

STACEY GAINES

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HUMAN RESOURCES EXECUTIVE

Benefits and Compensation | Organizational Effectiveness | HR Initiatives

Seasoned Human Resources Executive with expertise in legal aspects of HR compliance, compensation, benefit plan design and taxation. Utilizes respectful and skillful communication to enhance positive work cultures and inspire collaboration. An assertive manager with outstanding interpersonal, communications, negotiation, and people management skills. Demonstrates strategic thinking with innovative program ideas and the ability to execute same.

Core competencies include:

- **Benefits/Compensation Design and Administration**
- **Workforce Planning**
- **Process Improvement**
- **Strategic Planning**
- **Operational Streamlining**
- **Staff Management**
- **Team Leadership**
- **Training and Development**

EXECUTIVE PERFORMANCE

BENEFITS/COMPENSATION:

Managed benefit administration processes and compensation plans while affirming alignment with business strategies. Ensured proper implementation and execution of said programs and initiatives.

- ✓ Achieved annual saving of \$1.5 million for *Access* through successful renegotiations of vendor agreements with emphasis on executive benefits.
- ✓ Collaborated with *Access*'s legal department to define executive benefit administration process, ensuring parity and non-discriminatory practices in executive pay agreements.

Consultative Projects:

- ✓ Redesigned annual incentive compensation plan for 5,000+ personnel client including base pay plan and full reorganization of job descriptions. Rewrote and reduced job descriptions from 5,000–1,000 in order to provide parity, company-wide consistency in function description, enhance cross departmental job sharing and promotional opportunities as well as properly align all with new compensation plan.
- ✓ Oversight for full compliance review for Fortune 50 client's qualified retirement plans. Reviewed 32 plan acquisitions over a five-year period, identified issues and suggested/implemented problem-resolutions to ensure ongoing compliance. Developed and furnished plan administration procedures/protocols for corporate management to confirm effective plan management and execution.

ORGANIZATIONAL EFFECTIVENESS

Adept at assisting organizations achieve goals with a proven ability for analyzing and improving corporate structure and procedures, staffing initiatives and employee development programs.

- ✓ Influenced corporate culture at *Access* through education and communication surrounding the benefits and need for diversifying the workforce. Established, implemented and conveyed policies and procedures for non-discrimination hiring practices corporate wide.

Consultative Projects

- ✓ Improved job analysis/workforce process ensuring adequate staffing plans, budget development and succession planning.
- ✓ Enhanced clients' hiring process through development of five-year workforce plan.

HUMAN CAPITAL

Skilled at enhancing revenue for new and existing clients.

- ✓ Furnished Fortune 50, Deloitte and Touche clients with comprehensive 404 compliance reviews that resulted in client positive determinations by the IRS.
- ✓ Significantly increased revenue at multiple Deloitte and Touche offices within 12 months by \$100,000+ by procuring, nurturing and maintaining income producing relationships with Deloitte and Touche professionals.

CAREER HISTORY

MAXIMUM HR, LLC, New York, NY

2005–Present

Maximum specializes in providing experienced Human Resources executives for just-in-time interim positions and special initiatives. Consultants are matched to clients based on client needs and consultants' areas of expertise.

Human Resource Consultant

Service clients by managing a variety of projects. Accomplishments include redesign of incentive plans, compliance reviews of acquired benefit plans through mergers and acquisitions, restructuring of company's salary plans for non-union employees, redesigns of company's employee competency requirements and development of job family and function structure for non-bargaining employees.

DELOITTE AND TOUCHE, New York, NY

2003–2005

Deloitte and Touche is a global leader in assurance, tax, transaction, advisory services and strategic growth markets.

Senior Manager, Human Capital

Recruited into Senior Management position to work with Tax and Audit clients in a consultative capacity in areas of Human Capital, specifically targeted Qualified and Non-Qualified Retirement Plans, Health & Welfare plans, Stock Option Plans, Executive Incentive Plans and compliance (404C).

COOPER-EPSTEIN CONSULTING, INC., Cherry Hill, NJ

1994–2003

Cooper-Epstein Consulting Inc. provided Benefit Design/Implementation Services to the Health Care industry.

Vice President, Client Services

Benefit Design Analyst

Rapidly promoted to position of increased scope and responsibility, managing staff of 20–30 design analysts, financial analysts and marketing representatives. Oversight for design team maintaining highest number of ongoing projects with a success rate surpassing 95%. Plan designed approved and purchased by clients provided 50% new annual revenue for the organization.

ACCESS 2000, INC., Wyckoff, NJ

1990–1994

Fortune 100 company that manufactures and services elevators.

Manager of Benefits Administration

With three direct reports in compensation and benefits, responsible for complete benefit administration for Human Resource division including qualified retirement plans, Health & Welfare, EEOC and Risk Management. Administered all Executive-level incentive, compensation and non-qualified benefit plans.

EDUCATION, TRAINING AND CERTIFICATIONS

Bachelor of Arts, Psychology, Adelphi University, Garden City, NY

Memberships: Society of Human Resource Management (SHRM)