

## **Professional Objective**

To make Human Resource Business Partners (HRBP) the best Human Resource Consulting firm in the business today. It is our objective to form a strategic partnership with our clients and to offer them the best Human Resources Services possible in executive search, employee relations, training & development, coaching and performance management programs.

## **WORK HISTORY**

**2006-Present** *Human Resource Business Partners (HRBP) • Napa, CA*

### **Partner**

- Fulfilled a 20 year dream to start a Human Resources Consulting Business.
- Building a clientele who will utilize our vast knowledge and experiences gained from the corporate world.

**2006**

***Constellation Wines U. S. (CWUS), A Constellation Brands Co • SAN FRANCISCO, CA***

### **Senior Vice President Human Resources & Real Estate**

- Human Resources strategic partner with the six (6) Sales & Marketing companies in CWUS
- Manage talent pool for the organization and responsible for recruiting new talent
- Handle Real Estate negotiations, lease renewals and build outs
- Handle employee relations issues across the country and International for CWUS
- Responsible for capital budgeting projects & manpower costs for the Sales & Marketing teams
- Confidential listening & coaching ear to the Presidents of the Sales & Marketing companies, their senior team and the employees in this part of the organization
- Worked as a member of the Constellation Acquisition team for new winery purchases

**2002-2006**

***ICON ESTATES, A Constellations Brands Co • ST. HELENA, CA***

### **Senior Vice President Human Resources & Real Estate**

- Work with the Senior Team at Icon Estates on both Strategic and Operation issues
- Manage talent pool for the organization and responsible for recruiting new talent
- Handle Real Estate negotiations, lease renewals and buildouts as appropriate
- Handle employee relations issues for the employee population
- Responsible for budgeting and manpower costs for the organization
- Strategic partner, listener and coach to the President and the Senior team
- Handle compensation (all salaries, stocks & bonus programs) and employee benefits programs
- Member of the Parent company Acquisition team

**2001-2002**

***DIAGEO CHATEAU & ESTATE WINES • NAPA, CA***

### **VP Business Capabilities - Wines Division**

- Responsible for facilitating the merger between Diageo and Seagram
- Set up functions for merging two cultures together into a single organization
- Managed a talent pool from both organizations to insure that the skills that were needed were combined under the new company
- Managed Company Resourcing & Employee Relations functions
- Strategic Partner to the President & the Senior Team
- Handled Real Estate divestitures & new leases as appropriate

**1987-2001 SEAGRAM CHATEAU & ESTATE WINES COMPANY • SAN MATEO, CA**

**Senior Vice President Human Resources - Wines Division**

- Handle company-wide Human Resources Programs
- Served as one of six members of the companies Executive Operating & Strategic Team
- Personal confidant to the President and the Executive Team
- Handle company Compensation, Benefits, EEO/AAP, Incentive Awards Program, Recruitment, Employee Relations Training, Relocation, & Succession Planning Programs
- Handle all Executive level Programs
- Handle real estate lease negotiations, build outs, telephone systems, office management programs
- Managed the Company's talent pool & Resourcing programs

**1982-1987 JOSEPH E. SEAGRAM & SONS • NEW YORK, NY**

**Director Human Resources - Wines Division**

- Promoted to the Corporate Staff to handle all Seagram Wine production properties & new acquisitions in the United States
- Managed the Wine Division Safety, Health Care, Labor Relations, Recruitment, EEO/AAP, Compensation, Office Services, Relocations & Employee Relations programs
- Worked as a team with line Winery managers to form a strong & profitable production, sales and marketing team
- Handled, with external legal professionals, all employee related legal actions & suits
- Handle new acquisitions, closures, relocations & consolidations

**1978-1982 PAUL MASSON VINEYARDS • SARATOGA, CA**

*(A subsidiary of Joseph E. Seagrams & Sons Company)*

**Manager Employee Relations and Recruitment**

- Maintained employee relations program for salaried & hourly personnel
- Handled all employment activities
- Developed personnel policy & procedure manual
- Budget preparation and expenditures
- Handled employee relations & Union Grievances
- Handled Labor negotiations & Arbitrations with three different Unions

**1976-1978 CROCKER NATIONAL BANK • SAN FRANCISCO, CA**

**Employment Manager**

- Supervised a staff of four professionals & three support employees
- Set up a Company's College Relations program
- Set up a Company-wide job posting program
- Supervised the recruitment of professional & non-professional personnel
- Planned & Maintained a department budget
- Handled recruitment for senior professional & executive positions

**1973-1976 FAIRCHILD CAMERA & INSTRUMENT CORP • SAN RAFAEL, CA**

**Corporate Human Resources Department**

- In conjunction with the VP - Labor Relations worked on the Company's negotiating team with three different unions
- Handled Professional recruitment
- Wrote the Company's Affirmative Action program
- Handled the Company's employee relation issues at the San Rafael facility

**Production Supervisor**

- Supervised 35 wafer sort, quality control and electronic assembly employees in their different areas
- Responsible for department budget planning & expenditures
- Met or exceeded department shipment projections

**1972-1973**    ***KELLOGG'S SALES COMPANY • WALNUT CREEK, CA***

**District Sales Representative**

- Responsible for key accounts & significantly increased sales volume with restaurants, wholesale and retail accounts
- Managed broker accounts to insure proper movement of Kellogg's products

**1970-1972**    ***SANTA CLARA UNIVERSITY • SANTA CLARA, CA***

**Assistant Housing Director**

- Worked directly with students and faculty on housing related concerns
- Worked with superiors to make housing a profitable department
- Worked with external groups to bring conferences to the University

**EDUCATION**

- 2000    *MA Degree • University of Phoenix • Santa Clara, CA*
- 1972    *BA Degree • Santa Clara University • Santa Clara, CA*
- 1971    *Exchange Student • Loyola University • Rome, Italy*

**COMMUNITY RELATIONS**

Co-founder of two investment groups in the SF South Bay Area, responsible with team for investment portfolio and acquisitions models for both groups  
Worked with Emmanuel Sunday School Department  
Work with Santa Clara University as a member of the Alumni Association

**PERSONAL**

Married with Twin Adult Children, Treasure and Reginald