

MICLAIN K. KEFFELER

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THE UNIVERSITY OF ALABAMA 18', COMPUTER SCIENCE AND HONORS COLLEGE

Enrolled in The Honors College & STEM Path to the MBA Program at The University of Alabama, Class of 19'.

CORE COMPETENCIES

- Prior experience as a summer IT/development intern
- Coding knowledge: C++/#, Python, Java, HTML5, and SQL
- Communicative and intuitive with excellent interpersonal skills
- Self-Motivated with great public speaking skills, self-starter attitude as exemplified

NOTABLE CAREER HIGHLIGHTS

- **Designed and developed a mobile application** for Martin Engineering in Neponset, IL. Worked to utilize Bluetooth LE to determine battery levels and information on batteries in a large warehouse setting remotely.
- **Managed and coordinated over 50 volunteers** with the Tuscaloosa Rocketry Challenge to work together for middle school kids to learn about rockets and space exploration. This role helped me gain experience in working with, delegating, and managing tasks/people in a large setting (over 50 people).

PROFESSIONAL EXPERIENCE

Martin Engineering, Neponset, IL

Summer 2015

Summer Engineering Intern

Full time. Worked at the Center for Innovation in Neponset, IL for Martin Engineering. Developed a mobile application that utilizes Bluetooth LE to read and interpret data on batteries that are charging in a large warehouse setting. Obtained valuable experience working with other engineers and gained experience in identifying needs and providing viable solutions in the business.

UA College of Engineering-Computer Science Department, Tuscaloosa, AL

October 2016- Now

Undergraduate Researcher

20 hours a week. Currently working under Dr. Atkison in The Digital Forensics and Control Systems Security Lab (DCSL). Developing machine learning based solutions through gathering and analyzing system data (Application software and OS). This is used for Android malware detection. Utilizing Python, Tensorflow, and Bash.

Microsoft, Tuscaloosa, AL

January 2015- Now

Student Partner

15 hours a week. As one of 150 student partners nationwide, I represent Microsoft at The University of Alabama. I hold workshops on various technologies including but not limited to machine learning, big data, and more. Created a tutorial series on C# among other projects. Gaining invaluable experience and connections with Microsoft.

The University of Alabama, Tuscaloosa, AL

August 2016- October 2016

Technical Services Assistant

20 hours a week. Managed and maintained hardware and software support of enterprise computers, digital signage, and event technology for the Ferguson Student Center. Provided hands-on support/troubleshooting for customer IT issues within the building. Assisted in the implementation of IT security measures throughout the building.

The University of Alabama, Tuscaloosa, AL

August 2015- May 2016

Event Technology Assistant

20 hours a week. Assisted in managing multimedia for stadiums around campus. Provided hands-on support for events on campus and other projects associated with multimedia production. Have setup audio and/or video experiences for events from 500-101,000 people. Very fast-paced environment in the public eye.

Tuscaloosa Rocketry Challenge, Tuscaloosa, AL
2015

Manager of Operations

Volunteered with AL SEDS and 3 local schools to coordinate a week long program where we teach children about Engineering and how they can be a part of it. We taught them to build small rockets and then held a fun contest using our equipment to see whose rocket can go the farthest. I worked to make sure all things are moving forward, that volunteers are performing their job. I filled in where needed to insure a smooth operation and that all we want to accomplish will be accomplished. Fast-paced environment working with children.

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OLIVIA ANNE GRAYSON – PAGE 2

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Target Consulting Professionals (formerly Resources Connection), Ojai, California 1999–2000

~ A publically held consulting firm providing best-in-class consulting services by hiring only seasoned professionals. ~

HUMAN RESOURCES CONSULTANT (working on location at **Premier Benefits**)

Placed on assignment at an online broker services start-up in Addison, Texas to develop their strategic HR roadmap and assist in integrating payroll systems resulting from their acquisition of 3 separate companies.

- **Laid the groundwork for growth and enhanced profitability** by developing a strategic roadmap for the company's corporate HR function.
- **Improved efficiency, accuracy, and access to information** by spearheaded the integration of data resulting from 3 acquisitions into a centralized ADP payroll system.
- **Created a process to identify and address employee concerns during a period of rapid and unprecedented growth** by designing and implementing an employee satisfaction survey.

Cheshire Marketing Company, Dallas, Texas 1997–1999

~ A national food broker with 3,000+ employees located across the U.S., generating \$450 million in revenues, and the leading provider of outsourced sales and marketing services to food manufacturers, producers, and suppliers. ~

VICE PRESIDENT, HUMAN RESOURCES

Recruited to create the company's first functional HR division. Managed a staff of 5 direct and 6 indirect reports. Managed a \$196 million payroll for 3,000 employees and a \$25 million health and welfare budget. Directed organization and assimilation of 8 acquired food brokerage companies.

- **Reduced healthcare costs by 5% through skillful negotiation** and creative cost-sharing strategies.
- **Initiated and managed the execution of an industry-specific salary survey**, resulting in the development and implementation of competitive salary ranges for positions companywide.
- **Launched a centralized data repository that integrated employee data for 10 companies into one system** and laid the framework for the company to later implement a Human Resource Management System (HRMS).

ADDITIONAL HUMAN RESOURCES EXPERIENCE

Cranston Property Company, Dallas, Texas

HUMAN RESOURCES DIRECTOR

Developed and grew the HR function. Played a key role as a member of the executive leadership team in developing and implementing strategic company initiatives for this company generating \$250 million in revenues and its 700 employees.

General Mills, Golden Valley, Minnesota

HUMAN RESOURCES MANAGER

Developed a formal mentoring program for field sales organization. Led HR activities for the acquisition integration team. Negotiated 2 contracts as the company's chief spokesperson.

R.J. Reynolds Tobacco Company, Tobaccoville, North Carolina

LABOR RELATIONS SPECIALIST / REPRESENTATIVE

COMPENSATION ANALYST

WORKERS' COMPENSATION SPECIALIST

EDUCATION, AFFILIATIONS & CONTINUING DEVELOPMENT COURSEWORK

University of Florida, Gainesville

BACHELOR OF SCIENCE

Society for Human Resources Management (SHRM)

MEMBER, 1990–Present

SENIOR PROFESSIONAL HUMAN RESOURCES CERTIFICATION (SPHR)

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