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## Fractional Executive | People & Talent | Human Resources

**An accomplished, results-oriented, leader with diverse experience in human capital management, talent acquisition, employee relations, and compensation programs.**

Proven record of success recruiting & leading cross-functional teams, introducing leadership development programs, and buy-side/sell-side acquisitions. Recognized for driving company revenue growth, enhancing onboarding programs, and organizational integration. Demonstrated ability to build talent pipelines, streamline hiring processes, and embed talent strategy. Passionate about promoting DE&I, building an engaging employer brand, improving employee experience, and driving teams to achieve their goals.

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### Areas of Expertise

- Organizational Transformation
- Training & Development
- Internal Mobility Programs
- HR Technology
- Team Building & Leadership
- Diversity, Equity, Inclusion
- HRIS/ATS Optimization
- Due Diligence
- Recruiting & Onboarding
- Mergers & Acquisitions
- Organizational Integration
- Compensation & Benefits

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### Career Experience

Garnet Bridge Consulting | Pittsburgh, PA

December 2023 - Present

#### **President**

Founder and President of a specialized fractional executive firm dedicated to helping unlock the potential of people. Garnet Bridge helps businesses navigate challenges, build scalable companies, and outperform the market through thoughtful People & Talent guidance that's built on real experience.

Employ Inc. | Pittsburgh, PA

July 2015 – December 2023

#### **SVP, People & Talent**

Executive team member reporting to the CEO with full ownership of all aspects of Human Resources and Talent Acquisition. Implemented solutions, including purpose-built intelligent software technologies, services, and industry expertise across diverse brands. Developed coaching material to train a global team on business functions and leadership best practices. Introduced DE&I committee to ensure inclusive environment and promote equality in the workplace. Created a standardized compensation philosophy for the entire organization, including variable, equity, and benefits to secure top talent and reduce turnover rates. Delivered executive-level, interim, leadership to other functional areas, including finance, IT, and facilities. Engaged in buy-side and sell-side M&A from evaluation through deal closure.

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**SVP, People & Talent**

**Key Accomplishments:**

- Grew company revenue from \$5M to \$200M within seven years through organic growth and acquisitions.
- Attained 114% of diversity and inclusion sentiment goals through strategic programming.
- Built and integrated teams to create unified People & Talent organization from four legacy teams.
- Enhanced employee experience by developing unified business procedures and policies.
- Decreased cost-per-hire by 90% and increased productivity of recruiting team 7x.
- Led talent acquisition function with metric-driven alignment, resulting in:
  - improving pipeline speed by 38%
  - increasing offer acceptance to 98%
  - and time-to-fill by 30%
- Improved gender diversity of leadership by 46%.
- Reduced benefit cost by \$800K+ utilizing strategic benefit integration and competitive market analysis.

Kuzneski Insurance Group | Greater Pittsburgh, PA

April 2014 – June 2015

**Director, Human Resources Operations**

Established internal Human Resources consulting practice focused on offering value-add services to high-growth companies. Provided HR support to clients across multiple industries (software, hardware, robotics, chemical engineering, education, healthcare, etc.) and various sizes (headcount ranges from <10 to several thousand).

**Key Accomplishments:**

- Developed consultancy services from the ground up to complement brokerage platform.
- Created and launched an "HR in a Box" solution for assisting new businesses to establish HR practices.
- Helped entrepreneurs understand and navigate employment-related risks.

Tri-State Development. & Affiliates | Johnstown, PA

November 2010 – April 2014

**Human Resources Generalist**

Managed HR activities and compliance at more than 140 quick-service restaurants. Directed general business operations, including talent acquisition, employee performance, and risk management.

**Key Accomplishments:**

- Reduced turnover rate by 60% by redesigning compensation strategy and bonus programs.
- Introduced first formal recruiting process to reduce hiring time and improve new hire retention.
- Created leadership development programs aimed at improving skills and expertise of managers.

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**Education**

**Bachelor of Science Major in Human Resources Management; Minor in Economics**

Indiana University of Pennsylvania, Indiana, PA

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**Membership**

**Memberships:** Society for Human Resources Management, Phi Beta Lambda, American Management Association