

GAYLE B. PAVLOFSKY

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HUMAN RESOURCE PROFESSIONAL

A dynamic business partner with an extensive range of experience in progressive Human Resource environments. Experience includes design, development and management of compensation programs aimed at enhancing the Employee Value Proposition that improve employee engagement/retention, motivation, and rewards for superior performance. Strategize with business leaders to develop creative solutions and new approaches that address employee compensation, employee relations, benefits administration, training and development, staff recruitment, supervision, training and HRIS systems implementation/maintenance. Excellent interpersonal and communication skills. Energetic, results-oriented team player and visionary, with expertise in:

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

EMPLOYEE RELATIONS/AFFIRMATIVE ACTION

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.

COMPENSATION

On numerous occasions, have created and implemented **Compensation Systems** that modified organizations' compensation philosophies while impacting up to 15,000 exempt and non-exempt employees.

Designed and developed a Profit Sharing program with the CEO. Created formal communications for the program that included organizational driven performance metrics to 1,300 non-union employees.

Designed and implemented industry leading EXCEerator Collector Compensation Incentive Program for 3rd party collections staff that produced a **50% reduction in turnover** for employees with more than 90 days tenure.

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 Hotel 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.

PROFESSIONAL EXPERIENCE

VENTECH SOLUTIONS , Columbus, OH <i>Head of Compensation & HR Systems</i>	2016-present
NETJETS, INC. , Columbus, OH <i>Manager, Global Compensation</i>	2011-2015
HUMAN RESOURCE CONSULTANT , Columbus, OH <i>Contract Human Resource Consultant</i>	2008-2011 2015-2016
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	2001-2002
NATIONWIDE CREDIT, INC. , Atlanta, GA <i>Director, HR Services/Corporate HR & Compensation</i> <i>Director, Compensation</i>	1997-2000

EDUCATION/PROFESSIONAL ASSOCIATIONS

INDIANA UNIVERSITY, Bachelor of Arts, Bloomington, IN

WORLD AT WORK-National and local chapter member