

# Reese Ingram

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## EDUCATION

**Cornell University, School of Industrial and Labor Relations | GPA: 3.28**

Ithaca, NY

**Bachelor of Science:** Industrial & Labor Relations

Expected Graduation: Spring 2026

**Minors:** Business, Psychology, Law & Society

**Societies:** Dean's List, Phi Sigma Kappa Fraternity

**Relevant Coursework:** Human Resources Management | Psychology of Work: Theories and Applications | Labor and Employment Law | Labor Relations | Economics of Wages & Employment | Nature, Functions, and Limits of Law | Financial Accounting | HR Strategies for Good Jobs | Compensation, Incentives & Productivity | Essential Desktop Applications

## PROFESSIONAL EXPERIENCE

**Amazon**

Rockford, IL

*Human Resources Partner Intern*

June - August 2025

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**Sharecare**

Remote (Atlanta, GA)

*Compensation Intern*

May - August 2024

- Partnered with the compensation team to ensure compliance with California's July 1, 2024, healthcare worker minimum wage increase and conducted monthly minimum wage compliance audits for all U.S. employees
- Utilized Radford Compensation Survey data to determine salaries of new jobs, grade assignments, and update positions to be competitive with the current job market
- Collaborated with HR Business Partners to update positions in Workday by identifying incorrect information, missing job descriptions, or pinpointing obsolete positions
- Tracked the implementation of 2024 sales and corporate incentive plans to ensure timely execution and compliance
- Standardized job description formats, resulting in enhanced clarity, consistency, and alignment with HR Business Partner needs and expectations

**Delicato Family Wines**

Napa, CA

*Human Resources Intern*

May - August 2023

- Modernized career website to better reflect company commitment to diversity and sustainability, attracting a more diverse slate of candidates
- Performed a company-wide payroll audit for supplemental benefits and reported discrepancies
- Reviewed 100+ resumes, scheduled phone screens, and conducted interviews for various levels of positions
- Created a theoretical job and compensation structure for hourly, manager, and executive-level employees by applying pay principles and data from the 2023 Western Management Group Wine Industry Compensation Survey
- Drafted a Leadership Tip of the Month on mental and physical well-being as part of ongoing staff development
- Attended multiple leadership trainings for lower and upper-level managers

## EXTRACURRICULAR ACTIVITIES

**GameChangers at Cornell**

Fall 2023 - Present

*General Body Member*

- Developed a comprehensive proposal for a professional sports team, including conducting market research to assess regional feasibility, devising a strategic branding and marketing plan, and creating a detailed business plan covering revenue streams, cost analysis, financial projections, and risk mitigation strategies
- Created and presented a pitch for a sports media content startup company, proposing the target markets of expansion and preliminary budget of costs for the target market
- Performed an analysis of a sports media content startup's success at increasing viewer engagement for clients
- Attend general body meetings to learn and improve upon skills applicable to the sports business environment

**Undergraduate Human Capital Association**

Fall 2022 - Present

*General Body Member*

- Attend general body meetings and workshops to learn and improve upon skills applicable to the Human Resources field

## SKILLS & INTERESTS

**Skills:** Knowledgeable in Workday & SAP/SuccessFactors, Talent Acquisition, Basic Compensation Structures, Insights Discovery Tool, Microsoft Office, Google Suite

**Interests:** Bass Guitar, Acoustic Guitar, Powerlifting, Motorsport, Swimming, Football, Cycling, Golf, EDM