**WILLIAM ALEXANDER (ALEX) PATTON, JR.**

11882 Magnolia Falls Drive [alex.patton@comcast.net](mailto:alex.patton@comcast.net) Jacksonville, FL 32258 Mobile (904) 316-8633

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ HUMAN RESOURCES EXECUTIVE**

Trusted business partner with exceptional ability to navigate complexity and change. Quick to grasp, adapt, and align to strategic priorities. Depth of expertise across a full range of HR disciplines. Consistent record of results, including growth, integration, cost savings, compliance and performance. Valued consultant/advisor to executives and managers at all levels. Strong team leader, guiding staff to execute strategic initiatives and providing outstanding employee support.

**PERFORMANCE \* MANAGEMENT \* COMPENSATION \* RECRUITING \* TRAINING \* EMPLOYEE AND LABOR RELATIONS**

**POLICY \* COMPLIANCE \* PROCESS IMPROVEMENT \* ORGANIZATIONAL DEVELOPMENT \* CHANGE MANAGEMENT**

**Experience & Achievements**

**Director of Human Resources, Compliance Officer 2014- 2018**

**Kaman Integrated Structures and Metallics- Jacksonville, FL**

*Kaman Integrated Structures and Metallics produces large aircraft structures and sub-assemblies, as well as hundreds of thousands of detailed and machined parts with (3) facilities and 450 employees in Jacksonville, FL and one facility in Chihuahua, Mexico with over 100 employees. Our customers include such leaders as Boeing DSS, Boeing Commercial Aircraft, Northrop Grumman, Lockheed Martin, Triumph Aerostructures - Vought Aircraft Division, Sikorsky Aircraft Corp., Bell Helicopter, Bombardier, and the U.S. Government.*

Direct all aspects of Human Resources for US and Mexico operations. Develop and implement HR strategies and implemented operational excellence for our division. Also responsible for Environmental Health and Safety team. Updated and expanded HR policies and procedures, hired multiple Director level and other key positions. Implemented training matrix and other training programs qnd cross-training programs. Involved in implementing automated performance management system (Halogen).

* Reduced number of recruiting agencies, negotiated more favorable rates and reduced reliance on executive search firms resulting in a reduction of agency spending of over 38%.
* Serve as member of Senior HR Advisory Council for Kaman international operations working to review and recommend new HR performance management system, standardize processes and procedures, review new time and attendance system, applicant tracking system and other HRIS systems.
* Expanded employee recognition programs, employee [events] programs, expanded employee benefits and wellness lunch and learns sessions for both shifts; conducted compensation reviews for key job families resulting in a 20% decrease in voluntary turnover.
* EH&S Team implemented Employee Safety Committee and employee volunteer First Responders program offering annual basic first aid, CPR, AED and fire extinguisher training; improved accident response time, improved accident investigation process and root cause and corrective action process to reduce repeat occurences; implemented safety award program.
* Decreased OSHA recordables three consecutive years. Significantly reduced WC claims and reduced costs by 31%.
* Oversee all employee leaves including STD, FMLA, WC, USERRA, and LTD leaves. My team enabled employees on leave to return to work status by improving coordination between our employees, external medical providers our WC, STD and LTD carriers, while expanding on light duty work to accommodate ADA and other work restrictions.
* Negotiated new compensation and benefits for our Chihuahua employees; reduced voluntary turnover by 25%; involved in upgrading talent for all key leadership staff for our Chihuahua operation including Plant Manager, and our Quality, Engineering, Materials and Operations Managers.
* Oversee all Business Continuity and Disaster Recovery including planning, communication which ensured a successful recovery for all operations with minimal business distruption after impacts from two hurricanes in just over a year’s time.
* Successfully defended several EEOC cases resulting in favorable findings from the Florida Human Rights Commission.

**Director of Human Resources 2011-2014**

**Carlisle Interconnect Technologies, Inc.,** Saint Augustine, FL

*Carlise Interconnect Technologies is one of the world’s leading designers and manufacturers of high performance wire and cable including optical fiber with operations in the US, China, UK, Mexico and Switzerland. Experts in the design and production of harsh interconnect products such as contacts, connectors, cable assemblies, installation kits, ARINC trays, racks and shelf assemblies.*

Directed all aspects of Human Resources for US and global [division] operations. Consulted with division and corporate executives regarding HR strategy and operations. Updated and expanded HR policies and procedures, improved HR training and proficiency across the organization and implemented a new automated performance management and training solution. Work with Company General Legal Counsel and outside law firms on all EEOC cases, employment law and Worker’s Compensation cases to reduce liability, exposure and expense.

* Increased payroll and benefits processing effectiveness and efficiency by 28% in first year and ensured continuous ongoing improvements. Maintained a 99% accuracy rate for 2,300+ employees.
* Administered immigration/relocation and tax equalization programs for all foreign nationals and expatriates which increased 50% since 2011.
* Created centralized career site for all Carlisle divisions which were previously decentralized. Negotiated reduced staffing expenses for direct and temporary staffing by 31%. Implemented Topgrading recruiting process to increase quality of hires.
* Implemented standardized employee relations program, reducing favorable UI claims decisions.
* Centralized employee health benefits and standardized rate plans across the division.
* During my tenure, CIT gew 46% through strategic growth and acquisitions including international acquisitions in Mexico, Switzerland, and in England all of which were implemented on time resulting in increased revenue and decreased operating expense. Additionally, we acquired two additional US plants to expand our production capabilities.
* Negotiated annual benefits plans, programs and cost options and plans for division for all US and our England operation.
* Personally selected for and completed a 5 month Carlise Leadership Development Program in 2012 at the Kelley School of Business at Indiana University in Bloomington, IN. One of only four employees selected from CIT of a total class of 24 from out of the entire company 14,000+ employees.

