

Joseph R. Bongiovi

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GLOBAL HUMAN RESOURCES EXECUTIVE AND EDUCATOR

Strategic and trusted analytical business leader with proven accomplishments in best-in-class international corporate and academic environments.

WORK EXPERIENCE

SAZERAC COMPANY, INC. Louisville, KY

May 2018 – May 2023

Chief Human Resources Officer

- Built and led a 90-person Human Resources team accountable for supporting a global, multibillion-dollar organization. Effectively managed talent acquisition, talent development & total rewards, and business partner functions as the enterprise more than doubled in revenue, profits, and headcount throughout five (5) years.
- Directly responsible for supporting all primary business functions, interviewing and hiring most executives within Operations, Finance, IT, Marketing, Sales, Legal & Compliance, and Human Resources.
- Successfully managed supply chain and budget pressures induced by COVID-19, positioning the organization to stand up a 1,000-team member sales organization and 3,000 incremental team members from 2021 to 2023.
- Regularly managed all HR-related activities for twelve global acquisitions and integrations, directly contributing to the organization's ability to more than double in size over five (5) years.
- Led research-based culture-building initiatives, increasing engagement by 7% and survey completion rate by 15%.
- Reported directly to the CEO and a member of the Executive Leadership Team, routinely contributing to discussion and decision-making, which impacted the entire enterprise.

UNIVERSITY OF NORTH CAROLINA Chapel Hill, NC

July 2016 – June 2019

Department of Sociology – Teaching Fellow and Doctoral Candidate

- Educating students on organizations, occupations, and work while working on a dissertation on the emergence of new types of organizations (organizational forms) and their institutionalization as new industries

MICHAEL BAKER INTERNATIONAL, A DC Capital Partners Company, Pittsburg, PA

May 2014 – June 2016

Executive Vice President, Chief Human Resources Officer

- HR leader for a 6,500-person, \$1.4 billion revenue global engineering design and infrastructure services business, leading human capital management, including talent acquisition, talent development, and learning; performance management and rewards; employee relations and compliance; benefits and board interaction.
- Reorganized business, integrated 12 organizations, aligned leadership, and increased EBITDA by 55%.
- Hired over 2,600 new employees in 2015 to support business development and growth.
- Implemented university relations as a cornerstone for talent strategy, hiring 116 grads and 99 interns.
- Designed and implemented employee engagement and development initiatives, which reduced engineering voluntary turnover from 18.9% to 10.3%.
- Developed and implemented a total rewards program, including a new variable compensation and equity program that aligned individual and organizational performance.
- Led benefits redesign and implementation, realizing cost reduction of \$1 million from 2014 to 2015 and mitigating expense increase of \$3 million from 2015 to 2016.

UNIVERSITY OF NORTH CAROLINA Chapel Hill, NC

August 2009 – May 2014

Department of Sociology – Teaching & Research Fellow and Graduate Student

- Teaching Fellow for classes on organizations, occupations, and work, 2012-2014.
- Assistant Director, Undergraduate Studies for 200 student Management Major, 2011- 2014
- Research Fellow, Mellon Foundation Sawyer Seminar on Work in Asia, 2011-2013
- Faculty Co-Advisor for UNC SHRM, May 2010 – May 2014
- Strategy Consultant for Capital Associated Industries (CAI), 2013-2014.
- Business Coach and Consultant, 2009-2013.

Vice President, Global Human Resources

- Head of HR for a 4,500-person, \$1.3 billion revenue business with global operations in North and Latin America, Europe, the Middle East, Africa, Asia, and the South Pacific.
- Led organization, performance, and talent review; talent acquisition, university relations; key rewards programs such as incentive compensation, equity, performance-based merit, sales incentives, and associate recognition. Reduced professional turnover from 14.7% to 4.4% and executive turnover from 18% to 3.3%.
- Achieved double-digit improvement in associate satisfaction, highest across Danaher.
- Placed 35 global executives and built a 60-person international payment business.
- Improved internal fill rate from 38% to 62%.
- Led Greensboro union negotiations to a successful conclusion and developed emerging markets business strategy.
- Led human resources due diligence for acquisitions in Asia-Pacific and Europe.
- Reported to the Group Executive and led a staff of 42, with 14 direct and functional reports.

