

BRONWYN DUFFY, MBA

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VP HUMAN RESOURCES FOR MID-SIZE TECHNOLOGY AND EMERGING-GROWTH COMPANIES

Software | Networking | Component Manufacturing | Chip Design | Pharmaceutical

PARTIAL SELECTION OF FORTUNE 500 EMPLOYERS AND CLIENTS SERVED

- GENERAL ELECTRON
- BIG EIGHT MOTORS
- MBNA AMERICA
- VLAXICON INC.
- IVM NETWORKS
- THERMOMETRICS
- NATIONAL COMPUTER
- LANYARD BELL
- SAMTRONICS INC.

TECHNOLOGY HUMAN RESOURCES EXECUTIVE serving organizations that deliver services and products to **Fortune 500**, emerging, and high-growth technology companies in **evolving** marketplaces. Charismatic leadership style with a strong desire to win.

Trusted confidante to executive and board of directors; role model to employees. Deliver HR solutions by thinking globally and acting locally to retain top talent.

Recent global integration expertise delivering scalable solutions, including product development talent mapping for R&D environments.

Expert at calming chaos and driving organizational capacity that fuels top-line growth while judiciously controlling the bottom line. Previous executive-level human resources experience at **Fortune 500** companies.

~ AVOIDED COSTS ACHIEVED THROUGH IMPECCABLE QUALITY CONTROL ~

KEY LEADERSHIP COMPETENCIES ▶

- Global-Level HR Planning
- Talent Acquisition and Engagement
- Rewards: Compensation, Benefits, Incentives
- Quality Programs and Processes
- Succession Planning
- Mergers, Acquisitions, Integrations Expertise
- Team Development | Mentorship
- Team Building Strategies
- Risk Mitigation and Management
- Organizational Development
- Pre-IPO Due Diligence
- Corporate Governance | Regulatory Compliance
- Business and Financial Acumen
- HRIS and Reporting Metrics
- High-Impact Change Management Strategies

SELECTED CAREER ACCOMPLISHMENTS ▶

VICE PRESIDENT

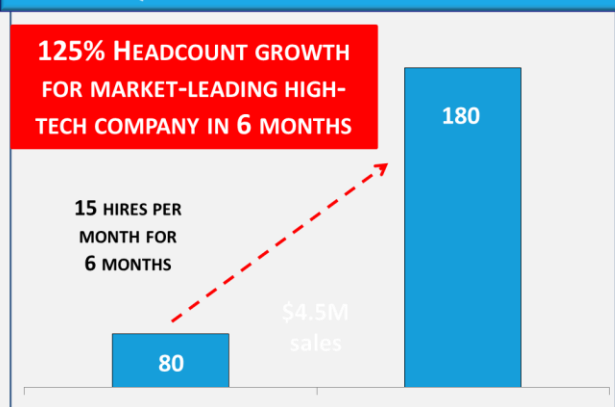
Power HR Consulting Group | San Francisco, CA

2013 – PRESENT

Full-service HR advisory services for medium-size high-tech companies in the San Francisco Bay area.

- Developed first-ever total rewards program for board approval for future development of compensation and benefit programs after a **\$150M** capital infusion for initial stock option grant [Pixel Smart Grid Solutions].
- Led HR Strategy transforming family-run organization of **80 employees to 180 employees** in under 6 months.
- Consulted with the **Virgin America** pre-IPO team to formulate Compensation Discussion and Analysis for the S-1 filing [Virgin America].
- Achieved **90%** of annual goals based on design and implementation of performance management system for a non-profit organization which led to increased funding and alignment with their annual operating plan.
- Drove **50%** reduction in sales staff turnover in 18 months by designing a popular and effective sales incentive plan.
- Effected a powerful employee engagement process that resulted in growing employee satisfaction rate from **67% to 84%** in less than 3 years among designated high potential managers and directors.
- **Initiated a board-approved succession plan** for executive-level contributors that was sanctioned by the company's insurance underwriters. Won the accolades of the senior leadership team and the board of directors.

TALENT ACQUISITION VIA EMPLOYEE VALUE PROPOSITION



VP, HUMAN RESOURCES Proven Power Networks | San Francisco, CA 2008 – 2013
 \$65M software company for mobile devices. Recruited to support the imminent disposition of the company (acquisition/IPO). Reported to CEO with 9 direct reports. Key customers included Fortune 1000, Fortune 100, and Fortune 500 firms.

Spearheaded initial design of the human resources function and infrastructure for this 7-year-old company. Led the closure of several international sales offices in first 3 months.

- Collaborated with CEO to negotiate BOD approval to recruit **first-ever CFO** resulting in a profitable company in 3 years.
- Talent acquisition strategy supported headcount growth from 100 to 300+ employees with offices in China and Europe.

