

MIGUEL S. NAVARRO

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PROFILE

Award-winning **International Human Resources Executive** with more than 20 years of combined HR experience (International HR, Compensation, Benefits, Generalist, and HRIS). Well-proven ability to direct HR operations in support of business objectives. Strong communication and interpersonal skills. Senior Professional in Human Resources (SPHR), Certified Compensation Professional (CCP), Certified Benefits Professional (CBP), Global Remuneration Professional (GRP). Trilingual (English, Spanish & Portuguese). MBA; BS in Civil Engineering. Core competencies:

Global Leadership ■ Compensation & Benefits ■ Strategic Planning ■ Cost Containment ■ HRIS
Foreign & Domestic Employee Relations ■ Compensation Communication Plans ■ Talent Acquisition
M&A HR Due Diligence ■ Rewards & Incentives ■ Process Improvement ■ Training & Development

CAREER SUMMARY

ANTEDAV OIL COMPANY, Houston, Texas

0000 – present

[Antedav ranks among the largest U.S.-based independent oil and natural gas exploration and production companies. Annual revenues of approximately US\$ 18.3 MM and more than 12,000 employees worldwide.]

Director, Global Compensation & International HR

Manage appropriate compensation plans for U.S., expatriate and foreign local national employees (including local benefit plans) such as base salary, bonus, and Long-Term Incentive planning. Develop and deliver compensation communication plans and training to all employees and leadership. Manage International HR policies.

- Led the new Total Compensation program into one process the first quarter of the year under the "pay-for-performance" philosophy. Saved more than \$10MM in taxes. First time that an online tool manager self-service was used. Awarded Special Recognition for this accomplishment.
- Reviewed and implemented the new Rewards & Recognition Awards program in less than 3 months.
- Successfully implemented the Employee Restructuring Program after the merger of three companies.

OCTEL CORPORATION (now an Antedav subsidiary), Houston, Texas

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Managing Director, Human Resources – South American Operations (0000)

Led all HR and Administration expatriate and local national employees' activities such as recruitment, compensation & benefits, development, manpower planning, and union negotiation.

- Integrated corporate expatriate and local national HR policies in Brazil within 4 months.
- Successfully implemented an innovative hiring bonus for current employees. Saved more than \$4.5MM.
- Changed the annual union agreement negotiation to two years. Won Special Recognition Award.

Manager, Global Compensation (0000-00)

Managed the development and recommendation of appropriate compensation plans for U.S., expatriate, and foreign local national employees (including local benefit plans), such as base salary, bonus, and Long-Term Incentive planning. Developed compensation communication plans for all employees and leadership.

- Established a global compensation and benefits strategy for all local nationals and expatriates. Southeast Asia, UK, and Brazil programs were aligned to this strategy.
- Implemented an online Total Rewards system where everyone could see the value of their compensation, benefits, retirement, etc. Comprehensive view cut employee interest in seeking jobs elsewhere by 30%.
- Received Presidential Award for successful due diligence and integration of 500 employees after merger.

OCCIDENTAL PETROLEUM CORPORATION

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[One of the world's leading independent oil and gas exploration and production companies and a major North American chemical manufacturer. Annual revenues of approximately \$7B and more than 7,200 employees worldwide.]

Project Manager, PeopleSoft HRIS (New Orleans, LA, 0000-00)

Led the development and implementation of the new Corporate Personnel Database System in PeopleSoft for all Oxy's domestic locations. Project was completed on time and budget. [Won Presidential Award for achievement]