

JOHN F. TENEROWICZ II, MBA, SPHR

WORK EXPERIENCE

Coastal Sunbelt Produce - leader of produce and dairy distribution in the mid-Atlantic region

July 2011 – Present

Vice President Human Resources

Reporting directly to the CEO, the Vice President of Human Resources is accountable for the company's compensation and benefits, organizational development, and employee relations functions. Priorities include evaluation and implementation of comprehensive talent management programs with the focus being on creating alignment between human resource processes and policies to the business; serving as the employee advocate and creating affinity programs to make this a Great Place to Work.

Algeco Scotsman – leader in modular space and storage solutions

January 2010 – July 2011

Vice President Human Resources

Reporting directly to the CEO accountable for the company's compensation and benefits, organizational development, payroll, and employee relations functions. Priorities include evaluation and implementation of talent and performance management programs along with the associated compensation and benefit plans. Responsible for working with corporate and operating unit leaders to ensure that proper organizational structure and capabilities are in place to meet the business objectives. Served as executive sponsor for two major national accounts as part of Executive Sponsorship Program.

BD, Inc. – Manufacturer of medical devices

November 2006 – December 2009

Director Human Resources, Pharm Systems North America.

Under general supervision of the VP, GM of Pharmaceutical Systems North America and the WW Director of Human Resources Pharmaceutical Systems this position is responsible for providing HR leadership to the North American region and Columbus manufacturing facility. Achieve outstanding HR services delivery, maintaining a highly engaged workforce, ensuring associate advocacy systems are well preserved, developing outstanding talent and placing people in the right roles, leading the development and implementation of relevant HR strategy, and assisting the business to drive needed change. The essence of this role is a business partner that contributes broadly to the attainment of strategy by providing input to strategic decisions, knowing which human resources system/practice/policy to deploy, and having a solid network from which to deploy support and resources. Maintain compliance with all relevant HR policies and systems.

August 2004 – November 2006

Senior Human Resources Partner

Reporting to WW Director of Human Resources, and through the leadership of other HR professionals &/or other aspects of HR, provides senior level HR leadership to the BDDS WW VP, Operations, WW VP QMRC, WW VP Finance and Director IT ensuring effective and impactful implementation of human resources and leadership practices, processes and programs that support organizational effectiveness and associate development. Has

key input on the design, development, introduction and/or integration of HR processes, practices, programs and initiatives that contribute to individual and company success.

Manages the employee services, staffing, safety and environmental functions for BDDS organization.

Allegis Group, Inc. - Staffing provider

June 1998 – August 2004

Director Human Resources

Lead human resource organization for \$1.3 billion sales oriented company with 110 offices across the United States. Created human resource function within the business unit. Responsible for employee relations, legal compliance, OSHA and FAA compliance, organizational development, recruiting, training and strategic development. Member of senior executive team. Responsible for a workforce of 2,000 internal employees and an average of 70,000 temporary employees per week. Position required frequent customer contacts with senior managers at customer locations.

Terumo Medical Corporation - Manufacturer of medical devices.

January 1998 – May 1998

Human Resources Manager

Serve as senior manager responsible for all human resource functions for 2 manufacturing facilities with 500 employees. Responsibilities include employee relations, organizational development, salary and benefit administration, payroll, and workers compensation. Job functions focused on the strategic development in these areas along with strategic business issues.

Chemetals, Inc. - Leading producer of manganese products.

March 1994 - January 1998

Manager Human Resources and Safety

Served as chief negotiator for company during collective bargaining with Steelworkers. Successfully negotiated a 3 year contract while managing through a 4 week work stoppage. Develop and implement strategic human resources plan. Direct the Plant Human Resources Department to support the plant operation. Supervise and direct activities in the area of labor relations, employment, employee relations, organizational development, and EEO. Coordinate wage and salary administration. Provide administrative management and coordination of comprehensive safety and loss prevention program

Armstrong World Industries, Inc.- Fortune 200 Corporation manufacturing and marketing floor coverings, adhesives, ceiling systems throughout the world.

March 1989 - March 1994

Controller and Manager, H.R.

Managed salary and hourly personnel activities including employee relations, recruiting, organizational development, EEO, compensation and employee attitude surveys. Directed safety program. Implemented benefits and compensation package for new French facility. Instituted employee involvement program and plant newsletter. Managed all financial functions of the plant.

September 1991 - March 1994

Corporate Trainer

Administer courses at corporate level
Received superior ratings on course evaluations
Contributed input on courses to update or enhance programs
Trained as a facilitator and resource

May 1987- March 1989

Accounting Specialist

Supervised financial and cost functions of accounting department Provided cost data to

management for special projects Automated non-valued activities Eliminated manual efforts by using P.C. Developed information reports for management Received Manager's Award for Excellence

June 1986- May 1987

Assistant Staff Auditor

Conducted audits of company policies and procedures
Recommended improvements to policies and systems to be more efficient

Harford Community College

January 1990 - 2006

Adjunct Professor

Instruct courses in business for evening classes
Design course syllabus and tests
Prepare lessons for class

Education:

M.B.A., University of Baltimore, 1993 Concentration: H.R. Management
B.A. Grove City College, 1986 Major: Accounting
Certified in Employee Relations Law
Six Sigma Greenbelt (transactional)

Organizations:

Society for Human Resource Management, SPHR certified
United Way Partnership Board of Harford County
University of Baltimore Graduate Mentor Program
Board member Goodwill of Chesapeake

Activities:

Recreation League Coach
Church choir
Lead singer in band
Community theater
Weightlifting, soccer, golf, music

References available upon request