MARSH, An MMC Company, New York, NY

October 2001 – February 2007

Managing Director, Human Resources - Marsh Americas (2006 – 2007)

- Head of HR for a 15,000-person, \$2 billion revenue business in North and South America.
- Responsible for talent management, staffing and development, performance management, compensation delivery, and colleague engagement and retention.
- Managed a staff of 142, with 16 direct and functional reports. Drove alignment to a new business model across the Americas.
- Led new compensation design to strengthen and reinforce the business model.
- Reported to President, Marsh, Inc., and EVP, Global Practices.

Managing Director, Human Resources - North Americas (2004 – 2006)

- Head of HR for a 13,000-person, \$1.8 Billion revenue business in US regions and Canada.
- Responsible for talent management, staffing and development, performance management, compensation delivery, and colleague engagement and retention.
- Managed a staff of 120, with nine direct and functional reports.
- Led restructuring of the North America business, transitioning from an “office” servicing to a “zone” revenue model.
- Created national alignment for business, risk, and infrastructure practices to streamline operations and reduce costs.
- Led restructuring that eliminated \$200 million in costs from the overall business model.
- Reported to the President of Marsh North America.

Managing Director, Human Resources - International (2002 – 2004)

- Head of HR for a 6,000-person, \$600 million revenue business in Latin America and Caribbean, Asia-Pacific, Africa Regions, Israel, and Captive Management.
- Reported to Business Head, Marsh International.

Senior Vice President, Human Resources - Latin Americas (2001 – 2002)

- Head of HR for a 3,000-person, \$200 million revenue business in Latin America and the Caribbean; reported to Region Head, Latin America.

RP SCHERER, A Cardinal Health Company, St. Petersburg, FL

January 1999 – September 2001

Vice President, Human Resources - Americas

- Head of HR for a 1,200-person, \$300 million revenue business in the US, Canada, and Latin America.
- Responsible for staffing, training, development, employee relations, compensation, and benefits.
- Managed HR function with six direct reports and a staff of 30.
- Led the human capital component of a new ethical pharmaceutical facility.
- Led the restructuring and streamlining of non-core businesses.
- Implemented leadership development and training programs.
- Reported to General Manager, RP Scherer, Americas, and SVP of HR for Cardinal Health.

CITIBANK, A Citicorp Company New York, NY 1997 –1998
Vice President, Human Resources - Consumer Bank

PIZZA HUT, A Pepsico Company, Dallas, TX 1992 – 1997
Captain, Pizza Hut, Inc., Staffing Core Process Team, 1997
Director, Human Resources, 1994 – 1996
Manager, Human Resources, 1992 – 1994

GENERAL ELECTRIC POWER SYSTEMS, Schenectady, NY 1990 – 1992
Human Resources Management Program - GE International Power Systems Sales

EDUCATION & ACADEMIC AFFILIATIONS

- ✓ **ABD IN SOCIOLOGY: University of North Carolina**, All-but Dissertation (ABD) 2016 – 2019
- ✓ **MASTER OF ARTS (MA): University of North Carolina**, Sociology
- ✓ **MASTER OF INDUSTRIAL & LABOR RELATIONS (MILR): Cornell University**, Industrial and Labor Relations
- ✓ **BACHELOR OF ARTS (BA): University of Notre Dame**, Government and International Relations (Political Science), Spanish, and Latin American Studies
- ✓ Academy of Management (AOM) American Sociological Association (ASA)
- ✓ Inter-university Seminar on Armed Forces and Society Fellow (IUS) University of North Carolina Chapel Hill Alumni Association Cornell University Alumni Association
- ✓ University of Notre Dame Alumni Association

PROFESSIONAL CERTIFICATIONS, MILITARY SERVICE & VOLUNTEER AFFILIATIONS

- ✓ Business Coaching Certification, North Carolina Crucial Conversations, Train the Trainer
- ✓ Achieve Global Instructor Certification
- ✓ Lominger Competencies Certification
- ✓ Evaluation Interview Certification
- ✓ US ARMY – Individual Ready Reserves & Captain, Active Duty
- ✓ Organizational Leadership and Learning Program, University of Louisville, Advisory Board
- ✓ Innovu, Advisory Board
- ✓ Calvary Episcopal Church, Vestry Member, and Usher
- ✓ Holy Family Episcopal Church: Senior Warden, Junior Warden, Vestry Member
- ✓ Parish Council Member, Youth Commission Chair, Lector, and Usher
- ✓ Capital Associated Industries (CAI), Strategy Consultant
- ✓ Cornell University: Teaching Assistant & Master’s Student for the School of Industrial and Labor Relations
- ✓ Society for Human Resources Management (SHRM)
- ✓ UNC-CH SHRM Student Chapter Co-Advisor