies & Procedures, Training & Development, Employee Communications, Coaching, HRIS / HCM, Succession Planning, Budgets, Immigration / Visas, Retention, Compliance, International Mobility, Relocation, HS&E, and AAP / EEO.

- Served as member of North American Labor Relations negotiations team, reopening contact negotiations with International Union of Electrical Workers (IUE) and achieving cost-reduction objectives in labor contract.
- Completed major program for decentralizing key professional operations from headquarters research and development environment to operating business units and plants.
- Was trained on Japanese Lean manufacturing processes.
- Represented the Division for Global HR projects for the automotive plants.

DANA AUTOMOTIVE AFTERMARKET GROUP, Guilford, Connecticut, 1994 – 2001.

Vice President of Human Resources, Dana Automotive Aftermarket, Strategic Business Unit, 1999-2001.

Led all HR functions for 22,000 employee organization in North America, Europe, and South America. Assumed all HR leadership responsibilities for the SBU with the acquisition of Echlin by Dana. Harmonized all the HR benefits and compensation programs into one portfolio for the Aftermarket. Implemented PeopleSoft at all U.S. facilities and international sites. Defeated United Auto Workers (UAW) attempt at one of the largest manufacturing and distribution facilities. Implemented and standardized over 2,000 job titles, salary grades for all salaried jobs in US and UK. Led the re-organization and consolidation of sales and marketing teams during merger. Responsibilities: Employee Relations, Strategic Planning, Labor Relations, Talent Acquisition, Compensation, Incentive Compensation, Benefits, Performance Management, Project Management, Policies & Procedures, Coaching, HR Technology, Succession Planning, Budgets, Retention, Change Management, Relocation, HS&E, M & A, Union Avoidance.

Vice President of Human Resources, Engine Management (Dana Automotive / Echlin), 1995-1999. Directed HR functions for 6,000 employees for 15 plants and distribution centers in US, Puerto Rico, and Mexico. Provided critical support in acquisitions, assimilations, divestitures, and plant closures at 20 sites. Defeated 3 union organization attempts. Responsibilities: Employee Relations, Strategic Planning, Labor Relations, Talent Acquisition, Compensation, Incentive Compensation, Benefits, Performance Management, Project Management, Policies & Procedures, Training & Development, Coaching, HR Technology, Succession Planning, Budgets, Relocation, HS&E, M & A, and Union Avoidance.

Director of Human Resources, Automotive Controls (Dana Automotive / Echlin), Independence, Kansas, 1994-1995. Reestablished professional HR department and reduced workers compensation costs, served as chairman on companywide HRIS taskforce. Responsibilities: Employee Relations, Talent Acquisition, Compensation, Benefits, Performance Management, Project Management, Policies & Procedures, Coaching, HR Technology, Budgets, Relocation, HS&E, and Union Avoidance. Promoted to CT.

ADDITIONAL EXPERIENCE

SARA LEE CORPORATION (BRYAN FOODS, INC.), West Point, Mississippi, **Division Human Resources Manager, 1992-1994.** Designed new division professional management staffing system and filled key management and professional vacancies. Wrote division HR strategic plan, and developed an hourly overtime reduction program. Managed all HR operations of new plant startup. Trained as a Total Quality Management (TQM) instructor. Directed the division Employee Opinion Survey and developed new employee handbooks. Responsibilities: Employee Relations, Talent Acquisition, Benefits, Project Management, and Relocation.

RALSTON PURINA COMPANY, St. Louis, Missouri, **Manager, Human Resources, 1990-1992.** Supported division HQ and 15 plants (5,000 employees). Established professional staffing function for Grocery Products Division. Served on HR employee "Gain-sharing" team and helped install the new system at 3 large food-processing plants. Generated process improvements and cost savings for company. Responsibilities: Employee Relations, Talent Acquisition, and Project Management.

WANG LABORATORIES, INC., St. Louis, Missouri, **Area Human Resources Manager, 1983-1990.** Managed all HR programs for 600 + employees at 40 locations. Established a new regional HR department providing top quality support to a rapidly expanding computer company. Responsibilities: Employee Relations, Strategic Planning, Talent Acquisition, Compensation, Benefits, Performance Management, Policies & Procedures, Training & Development, Employee Communications, Coaching, Succession Planning, Budgets, Compliance, Relocation, AAP / EEO, and Union Avoidance.

LOUIS ZAHN DRUG COMPANY, Melrose Park, Illinois, **Director of Human Resources, 1981-1983.** Responsibilities: Employee Relations, Talent Acquisition, Compensation, Benefits, Performance Management, and Policies & Procedures.

EDUCATION

UNIVERSITY OF MISSOURI, St. Louis, Missouri, **B.S.B.A., Management, Cum Laude**

PROFESSIONAL DEVELOPMENT

Certified 360 Degree Management Training & Development Coach, 2015

INSEAD - European Centre for Continuing Education, Fontainebleau, France, Executive Management Development Program, 2003

MILITARY EXPERIENCE

U.S. NAVAL RESERVE, INTELLIGENCE, Chicago, Illinois, **Commander (O-5)**, Retired.

Promoted through the enlisted ranks prior to being commissioned as an Intelligence Officer.

AFFILIATIONS

Society for Human Resource Management (SHRM) / International Association for HR Information Management (IHRIM)

PUBLICATION

IHRIM, Executive Interview on Human Resources Government Compliance, 2011

COMPUTER SKILLS

Workday HCM, Microsoft Office Suite, SAP, PeopleSoft

LinkedIn: <https://www.linkedin.com/in/garybagwill>

Personal Website: www.garybagwill.com