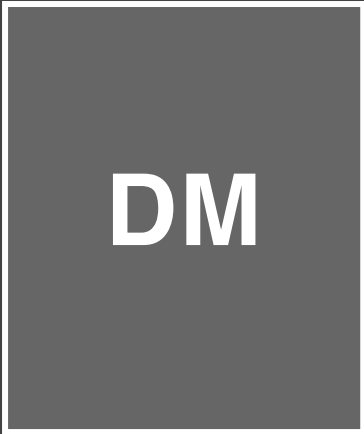




Dorothy Martinez

Human Resources

Head of HR with 17 years across healthcare, fintech, and industrial manufacturing. Built and led people functions through hypergrowth, RIFs, and two acquisitions. Reports to CEO; runs total rewards, talent, ER, DEI, and HR ops.

CONTACT INFORMATION

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EDUCATION

- M.A. IN INDUSTRIAL AND LABOR RELATIONS, UNIVERSITY OF MINNESOTA, 2008
- B.A. IN POLITICAL SCIENCE, MACALESTER COLLEGE, 2006
- SPHR, HRCI, 2014
- SHRM-SCP, 2017

KEY SKILLS

- Executive compensation and equity plan design
- Board Compensation Committee partnership
- HRIS implementations (Workday, ADP)
- Labor relations and collective bargaining
- RIFs and WARN compliance
- Pay equity analysis
- M&A people integration
- Total rewards strategy
- Multistate employment law
- DEI program design

PROFESSIONAL EXPERIENCE

VICE PRESIDENT, HUMAN RESOURCES | PLAINFIELD MUTUAL BANK, MINNEAPOLIS, MN | 2020 - PRESENT

- Lead a 22-person HR team supporting 1,640 employees across 9 states; own a \$4.2M department budget
- Designed a new total rewards framework that closed the internal pay-equity gap from 7.4% to 1.1% over two cycles
- Led RIF of 118 roles in 2023 with full legal sign-off, OWBPA-compliant severance, and no related EEOC charges
- Partner with the CEO and Board Compensation Committee on executive comp, equity plan amendments, and CEO succession
- Rebuilt the HRIS stack from ADP Workforce Now to Workday, delivered on a 14-month timeline and 4% under budget

SENIOR DIRECTOR, PEOPLE | BRIGHTSEAM THERAPEUTICS, SAINT PAUL, MN | 2016 - 2020

- Scaled the people function from 280 to 740 employees during commercial launch
- Built the talent acquisition team from 2 to 11 recruiters; time-to-fill on R&D roles dropped from 78 days to 46
- Negotiated medical, dental, and vision renewals for three years running, holding annual premium increases under 5%
- Stood up the company's first DEI council and ERG funding model; participation reached 38% of staff
- Owned employment law strategy across MN, MA, and CA with outside counsel

DIRECTOR, HUMAN RESOURCES | IRONVALE MANUFACTURING, SAINT CLOUD, MN | 2012 - 2016

- Led HR for two union plants representing 612 USW-covered employees
- Co-led 2014 contract negotiations; reached agreement without a work stoppage on a wage and pension package
- Cut OSHA recordables 41% through a joint safety committee restart and revised return-to-work program
- Restructured the salaried merit budget to fund a skilled-trades retention bonus that held journeyman turnover under 6%

HR MANAGER | IRONVALE MANUFACTURING, SAINT CLOUD, MN | 2008 - 2012

- Managed ER, benefits, and recruiting for the Saint Cloud plant of 410 employees
- Handled grievance procedures through Step 3 and prepared four arbitration files

- Rolled out the company's first applicant tracking system across all four plants
- Coached plant supervisors on progressive discipline and documentation