

GAYLE B. PAVLOFSKY

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SENIOR LEVEL HUMAN RESOURCE PROFESSIONAL

A creative business partner with an extensive range of experience in progressive Human Resource environments. Demonstrated ability to manage employee relations, staff recruitment and supervision, organizational design, exempt/non-exempt compensation, benefits administration and training & development. Highly proficient in various HR systems as well as Microsoft Office. Energetic, visionary who drives results. Areas of expertise include:

**Employee Relations | Staffing & Talent Acquisition |
| Training & Development | Preventative Labor & Regulatory Compliance |
Compensation Design & Implementation | Mergers & Acquisitions
Human Resources Policy Design & Development**

EMPLOYEE RELATIONS

Facilitated the identification and management of employee relation issues through engagement surveys and follow up. Resulted in 100% participation coupled with a 50% reduction in employee relations issues.

Reduced employee relations issues by 25% through the creation of an Employee Handbook and HR Policy & Procedure Manual coupled with training and development sessions for the management of the organization.

Served as Corporate EEO/Affirmative Action Officer. Liaison to Company's outside legal counsel which resulted in a 50% reduction in legal expenses.

Key point of contact during a Corporate merger/acquisition that resulted in the reduction in force of 450+ exempt/non-exempt employees. Led the HR organization on a due diligence process that included benefits and compensation administration, succession planning, organizational design and training & development.

STAFFING & TALENT ACQUISITION

Created the North Perimeter Hotel HR Association that encouraged a venue in which to share best practices resulting in a streamlined approach to recruiting, employee relations and worker's compensation issues.

Collaborated with Executive Committee management team to create a culinary internship program with The Culinary Institute of America in Miami, Florida. Resulted in a defined approach to recruiting and retaining top talent as well as a 30% reduction in turnover.

Reorganized an IT department resulting in annualized cost savings of over \$400K

COMPENSATION

Created and implemented numerous **Total Rewards Salary Systems** that included the communication of a job hierarchy/job banding process through market pricing for Corporate Offices, Distribution Center, and Field organizations resulting in increased effectiveness and competitiveness in total cash and streamlined compensation practices.

Designed, developed and trained Corporate and Field HR Managers on new Compensation Manual including Policies and Procedures and succession planning tools.

Received "Being Too" Corporate recognition, twice in 2007, for completion of Annual Merit Review process and implementation of HRIS upgrade. Selected out of 1000 management employees to receive this recognition for major accomplishments.

PROFESSIONAL EXPERIENCE

HUMAN RESOURCE CONSULTANT , Columbus, OH <i>Absolute Care, L.L.C.-Human Resource Consultant</i> <i>Residential Finance Corp.-Human Resource Consultant</i> <i>Vision Logistics Holding Corp.-Compensation Consultant</i> <i>Columbus Jewish Day School-Human Resource Consultant</i> <i>Powell Painting & Handyman Services-Human Resource Consultant</i> <i>Resume Writer-Various clients</i> <i>Barbara Blake-client-Employee Advocate</i> <i>Riva Bard-client-Employee Advocate</i>	2008-present
TWEEN BRANDS, INC. , Columbus, OH <i>Compensation Manager</i>	2007-2008
NATIONWIDE INSURANCE , Columbus, OH <i>Compensation Consultant</i>	2005-2006
ASHLAND, INC. , Atlanta, GA <i>Compensation Manager</i>	2002-2005
HUMAN RESOURCE CONSULTANT , Atlanta, GA <i>APAC (A Wholly Owned Subsidiary of Ashland Inc.)-Compensation Consultant</i> <i>Internet Security Systems (ISS) -Compensation Consultant</i> <i>The Human Resource Group -Human Resource Consultant</i> <i>NASCO-Compensation Consultant</i> <i>CMI International -Career Transition Counselor</i>	2001-2002
NATIONWIDE CREDIT, INC. , Atlanta, GA <i>Director of Human Resource Services/Support Center</i> <i>Director of Compensation</i>	1997-2001 1999-2001 1997-1998
CROWNE PLAZA RAVINIA , Atlanta, GA (A Holiday Inn-Company Managed Hotel) <i>Director of Human Resources</i>	1994-1997
FEDERATED DEPARTMENT STORES	1983-1994
RICH'S/GOLDSMITH'S DEPARTMENT STORES , Atlanta, GA <i>Compensation Manager</i> <i>Human Resource Manager-Perimeter Mall</i>	1988-1994
JORDAN MARSH/MAAS BROTHERS DEPARTMENT STORES , Miami, FL <i>Human Resource Manager-Omni Mall/163rd Street Mall</i> <i>Training Manager, Omni Mall</i> <i>Sales Manager, 163rd Street Mall</i>	1983-1988

EDUCATION/PROFESSIONAL ASSOCIATIONS

INDIANA UNIVERSITY, Bloomington, IN
Bachelor of Arts

Society for Human Resource Management (SHRM) - *National and Local chapters*
World at Work - *National Compensation Professional Association*
Columbus Compensation Association-*Local Compensation Association chapter*