

Melody Fogarty...Building Competitive Advantage through Vision, Teambuilding, and Leadership.

A Senior Executive driving and leading the transformation of organizations through the promotion of talent as a strategic asset, development of leadership teams and translation of business objectives into human resources systems and solutions in a broad range of industries including retail, biotechnology, IT consulting, and financial services. Special expertise building HR infrastructures for start-up and turn-around organizations.

HUMAN RESOURCES EXPERTISE TO DRIVE BUSINESS GROWTH

- 2007 and 2008 Delta Award Winner for effectively balancing solid results, sound processes, and building and maintaining relationships. Member of Lee Scott's Key Leader group from 2007 – 2008; Mike Duke's Key Leader Group 2009; and Susan Chamber's Mentoring Circle 2009 – 2010.

KEY AREAS OF EXPERTISE

- Change Management
- Talent Management
- Organizational Design & Development
- Strategic Planning
- Talent Development
- Employee Relations
- Workforce Planning
- Compensation and Benefits
- Financial Analysis/Budgeting

PARTNERING WITH OTHER COMPANY LEADERS TO SUPPORT ORGANIZATIONAL STRATEGIES

BRIDGESTONE AMERICAS, INC.

2013 – PRESENT

US Subsidiary of World's Largest Tire and Rubber Company. Revenues of \$17 billion with 43,000 employees.

Senior Human Resources Director – Bridgestone Retail Operations, LLC

2013 - Present

Business Unit revenues of \$4.1 billion with 23,000+ employees. Responsible for providing overall strategic Human Resources leadership to the Business Unit, including strategy, coordination of strategies and tactics across the divisions, oversight of initiatives and operations in the field, planning, budgeting, and measurement of results for all 2,220+ US-based retail operations and working as business partner to the President of the Business Unit. Manage 6 direct/52 indirect reports.

Accomplishments

- Developed and led multiple projects to address organizational effectiveness and organizational design for both operations and human resources resulting in a \$4.2 million cost reduction.
- Defined and embedded a talent and diversity strategies which shifted the diversity and inclusion total mix for the business unit by 36% female and minority.
- Drove cultural transformation and focused on fully aligning systems, practices, measures, rewards, and leadership expectations to support the desired culture of transforming while performing. Business unit outperformed overall company in teammate engagement metrics as well as over indexed stretch profit plan by \$2.7 million during transformation.
- Established a framework for flexible staffing practices and programs, which helped people operate effectively in a multi-generational business environment, resulting in improved teammate productivity.

WALMART STORES, INC – BENTONVILLE, ARKANSAS

2006 – 2012

World's Largest Retailer. Revenues of \$410 billion with 1.7 million employees.

Senior Divisional Human Resources Director

2010 – 2012

Divisional revenues of \$24.7 billion with 111,000+ employees. Responsible for translating strategic imperatives into specific human resources business plans for the Division comprised of North Carolina, Virginia, West Virginia, Maryland, and Delaware regions and working as business partner to the Senior Vice President of the Division. Manage 5 direct/28 indirect reports.

Accomplishments:

- Shifted the diversity and inclusion total mix for the division by 4% female and 7% minority.
- Developed and implemented talent development strategy which resulted in 23% of management team being identified as top talent by the organization and 200 members of management participating in talent summits.
- Led multiple projects to address organizational effectiveness for both operations and human resources including but not limited to: forecasting, succession planning, management structure, leadership development, diversity and inclusion programs.
- Improved associate productivity YOY metric by \$9.34/hour as well as customer experience friendly YOY metric by 14bps.

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PARTNERING WITH OTHER COMPANY LEADERS TO SUPPORT ORGANIZATIONAL STRATEGIES

Regional Human Resources Director

2006 – 2010

Regional revenues of \$15 billion with 70,000 employees. Responsible for translating strategic imperatives into specific human resources business plans including talent plans, high performance teams, and directing the implementation and execution of all human resources initiatives within the North Carolina and South Carolina region, with prior responsibility for Northern Missouri and Iowa region. Manage 19 direct reports.

