

## **JEFFERY M. KRAMER**

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### **HUMAN RESOURCES EXECUTIVE**

Delivering Business Transformation in Highly Competitive, Customer-Focused Global Markets  
for Public & Privately Held Emerging Companies & Fortune 100 Corporations

Proactive business partner with advanced business acumen and results-driven mindset known for solid record of success addressing core business issues, driving corporate culture change and improving EBITDA performance. Sought after by Boards of Directors, C-suite executives, entrepreneurs and investors to transform stagnant and sub-par organizations into world-class, performance-driven enterprises.

Effectively introduce forward-thinking human capital strategies, processes and organizational improvements that positively impact both the top and bottom-line by promoting culture of diversity, high performance and collaboration focused on maintaining high levels of employee engagement and business efficacy. Aptly leverage staff expertise, time management and resources to position corporations as leaders in technology innovation, breakthrough products and services and commitment to customer.

Well-versed in restructuring, turnarounds, growth through acquisition, integration / consolidation, multi-site operations, business segregation / spin-off, and global start-up / expansion in aviation, banking / financial, chemical, construction, medical and nuclear industries.

### **RECENT CAREER HIGHLIGHTS**

#### **Business Transformation & Corporate Value Creation**

- Key role in creating market-leading company with strong talent, cost-effective operating models, unique intellectual property and effective commercial strategies with GA Telesis.
- Reduced SG&A overhead costs 20% increased EBITDA 31% and achieved compounded revenue growth within 2 years while improving overall performance and agility by implementing shared services model for Finance, IT, HR and administration that fundamentally changed market structures, functional reporting and accountability while eliminating 50% of overhead and improving productivity, quality and efficiency.
- Demonstrated true value of HR amidst massive industry / market downturn by driving enterprise transformation and new business model based on operational excellence. Reduced \$20M in 2008 costs and provided business sustainability through cross training and enterprise synergies.

#### **Best in Class HR Results-Driven Strategies & World-Class Operations**

- Created HR organization with best in class cost structures by restructuring / renegotiating all medical benefit, 401K, ancillary plans and all HR vendor contracts substantially decreasing costs and increasing value for employees.
- Recruited highly qualified MBA candidates into key roles, designed career development and leadership succession plans for top leaders, and personally developed / mentored 2 professionals who became Top Sales leaders for business.
- Created engagement and performance structure to provoke ownership behaviors, link key objectives to EBITDA impact and incentive management retention during complex period of due diligence, potential business sale and acquisition integration.
- Spearheaded successful integration by adopting best practices from FPL, VSE, FE and GAT and substantiating long-term impact of changes to healthcare, compensation and incentives on GAT's culture and performance results.

**PROFESSIONAL EXPERIENCE****ITAU UNIBANCO – Miami, FL****2018 – Present**

Largest private sector bank in Brazil and ranked by Forbes as one of largest companies in world based on business generated, assets and market value.

**Vice President of Human Resources**

Led and supported HR operations, organizational change initiatives, policies and procedures for 8 branches across US, Bahamas, Mexico, Cayman Islands and Chile. Reported to CEO. Direct reports 10 HR professionals.

- 2018 accomplishments included converting to new HRIS platform, consolidating and renegotiating US medical benefits resulting in savings of over 800K, converting from 3(21) to 3(38) 401K plan and implementing common policies and procedures.
- Achieved over \$800K savings by consolidating and renegotiating medical benefits for US based staff.
- Converted 401K plan from 3(21) to 3(38), which reduced compliance risk for institution and aligned US plans.
- Developed and implemented common HR policies and procedures which aligned all business units, reduced required resources and maintenance, eliminated duplication and ensured compliance.

**GA TELESIS – Miami, FL****2014 – 2018**

One of world's largest commercial aerospace firms with over \$1B in assets under management

**Vice President of Global People Operations Reporting to CEO**

Managed and administered multimillion-dollar budget (SG&A / P&L / Payroll) for HR, Environment, Health & Safety (EHS) and Operations worldwide. Reported to CEO. Direct reports 20 multidiscipline professionals.

- Realigned GA Telesis leadership and operations to sustain business performance, which generated \$50M Bank of America (investor / shareholder) upside through development of human capital strategy and strong leadership team capable of delivering on aggressive shared worldwide business objectives.
- Established and implemented HR efforts that effectively communicated and supported company's mission, culture and strategic vision of "One Team Worldwide".
- Served in advisory capacity to senior management on key organizational and management issues.
- Oversaw company events, charity events, philanthropy and charitable funds in excess of 100K.

**NEXTERA ENERGY RESOURCES (NEER) / FP&L – Miami, FL****2008 – 2014**

\$16B energy producer

**Human Resources & Environment, Health & Safety (EHS) Director**

Oversaw HR day to day functions for nuclear division Center of Excellence staff and EHS Departments for 8 nuclear power plants, 5 site medical facilities. Developed and administered multi-million-dollar budget. Managed staff of 40 professionals (HR, Medical, EH&S). Reported to Vice President of HR.

- Managed 4 Extended Power Uprate projects at 4 locations and achieved record low OSHA Recordable rates by Championing "Zero Incident" Program bringing nuclear fleet to top decile performance in industry.
- Achieved over \$3M savings by negotiating long term medical benefit and worker compensation contracts.

**VERASUN ENERGY CORP. – Brookings, SD****2005 – 2008**

\$1.6B-gallon manufacturer of alternative energy (ethanol)

**Corporate Human Resources & EHS Manager**

Managed merger and integration of 2 public companies that consolidated headquarter staffs into new corporate location, captured synergies of over \$50M dollars.

- Managed and supported team of 15 HR professionals with responsibility for over 900 employees.
- Created common process staffing procedures for all 16 company locations.
- Ensured compliance with all OSHA, DEP and EPA regulations.
- Consistently maintained staffing for 9 operating plants at greater than 90%.
- Overall responsibility for constructing facility labor budgets and fleet compensation plans in excess of \$8M dollars annually.
- Ensured HR, EEO and EHS policies complied with federal and state law.

**FIRST ENERGY NUCLEAR OPERATING CO.** – Shippingport, PA

**1999 – 2005**

\$15B energy producer

**Project Manager** (Integrated Containment Management & Roof Replacement for over 40 Commercial buildings in nuclear division)

Managed 90+ professional / technical employees and budget in excess of \$1M dollars.

- Provided guidance and leadership to ICM Team members to insure work scope was performed safely, efficiently, under budget, within procedural requirements and on schedule.
- Supervised 5-member audit team, which performed oversight of Bechtel and Westinghouse contracts during \$250M steam generator and reactor replacement outage.
- Supported Davis Besse's Nuclear Power Plant multibillion dollar "Restart Readiness and Return to Service Plan."

### **EDUCATION & ACHIEVEMENTS**

#### **M.B.A.**

Williamson College of Business Administration, Youngstown State University

#### **B.S., Industrial Health & Safety Engineering**

Pennsylvania State University

Plant Management, Senior Reactor Operator Certification, PHR, SPHR, SHRM

OSHA Certified General Industry, Construction and Fall Protection

Published Author in Change Management – Handbook of Loss Prevention, 2013 Wiley

Previously served in United States Army and selected as Special Forces Engineer.