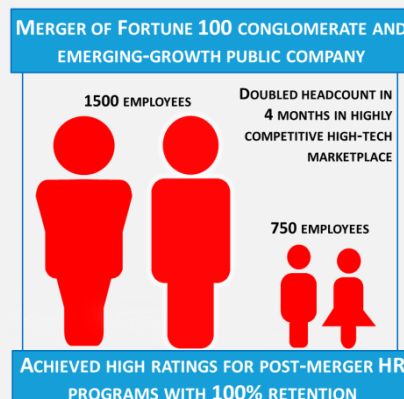


- Led an 18-month talent roadmap for key human resources in response to the market's introduction of Android resulting in **100% retention of key talent** fortified by a powerful change management plan for executive engagement.
- Improved employee productivity by aligning employees with business goals and through the quarterly **Objective and Key Results Program** and a pay-for-performance culture.
- Deployed multi-year change initiatives to drive profitability goals by aligning employees to challenging business goals *via* a profit sharing incentive plan. Resulted in exceeding revenue and profit targets.
- **Raised the bar** for performance by aligning business goals with company values. This effort resulted in massive efficiency gains supported by HR systems that were measured by sustainable metrics.
- **Led a team** of high-impact HR Business Partners in Finland, Estonia, China, and the US by cultivating values-based HR programs in support of regional business needs, including intercultural training.
- **Developed the leadership team** as a high-impact team utilizing the Myers-Briggs Leadership instrument and serving as the CEO's go-to counsel on all people-related challenges.
- **Improved business performance** by conducting an employee pulse survey, carefully analyzing the data [satisfaction, turnover, etc.], and designing popular employee development initiatives.
- **Designed training programs** to support organization development, including team building, hiring a high-performance team, performance management, change management, leadership development, and employee engagement.

DIRECTOR, HUMAN RESOURCES & TOTAL REWARDS Global Neural Networks | San Jose, CA 2006 – 2008
 \$780M publicly traded microwave networking solutions company with 1500 employees and 350 customers. Reported to VP, Human Resources with 5 direct reports. Largest microwave antennae company in the world.

Hired as HR Leader for merger of Wonder One and Latel Networks that resulted in **doubling the workforce to 1500 employees**, and doubling revenue to \$700M with only 120 days to prepare for the merge.

- Designed compensation programs, health and welfare plans and payroll services for **1500 employees in 35 countries all enrolled** on day one of merge.
- **Retained 100% of key employees** post-merger by providing change management coaching and counseling for managers and employees easing their transition into the new company.
- Spearheaded annual **succession planning** review sessions with senior management team; created tools and employee development assignments to **engage high potential staff**.



(Global Neural Networks continued)

- **Enabled rapid distribution** of key information to a globally dispersed workforce during a time of major corporate change using the intranet, in-person meetings, video meetings, email, and social media. Topics included new benefits, employee on-boarding, corporate news, the employee directory, and departmental data winning accolades from the senior executive team.
- **Achieved 81.9% rating** for pay and benefits of new total rewards program post-merger through an employee survey conducted every second quarter.
- Brokered the HR Team’s official adoption of **The Sarbanes-Oxley Act** and related compliance process. Developed the *Compensation Discussion and Analysis* and *Compensation Summary Table* for the Annual Proxy.

EARLIER CAREER ABSTRACT ▶

DIRECTOR HUMAN RESOURCES	Pacific Technologies [acquired by <i>Fortune 100</i> company]	2004 – 2006
MANAGEMENT CONSULTANT	Duffy HR Clients included: Tufts Cove Health Plan, Atlantic Biogen, Iceland Semiconductors, Spark Networks, Child Growth Foundation, Avanex, MySPL, and Lite House	2001 – 2004
DIRECTOR HUMAN RESOURCES	Eastern Vertex Pharmaceuticals Corporation	1998 – 2001
HR MANAGER	Hibachi	1994 – 1998
HR CONSULTANT	IVM Components Division	1990 – 1994

FORMAL EDUCATION AND TRAINING ▶

Master Business Administration Degree | University of Dublin – Trinity College | Dublin, Ireland
 Bachelor of Science Degree | Organizational Behavior | University of San Francisco | San Francisco, CA
 Certified Compensation Professional (CCP)

PROFESSIONAL DEVELOPMENT AND ASSOCIATIONS ▶

World At Work, Society of Human Resources Management, and Northeast Human Resources Association.

COMMUNITY DEVELOPMENT AND VOLUNTEER ▶

Advocate for Child Growth Foundation – Advocates for Youth
 Designed and implemented a unique performance management system that led to a 32% increase in private donor funding (\$22K).

“Bronwyn is a highly skilled executive. Her integrity, communication, and business execution are the best I have seen.”
 JP Morgans | CEO at Fortune 500 Company

Executive Resume Strategy

Bronwyn is an outside consultant and her perceived challenge is how to position herself as an executive-level HR leader and insider. Her concern is that she is perceived exclusively as “an outside consultant” by recruiters and decision-makers in her targeted markets. This is in spite of her impeccable track record delivering results as a consultant to *Fortune 500* companies **as well as an executive** working for *Fortune 500* companies.

Her unique value proposition is simply that she understands *Fortune* companies as well as how to serve as a supplier those companies. This will make her a very attractive candidate for suppliers to emerging companies who want to position themselves as suppliers to these large companies. Of course, she is well positioned for both markets.

Bronwyn’s evidence-based metrics demonstrate her value to the bottom line immediately because of her ability to lead her teams effectively and her ability to retain top talent. Her business and technical acumen delivers a powerful return on investment for the organization through impeccable quality control and effective human resources practices.