Accomplishments:

- 2007 and 2008 Delta Award Winner for effectively balancing solid results, sound processes, and building and maintaining relationships. Member of Lee Scott's Key Leader group from 2007 – 2008; Mike Duke's Key Leader Group 2009; and Susan Chamber's Mentoring Circle 2009 – 2010.
- Provided peers with Workforce Planning and Leadership Planning Tools to assist with the succession planning and management forecasting processes, created a HR visit protocol for Region, updated the Store Manager Interview Tour to include a TLE station, and managed several projects such as Monster Toolkit, Emerging Leaders, Division Talent Development initiative, Total Staffing Tool, Southeast Inclusion and Diversity, and Selection Protocol.

SENIOR HUMAN RESOURCES GENERALIST

FedEx Kinko's, Inc. – Kansas City, Missouri

2003 – 2006

Retailer and custom manufacturer of business solutions. Projected revenues of \$2.5 billion with 21,000 employees. Responsible for management and execution of company-wide human resources policies and procedures for Oklahoma and Kansas City Districts which covered three states.

Accomplishments:

- Recognized for superior planning/organization and time management skills and results. Districts finished the year in 1st and 2nd quartile in every category of revenue, profit, and customer service measurements for fiscal 2004 and 2005.
- Consulted with Sales and Operations Leadership to determine organizational human resources needs and acted as catalyst/change agent by developing and implementing recommendations that improved business operations such as performance improvement programs for stores identified as 4th quartile performers.

REGIONAL DIRECTOR - HUMAN RESOURCES

Avanade, Inc. – San Francisco, California

2001 – 2002

Provider of IT solutions. Joint venture between Microsoft and Accenture. Projected revenues of \$300 million with 1,000 employees. Responsible for building California Division, establishing and implementing company-wide policies and procedures. Handled employee administration, payment, and development. Oversaw five employees.

Accomplishments:

- Led major initiatives to improve the way employee records and payroll reports were processed. Increased certification rate by 50% and regional utilization by 33%, by instituting monthly payroll and human resources reports.
- Developed performance and recognition programs that motivated employees.

DIRECTOR OF HUMAN RESOURCES – NORTH AMERICAN OPERATIONS

Bionova Holding Corporation – Oakland, California

1998 – 2000

Biotechnology company and organic produce distributor. Revenues of \$250 million with 580 employees. Responsible for translating business objectives into human resources policies and programs. Provided leadership for all human resource related issues and directed employee relations, compensation and benefits administration, safety, staffing, and development programs and policies. Managed a staff of seven and budget of \$10 million.

Accomplishments:

- Integrated two divergent company cultures into a successful business. Developed new systems and policies that significantly improved efficiency. Established compensation, performance management, and training plans.
- Worked closely with senior executives to transform Human Resource Department into an integral part of business strategy. Developed metrics for measuring contribution to overall business objectives.

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CSU Long Beach Foundation – Long Beach, California 1994 – 1998
Provider of grants and contract administrative services. Revenues of \$26 million with 1,000 employees.

EMPLOYEE BENEFITS COORDINATOR

1995 – 1998

Responsible for benefits administration, policy and procedures, and training and development. Managed recruiting, including selection and retention programs.

- Managed all benefit programs for over 225 employees including the administration of pension and Cobra, negotiation with health insurance providers, and preparation and filing of IRS 5500 returns.
- Established health and welfare benefit account reconciliation processes and schedules, saving organization late payment fees. Handled unemployment, workers' compensation and general liability claims. Represented employer at hearings. Developed and presented training modules.

HUMAN RESOURCES ASSISTANT

1994 – 1995

Responsible for recruitment and employment, including job analysis, position announcements, screening and interviewing applicants, hiring recommendations, and reference checks.

- Worked with project directors, university administrators, and Foundation employees on a broad range of personnel issues.

OFFICE ASSISTANT

California State University, Hayward Foundation – Hayward, California 1989 – 1993

Provider of grants and contract services. Revenues of \$100 million with 1,000 employees.

Responsible for reception, administrative support, accounts receivable, daily bank deposits, cash receipts, payroll, recruiting, and benefits administration. Managed special projects and events planning.

Accomplishments:

- Handled payroll management, financial analysis and contract negotiation with health and welfare insurers and providers. Managed up to 10 staff members on special projects.

EDUCATION

MBA Degree - California State University – Long Beach, CA - 1997

BS in Personnel Administration and Industrial Relations - California State University – Hayward, CA - 1992

BS in Accounting - California State University - Hayward, CA - 1992

Senior Professional in Human Resources (SPHR) – Human Resources Certification Institute