



RICH SALON

Richmond, VA
Charlotte, NC

INDUSTRY EXPERIENCE

Distribution Centers
Transportation Operations
Manufacturing Plants
Retail Stores
Corporate Headquarters
Call Centers

EDUCATION

BA, San Diego State University

CERTIFICATIONS

SPHR –
Senior Professional in Human Resources

SHRM-SCP –
Senior Certified Professional
Advanced Employment Law
Certificate (IAML)

SKILLS

Rich specializes in Human Resources, Employee Relations and Labor Relations. His passion and experience have enabled him to contribute to leading companies, from Fortune 500 to large, privately held organizations. He brings a unique focus to the employee and staff experience, including but not limited to employee engagement and retention, policies and practices, and HR compliance.

His client groups have frequently led the organization in employee engagement, giving full credit to the business leaders who accepted and executed his guidance. In addition to his dedication to employee engagement, he has played a leading role in keeping past employers union-free. He was responsible for union prevention as Labor Relations Manager at a Fortune 500 company, putting down 20 union activity flareups following a large company downsizing event. He has developed and conducted numerous training programs to leadership to create an inspired workforce.

Each client receives an approach customized for their needs. Deep data analysis is used to guide decisions and coach the client's team with personalized feedback. Upon completion of each assignment the clients have enjoyed ongoing success.

HUMAN RESOURCES BACKGROUND

Rich has been a leader in field and corporate assignments within complex organizations. He remains dedicated to ensuring all leaders have the best tools available to be successful. He works tirelessly with leaders to develop HR strategies to improve the business while providing professional development opportunities for staff simultaneously. Previous business partners have ranged from District Manager to Senior Vice President.

His expertise in Employee and Labor Relations enables him to provide value-added service in responding to current and future business needs. He works to see employees excited to be part of the team, not just look at each day as a means to a paycheck.

REPRESENTATIVE ASSIGNMENTS INCLUDE

- Employee Relations and HR Compliance Manager, supporting a client group of 20,000 team members while supervising 9 direct reports.
- Field Human Resources assignments at Director and Manager levels, with client groups ranging from 450 to 3400 team members. Held individual contributor roles and supervisory capacities, leading as many as 20 HR professionals.
- Labor Relations Manager, responsible for maintaining self-representation.
- Rebranded company's union prevention program to Pro-Associate, redirecting the emphasis to the employee experience.
- Dispatched to field locations at 4 leading companies due to union organizing threats.
- Responsible for HR policies and practices at a Fortune 500 organization.
- Played a leadership role in employee engagement design and rollout, earning chief engagement officer nickname.

BUSINESS EXPERIENCE

Rich has an extensive background in Human Resources, Employee Relations and Labor Relations. His focus is to help organizations achieve their business objectives by way of their most important asset – it's employees and leaders. His approach to business is to put the team members first and watch the desired results follow.

Previously, he has served in Employee Relations, Labor Relations and HR Business Partner roles at leading, future-oriented companies. He has supported large, diverse client groups, has led key business projects and has been a member of numerous project teams, all designed to solve problems or advance the organization.

Currently, he serves as Employee Relations Sanity Director at HR Sanity, an organization whose sole mission is to improve the human resource area by creating greater organization ROI through HR programs and processes.

Rich is also a Career Transition Coach. In 2009 following the liquidation announcement of Circuit City, he was asked to kick start the job search process for the 34,000 team members nationwide. He was named Hero of the Economy that year by CNN for his tireless and innovative work and remains inspired to help people in their career search. He helps people with their job search and matches others to a business opportunity thru his company, Business Ownership Connection. Rich's services remain free to the people he works with.

Outside of work, Rich remains dedicating to helping others. He became a member of Rotary International in 2015. He currently serves as Club President for the Rotary Club of Goochland, VA. He has been asked by the organization to move up and has accepted the role of Area Governor, being responsibility for multiple clubs beginning July of 2020. The organization's motto is Service Above Self and continues to make a major impact to those less fortunate both locally and internationally. Rich has committed himself to Rotary to work alongside others to make our world a better place.