**Continuously employed by ALLTEL, FNF, FNIS, & LPS (through acquisitions and spin-offs) 1998-2011**

**Assistant Vice President of Human Resources 2008- 2011**

**Lender Processing Services,** Jacksonville, FL

*Leading provider of mortgage processing services, settlement services, and default solutions; $350+ million in revenue and 8,700+ employees nationwide. Spinoff of Fidelity National Information Servicesd, acquired by FNF and renamed “Black Knight Financial”.*

Selected for HR Leadership role in newly formed company and supported all employees located in 49 states. Consulted with executive to align people, programs and practices to emerging business needs. Led implementation of wide array of HR initiatives and drove HR program design and training. Directed employee relations and safety. Managed team of 38 HR & safety professionals and a budget of $1.2 million.

* Revamped employee orientation, in collaboration with Marketing Department, creating a program that was more consistent, web-based, interactive, and comprehensive; earned 96% approval rating from incoming and current employees.
* Managed and reduced employee Corporate Master Card program reducing delinquency rate by 22% in first year, saving more than $165,00 in late fees. Worked with internal audit team to implement tighter controls and monitoring.
* Achieved 19% in favorable responses to UI claims and appeals nationwide.
* Managed internal ethics site to track, monitor and respond to ethics complaints; satisfied all audit requirements and significantly improved ability to respond to EEOC and legal claims.
* Spearheaded implementation of new secure HR SharePoint site to improve internal communication and

information sharing; drove dramatic improvements in HR efficiency and performance.

**Human Resources Director 2005-2008**

**Fidelity National Information Services**, Jacksonville, FL

*Global provider of banking and payments technology solutions, processing, and other information-based services: $400+ million in revenue and 25,000 employees. Spinoff of Fidelity National Financial (FNF).*

Directed HR for new entity (created by merger of FNF spinoff and another Company), supporting 5,500+ employees across US, including [2] IT data centers, call center, and customer support group. Consulted with all levels of management on strategic initiatives, HR programs and practices, and employee relations. Managed acquisitions and layoffs. Managed team of 4 and mentored 14.

* Built new HR organization for new publicly traded company; recruited and hired key HR staff, including peers in payroll, HRIS and staffing.
* Partnered with executives and managers to craft new job model with complete job mapping for all departments and functions enterprise-wide (250+ jobs) in 9 month time period; model formed basis for hiring, compensation, and other talent decisions. Crafted new employee handbook and updated numerous company policies in collaboration with executive management team and legal department.
* Consolidated and converted 3 separate legacy payroll, benefits, and HRIS systems into one single (Oracle) system, saving $250,000 annually in licensing fees, eliminating redundancies, and simplifying recordkeeping and reporting.

**Human Resources Director 2003-2005**

**Fidelity National Financial,** Jacksonville, FL

*Fortune 500 Company providing title insurance, speciality insurance, and claims management; $6+ billion in annual revenues.*

Selected from acquisition/transition team to lead HR for corporate, Information Technology, and Mortgage Processing Solutions group (3,200 employees). Provided management consulting and led employee relations, orientation, perrformance management, and safety. Managed 2-person team.

* Served as HR point person for acquisition of [4] companies in 2 years; guided successful integration; including payroll and benefits, culture and HR practices.
* Led creation and implementatin of new Affirmative Action plans for several market areas and lines of business to support successful pursuit of significant government contracts.
* In collaboration with Risk Manager, created new Employee Safety Handbook for all operational areas.
* Implemented E-Verify company-wide and established internal audit procedures and training to ensure full I-9 compliance.

**Human Resources Director 1998-2003**

**ALLTEL Communications and ALLTEL Information Services, Inc.,** Jacksonville, FL

*5th largest US Provider of communications services, with $250+ million in sales: information services division purchased by Fidelity National Financial in 2003.*

Led HR for mortgage banking operation and IT groups, supporting 5,500+ of company’s 9,500 employees in 3 states. Worked directly with President of mortgage business and Chief Technology Officer. Directed all generalist work and successfully negotiated 2 union contracts. Managed 6 Human Resources generalists.

* Built HR organization for new region.In collaboration with Market Area President; directed all HR matters, including new compensation structure and plans, recruiting and employee relations for retail sales locations, IT data center and corporate positions.
* Steered 25% staff increase in 1 year, while reducing turnover from 20.8% to 8.9%; spearheaded series of new communication tools and forums to boost employee engagement.
* Through positive employee-management relations efforts, helped drive successful union decertification.
* Served as key member of transition team following announcement of acquisition by FNF.

**Prior professional experience in HR management, staffing and recruiting.**

**EDUCATION & PROFESSIONAL NOTES**

Bachelor of Arts Degree in Communications- Texas A & M University at Corpus Christi

Senior Professional of Human Resources certification (SPHR) 2003

Certified Development Dimensions International (DDI) Train the Trainer certification- 2008

Carlise Leadership Development Program at Kelley School of Business, Indiana University- 2012

Topgrading certification (Topgrading) 2013

Annual Employment Law workshops since 2000 (Constangy, Brooks and Smith, LLC)

Active member, Society of Human Resource Management (SHRM member since 2003)

Member of First Coast Manufacturing Association

Member of Employers Association Forum

Proficient in numerous software platforms including but not limited to: ADP Payroll (Enterprise and eTime), Oracle, PeopleSoft, Cornerstone on Demand, Halogen, Ceridian, OrgPlus, Visio, Wingspan, JD Edwards, SilkRoad, USCIS E-Verify; Excel, PowerPoint and various Microsoft Office applications and custom software applications.