

Ramona Powell - SPHR
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PROFESSIONAL SUMMARY

Accomplished HR Expert Witness and Human Resources Executive with demonstrated ability to deliver mission-critical results, providing authoritative analysis and testimony in cases involving all areas of employment practices including discrimination, retaliation, wrongful termination, workplace harassment, and ADA accommodation.

Proven experience developing peak performing HR organizations that support business strategy, productivity and profitability. Strategic business partner to C-suite, with global experience in technology, healthcare, manufacturing and distribution operations in the U.S., Mexico, Europe, and Australia across diverse industries. Successful design and implementation of strategic HR initiatives, building and developing high performance HR teams, and aligning people strategy with corporate strategy.

AREAS OF EXPERTISE

Strategic Planning	Organizational Design	Total Rewards and Compensation
Mergers and Acquisitions	Benefits Design and Administration	Employee Relations and Management Training
Multi-State HR Practice	Performance Management	Discrimination and Harassment Prevention
HR Metrics and HRIS Systems and Payroll	International HR and Recruitment	Worker's Compensation and Risk Management
Training and Development	AAP and EEO Compliance	ADA Accommodations
Succession Planning and Career Development	Policy Development and implementation	Workplace Investigations

PROFESSIONAL EXPERIENCE

exPRt HR LLC. - San Diego, CA.
President

April 2021 – Present

HR Expert Witness Consulting services providing nationwide case review and analysis based on 30+ years of executive level experience in all areas of Human Resources industry standards and practice across a variety of businesses. Experience working with multiple law firms across the U.S. with proven results and contributions in many successful cases.

CliniComp, Intl. – La Jolla, CA.
Senior Vice President People Operations

April 2018 – January 2024

Healthcare Information Technology company and innovator in the Electronic Healthcare Records with clients across the globe and the US – commercial hospital systems, Veteran's Administration and Department of Defense. Strategic partnership and collaboration with CEO and Executive team on all aspects of business operations, growth management, culture, talent acquisition and retention, organizational development and business development.

Key Accomplishments:

- Partnered closely with the CEO and C-suite to develop and implement business strategies in a highly competitive EHR market.
- Utilized best practices in People Operations to build a winning culture and platform for talent acquisition and retention in key areas such as AI, Software Engineering and Clinical Design.
- Implemented key metrics that measure the success of People Operations strategies and built high performance HR team.
- Launched new training and development strategies to retain top talent and invest in management capabilities.
- Earned Union Tribune Top Places to work in San Diego designation.

West Living – Carlsbad, CA.
Vice President of Human Resources

May 2015 – June 2018

Owner and Operator of 9 senior living communities throughout the West, operating Independent Living, Assisted Living and Memory Care communities in California, Washington, and Arizona. Managing a team of six HR professionals, responsible for oversight and successful implementation of all Human Resources initiatives and operations, including Succession Planning and Career Pathing, Workforce Development, Employee Engagement, Benefits, Organizational Design, Training, Risk Management, and Compliance throughout the company. Tasked with building West Living's HR team and implementing best practices throughout all communities in the portfolio as well as positioning West Living for rapid growth and achieving the mission and vision of being the best in inspired aging.

Key Accomplishments:

- Developed the company's first formal succession plan and talent pipeline to support retention and succession throughout all business units.
- Built an HR team focused on culture, retention and HR best practices that became a showcase for prospective buyers during the acquisition process.
- Implemented key metrics to measure the success of HR leadership and culture development.
- Developed and implemented the company's first formal management training program, delivered throughout all business units.
- Partnered closely with C-suite and lead the implementation of key business strategies designed to meet and exceed business plan and enhance culture as a competitive edge.

Spectrum Brands HHI – Lake Forest, CA.
Director of HR – Global Operations

October 2014 – May 2015

International manufacturer of hardware and home improvement products including Baldwin, Pfister, Black and Decker and Kwikset. Responsible for management and oversight of HR capabilities throughout North America for 7 manufacturing and distribution facilities and 3,500+ employees. Managing an HR team of 7 direct reports and 26 indirect reports responsible for all aspects of HR Management including Employee relations, Career Development and Succession Planning, Benefits, Employee Engagement and Retention, Risk Management, and Total Rewards.

Aqua Lung America, Inc., – Vista, CA
Human Resources Director

July 2007 – August 2014

International and Multi-State manufacturer of diving, snorkeling and swim gear; subsidiary of Air Liquide, France with US subsidiaries in Washington, Virginia, Hawaii, and International manufacturing operations including Mexico, Australia and Canada. From 2012, also managed Inside Sales and Customer Service.

Key Accomplishments:

- Managed and maintained multi-million-dollar HR budget as an integral part of maximizing corporate operating income.
- Managed consolidation of HR benefit programs through mergers and acquisitions, bringing all companies onto the same platform.
- Member of company's first Strategic Acquisition Team, participating in the implementation of an effective acquisition strategy designed to streamline and improve the due diligence and corporate integration process.
- Successfully turned around and brought 401K plan back into compliance through DOL audit.
- Responsible for supporting all subsidiaries in HR compliance and employee relations, including international oversight of sales force compensation, payroll, recruitment and employee relations.
- Created and implemented structures, policies and procedures for recruiting and hiring practices and other HR functions throughout the company.
- Launched a company-wide Performance Management System emphasizing goal and objective driven management in line with corporate objectives.
- Participated in key Strategic Planning Initiatives as a member of the Executive Team, including creating and launching the company's first Succession Planning and Career Development Program.
- Contributing member of the corporate Executive Team. Participated in both short- term, and long-term strategic planning, budgeting, and bi-annual Executive planning meetings and financial reviews.
- Redesigned corporate benefits to mitigate and minimize cost increases to both the company and employees, while maintaining a competitive and attractive benefits package, including Qualified and Non-Qualified plans.
- Negotiated new contracts with temporary staffing and payroll companies throughout Aqua Lung, resulting in significant efficiencies and cost savings.

Altman Plants, Inc. – Vista, CA <u>Director of Human Resources</u>	1999 - 2007
C Enterprises Inc. – Vista, CA <u>Human Resources Manager</u>	1996 - 1999
GSUSA <u>Program Manager and Human Resources Manager</u>	1992 - 1996
Victoria's Secret Stores – San Diego and Orange County, CA. <u>District Training and Recruitment Manager</u>	1988-1992

TECHNICAL SKILLS

Microsoft Office Suite	ADP Payroll	Ceridian Source 500
Seagate Crystal Report Writer	HRIS Implementation	Microsoft Excel

EDUCATION

- **University of Wisconsin – Madison - 1981 - 1986**
Major – Economics
- **University of California – San Diego - 1996**
Certification in Professional Human Resource Management
- **Human Resources Certification Institute**
SPHR Certification – 2004 - Current
- **CELA Member**
- **CLA Member**
- **SHRM Member**
- **CHIEF Member**