

JEANNE L. WINSLOW

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Clearance: Secret – Inactive at this time

SUMMARY OF EXPERIENCE

Equine Management Resources, LLC

Horse Shows in the Park, LLC

2000 – Present

Cocoa, FL

Owner/President

Responsible for facility and event management of local and United States Equestrian Federation (USEF) affiliated Hunter/Jumper and USEF licensed Dressage horse shows of significant size and scope throughout the state of Florida. Full scope management responsibility includes management consulting, site planning, negotiation, marketing, administrative supervision, customer relations, financials, human relations and on-site event management.

IAP WORLDWIDE SERVICES, INC. (formerly

Johnson Controls World Services, Inc.)

October 1999 – February 2008

Government Systems and Services Division

Cape Canaveral, FL

Corporate Human Resources Manager – Recruitment (4/2005 – 2/2008)

Responsible for Corporate Headquarters staffing/recruitment, HR Generalist support and guidance, project phase in and global staffing effort. Staffing/coordination and deployment of cleared personnel with varied backgrounds to significant OCONUS sites. Highly successful track record in recruitment for Sr. level management, highly technical and scientific, engineering personnel. Fully experienced with govt. A-76 phase in, successor contractor phase in, identification of key personnel in support of proposal efforts and international deployment of top secret personnel. Managed and completed 60 day phase in BASOPS contract with 300+ personnel in February 2007 at Walter Reed Hospital in Wash. DC. Proficient with various on-line recruitment tools. Critical contributor to proposal development in the sourcing and identification of key personnel as staffing requirements and HR related opportunities within the proposal are identified. In depth knowledge of Service Contract Act (SCA). Operational responsibilities included HR Generalist functionality to over 25+ existing projects CONUS and OCONUS. Areas of focus have included benefits administration, employee relations, compensation, EEO/AA, training and development and staffing of critical technical and functional management roles.

Corporate Human Resource Operations Manager. (10/1999 – 4/2005)

In Generalist role, managed the Human Resource activities for Energy, Space and Technology division of over 3200 employees in multiple locations throughout US/Puerto Rico to ensure project and headquarters compliance with federal, state employment laws and Corporate HR policies and procedures. Provided regulatory and policy interpretation, advice and counsel to divisional VP's, Project Management and support staff in issues regarding recruitment, benefits and compensation, employee relations, EEO/AA, compensation, training and development and other HR related issues. Operational customer/client interface as Corporate designate during critical communication/negotiations.

Employee Relations and Training Manager for Corporate Headquarters.

Ongoing sourcing and recruitment of key headquarters and project personnel nationally and world-wide. Active role in acquisition, implementation and phase-in of new business. Investigation, compilation and submittal of formal response to all Headquarters and assigned project's EEO complaints and/or charges with 100% favorable win rate on all formal charges to date. Coordination and administration of assigned project performance based merit program, job analysis

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and ensured non-exempt project positions were structured accurately in conformance to SCA /DOL requirements. Structured and provided Corporate Headquarter's first and ongoing Operational and HR 3 day related training curriculum for project management and divisional HR staff. Launched acquisition and assimilation of new FedSource business segment resulting in the initial transition and hiring of over 360 incumbent personnel in 9 days, production of 99.98% accurate first payroll and subsequent growth of the FedSource business unit to over 600 employees nationally within one year.

Superior Technical Resources, Inc. November 1998 – October 1999

Palm Bay, FL

Technical Staffing Supervisor. Responsibilities included both direct placements and contract labor hires. Clients included Boeing, Lockheed Martin, Harris Corp, McKesson/HBOC, Walt Disney World Engineering, Northrup/Grumman, Siemens and HealthFirst. Sourcing and recruiting for multiple disciplines to include Finance/Accounting, Human Resources, Sales Management, Software Engineers, Electrical Engineers, Systems Engineers, Mechanical and Project Engineers, Database Analysts, Autocad, ProE, IT, Systems Administrators, Programmer Analysts, Contract Administration, and Electrical/Clean Room.

Sea Ray Boats, Inc./Brunswick Corporation January 1995 – May 1998

Merritt Island, FL

Human Resource Manager for a heavy manufacturing facility of over 500 employees. Responsible for all Human Resource functions including Recruitment/Staffing, Compensation, HRIS, Payroll, Workers Compensation, Employee Communications, and administration of Employee Benefit Plans. Implemented first formal Human Resource function and was first female manager in plant's history. Significant accomplishments included the selection and implementation of first EAP, design and implementation of formal Performance Appraisal document/process, coordination of over 500 hours of computer training for facility key personnel, implementation of "pay for performance" compensation structure plant-wide, design of HRIS database, and introduction and implementation of first job posting and internal bid process. Responsible for all plant-wide employee communications and training.

Opto Mechanik, Inc. September 1994

Melbourne, FL 32926

HR Consultant reporting to CFO. Design and production of employee handbook and sourced \$151k of external job training dollars for the projected movement of 100 FTE from their Ohio plant.

IBAX HealthCare Systems

1983 – August 1994

A Partnership of IBM & Baxter Healthcare Corporation

Longwood, FL

Human Resources Manager, effective 1987. Started career with Baxter as Recruiter, subsequently promoted to positions of Employment Supervisor (1984), Employment Manager (1985).

Accountabilities included the following:

- Employee Relations, EEO
- Recruitment/Staffing
- Health and Welfare Benefit design, implementation and administration
- HRIS, Payroll (ADP)
- 401(k) Administrator, Plan Committee member and Trustee of 17m Plan
- Compensation analysis, design and administration
- Risk Management (Property, Casualty, E & O, Crime & Fiduciary)
- Workers Compensation
- Administration of Profit Sharing, Gainsharing and Management Bonus/Incentive Plans

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Major Partnership objectives while employed at IBAX were related to expansion, profitability, reengineering, team and business unit orientation of this highly technical IT based organization. Human Resource responsibility increased from one location with 125 employees at start up and company sales of 15 million, to 9 North American locations with 800 employees and sales of \$100 million.

Significant accomplishments included the design and implementation of recruitment strategies used nationally to recruit more than 400 top technical IT healthcare professionals and relocate them to Orlando, FL within one year. Wrote HR policy and procedure manual, converted shared mainframe Payroll system to stand-alone local area network HRIS technology on time with 100% accuracy. Design and implementation of cafeteria benefit plan; managed flex benefit design/enrollment 7 years. Facilitated HR component of Joint Venture's buyout and subsequent closing of partnership as last remaining on-site HR designate.

SUN BANK, N.A. (now SunTrust)

1980 – 1983

Orlando, FL

Personnel Specialist responsible for recruitment/staffing/advertising, employee/community relations, internal job posting and HR policy and procedure.

EDUCATION

University of Central Florida B.S. Business Administration 1981

Major: Business Management Minor: English