

# Melanie Marfoglio

HUMAN RESOURCES EXECUTIVE

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Results oriented Human Resources Executive with a proven track record of leading strategic and operational initiatives in both startup and multinational corporations. Expert in analyzing internal structures to enhance organizational effectiveness and long-term viability. Recognized for employing a straightforward management style that enhances team dynamics and fosters effective collaboration, enabling individuals to successfully fulfill their job responsibilities.

## SKILLS

Talent Acquisition / Recruiting

Total Rewards

Organizational Effectiveness

Training and Development

Performance Management

Legal Compliance

Employee Relations and Engagement

Payroll Processing

Change Management

HRIS, Time and Attendance, ATS Tools

Private Equity, Series A, B, and C Funding

Mergers, Acquisitions and Divestitures

Aligning HR Strategies with Business Objectives

Strong Business and Financial Acumen

Decisive Leader with a High Degree of Accountability

Transparent Communicator

## EXPERIENCE

**VP of Work Force Development | Renovo Home Partners**

**VP of Human Resources | Reborn Cabinets**

July 2018 - Present | CA (CA based for 5 years, currently remote)

Privately held home improvement company (Reborn Cabinets) acquired by a private equity firm in 2022 (Renovo/Audax).

- Created people, compliance and payroll strategies for multi-state environment – CA, WA, NY, AZ, NV, NM, CO, ID, MA, OR.
- Led HR initiatives during a critical growth phase, facilitating revenue expansion from \$50MM to \$150MM and strategically positioning the company for acquisition.
- Formulated change management strategies following the acquisition, steering the organization through the alignment of leadership, processes, and systems from the acquired companies.
- Developed a labor model calculator to optimize headcount and payroll predictions, improving budgeting accuracy.
- Developed tiered compensation plans aligned with KPI achievement, ensuring compliance with labor budgets and enhancing risk management by establishing measurable targets. Utilized scorecards to communicate objective results, leading to a clear and effective performance management program.
- Directed recruiting and training departments, expanding the workforce from 300 to 750 employees within three years through innovative community-based strategies.
- Established comprehensive training systems for entry-level to skilled positions, reducing recruiting marketing costs by 50% in sales and trades (carpentry, kitchen cabinet and bathroom installation, manufacturing etc.).
- Transitioned benefit plans to a national broker, increasing offerings and negotiating a 18% reduction in policy costs.
- Led the implementation of an integrated HRIS system, consolidating time and attendance, HR database, and onboarding processes into Paycom and ADP.
- Implemented a safety program that resulted in a 40% reduction in workplace accidents, enhancing employee safety and decreasing insurance costs.
- Designed and implemented comprehensive leadership development programs that enhanced managerial skills, fostered talent retention, and prepared high-potential employees for advanced roles within the organization.
- Collaborated with the executive team to streamline organizational structure, resulting in improved workflow efficiencies and a 20% reduction in staff.
- Approved final payroll of \$6MM monthly.

- Promoted to VP of Workforce Development post-acquisition, overseeing compensation, training, labor planning, and organizational structure for Renovo operating companies.

### **Head of Human Resources | Curtin Maritime**

2016-2018 | Long Beach, CA

Privately owned marine transportation company.

- First HR executive, hired to develop HR strategies to support accelerated growth phase of 26mm to 60mm in 2 years.
- Mentored management staff, improving communication and reducing ego-driven behaviors.
- Implemented an HRIS system, enhancing onboarding and digital file management.
- Created a targeted recruiting and training system to ensure the hiring of ideal candidates.
- Developed a level-based training program for skilled marine positions to address labor shortages.
- Overhauled benefit offerings, achieving a 15% reduction in costs while enhancing options.

### **HR and Organizational Development Consultant | Independent**

2011-2016 | Various locations in CA and NY

Clients included Series A/B funded startups in the medical device and bio tech sectors, privately held companies in transportation and marketing, and a nonprofit company within the health and wellness industry.

- Collaborated with clients to develop HR strategies encompassing full-cycle recruiting, policy development, compensation, legal compliance, benefits, payroll, and performance management.
- Streamlined onboarding processes, significantly reducing turnaround times.
- Designed a paperless timekeeping system, cutting payroll processing times.
- Developed total reward programs aimed at reducing turnover, improving efficiencies, and lowering overall labor costs.

### **Human Resources Director | Imaging Advantage**

2009-2011 | Santa Monica, CA

Series B/C funded startup in the radiology practice management industry.

- Established the HR department from inception, establishing best practices and strategic operational partnerships.
- Developed comprehensive HR policies, including an employee manual and benefit programs.
- Optimized the compensation structure, saving \$750k annually by eliminating external vendors.
- Increased productivity by 30% through operational troubleshooting and efficiency improvements.

### **Human Resources Manager | Belco Distributors**

2006-2009 | Long Island, NY

Privately held professional hair care distributor.

- Analyzed departmental efficiencies and trained managers on HR best practices.
- Created protocols for progressive discipline, terminations, and investigations of employee issues, leading to a significant reduction in unemployment claims.
- Restructured staffing to eliminate overtime and reduce payroll costs by 10%.
- Oversaw multi-state payroll, successfully implementing a new payroll and time clock system.

### **Human Resources Specialist | REMEC**

2003-2006 | San Diego, CA

Global, publicly traded telecommunications manufacturing company.

- Partnered with Sarbanes-Oxley auditors to develop compliant HR documentation, resulting in a successful audit with no findings.
- Utilized HR analytics to optimize workforce planning by analyzing headcount trends, payroll metrics, and organizational charts, driving data-informed decision-making and enhancing operational efficiency.
- Led the strategic wind-down process post-sale, ensuring compliance with regulatory requirements and efficient asset liquidation while minimizing stakeholder impact.