

WILLIAM (BILL) BEYERL

1070 Pontiac Drive ▪ Batavia, IL 60510
630-761-8926 (h) ▪ 630-205-0407 (c) ▪ wabey393@aol.com
<http://www.webprofile.info/wbeyerl/>

SENIOR HUMAN RESOURCES & OPERATIONS EXECUTIVE

Results-oriented executive with diversified management experience in highly complex product/service businesses. Well-rounded professional with ability to quickly analyze, react to, and solve complex problems for business environments with revenues in excess of \$225 million. Effective human capitalist who assesses staffing needs, recruits viable candidates, and implements development programs that build productive work teams. Skilled in identifying staffing and operational requirements in new markets and developing policies and procedures to streamline corporate efficiencies during business expansion cycles. **Core competencies and areas of expertise:**

- Multi-Site Operations Management
- Policies & Procedures Development
- Budgeting & P&L Accountability
- Merchandising & Marketing
- Project Management & Planning
- Vendor Management/Contract Negotiations
- Human Resources Management & HRMS
- Associate Selection & Executive Recruiting
- Benefits & Compensation Administration
- Management Development Programs
- Associate Communications & Coaching
- Turnaround & Change Management

PROFESSIONAL EXPERIENCE

FACTORY CARD & PARTY OUTLET, Naperville, IL

1997–2003

Vice President of Human Resources (1999–2003)

Part of executive committee accountable for directing corporate strategic direction. Full budgetary, strategic planning, and supervisory responsibility for HR department including staffing, retention, training, compensation, performance management, benefits, legal, and regulatory. Oversaw payroll functions including timekeeping and check processing for in-house payroll system (Ulti-Pro). Maintained and executed all service contracts, mail delivery, and in-house printing. Supervised six direct reports and 13 indirect reports.

- Orchestrated selection and installation of new payroll system (Ulti-Pro), saving company over 60% on annual processing costs and ROI of 32 months (vs. ADP system). Performed conversion and testing within 7-1/2 months. System gained one full day in turnaround time, allowing greater flexibility and improved productivity in payroll processing, and additionally generated substantial savings in operating costs.
- Directed development of retention program to retain key corporate and store personnel as company entered into and emerged from Chapter 11. Designed retention bonus, transfer, and severance packages based on position and tenure to retain associates in stores slated for closing. Systematically developed retention bonus plan for other management and realized turnover rate of under 20%, against anticipated turnover of over 50% in six months.

Director of Human Resources (1999–1999)

Managed all staffing, benefits administration, workers' compensation, and legal and field support initiatives. Supervised activities of four associates.

- Analyzed integrated system for benefits reporting and discovered lack of “look back” calculation for terminations and new enrollments. Implemented training process for functional HRIS backup system. Audited and systemized payments for all benefit plans, resulting in credits for overpayment of premiums from healthcare provider of 10% on annual healthcare costs.
- Developed management training program for use during corrective actions and proper procedural steps in associate terminations. Successful in quickly clearing outstanding complaints and reducing number of new termination complaints. Implementation of initiative reduced settlement payments and lowered unemployment insurance rates in 20 states over two-year period (1% reduction saved over \$100,000 annually).

PROFESSIONAL EXPERIENCE (Continued)

Director of Store Operations (1997–1999)

Oversaw payroll and expense budgeting and tracking, store communications, operational policy and procedures, and merchandise initiatives. Supervised activities of three direct reports.

- Initiated and implemented budgeting/payroll expense control process (sales-per-labor-hour), resulting in reductions of 27.5% of gross payroll as percent-to-sales.
- Conceived, developed, and executed field communications manual, reducing paperwork by 20%. Achievements of project included: reducing amount of duplicate, incorrect, and contradictory information; allowing better productivity planning and more timely completion of directives; and eliminating unnecessary work while simultaneously reducing payroll costs.

TODAY'S MAN, INC., Moorestown, NJ

1990–1997

Director of Human Resources (1995–1997)

Led all aspects of HR including staffing, compensation, benefits, HRIS, and legal. Supervised seven staff members.

- Recruited and staffed key positions during Chapter 11 process including VP of marketing and EVP of merchandising. Played key role in facilitating action plans and communication efforts for closing of six stores in Chicago market within one-week timeframe and achieved “outplacement” for entire management team.
- Worked closely and cooperatively with outside counsel in combating EEOC complaint. Successfully demonstrated how Americans with Disabilities Act was unfounded in associate accusations due to clear communication of basic physical job requirements in specialty store environment.

Director of Personnel Administration (1993–1995)

Promoted to position for managing all benefits administration, non-officer compensation and salary administration, and performance management and HRIS. Implemented fully integrated payroll HRMS system in support of doubling growth from 900 to 1,800 associates. Supervised three associates.

- Played key role in developing and executing strategic succession planning to address expansion into new markets and need to staff new stores with knowledgeable management teams. Successful in opening every new store with experienced managers, allowing company to fill over 80% of management openings through internal promotions. Implementation of initiative saved on recruiting and training expense, markedly improved associate morale, and helped to quickly introduce corporate culture and standards into new stores.
- Saved over 30% per associate through accurate research and contract negotiations for new healthcare plan (medical, dental, and prescriptions). Played key role in assuring company of solid cost savings through signing three-year contract with national carrier and stipulating caps on annual rates increases of 10% per year.

Regional Store Director (1990–1993)

Oversaw operational activities for nine stores in Philadelphia metropolitan area with average annual volume of \$9.5 million. Instrumental in orchestrating and developing management team used to open New York market.

EDUCATION

Bachelor of Arts—UNIVERSITY OF WISCONSIN, Milwaukee, WI

AFFILIATION

Professional Member—SOCIETY FOR HUMAN RESOURCE MANAGEMENT