

MEGAN PERRY RASH

Maineville, OH 45039 | 513.502.7460
mrash121518@gmail.com | linkedin.com/in/meganperryrash

Human Resources Leader

PROFESSIONAL PROFILE

Accomplished human resources leader with success spearheading a wide range of talent acquisition initiatives. Key member of the leadership team. Experience spans the full recruitment life cycle and strategic recruiting methods. Excels at supporting leadership teams and guiding on workforce strategies, process improvement, talent development, and data analysis. Self-motivated, resourceful professional who pays meticulous attention to detail. Quick learner who is frequently promoted and awarded for exceeding goals. Strives to inspire an inclusive, equitable culture with access to resources and opportunities to thrive. Interpersonally effective across all levels.

AREAS OF EXPERTISE

Leadership | Strategic Planning | Change Management | Talent Acquisition | Training & Development | Retention
Employee Relations | DEIB | HR Benefits | HRIS | EOS/Traction | Company Culture | Building Relationships
Client Support | Project Management | EDI

PROFESSIONAL EXPERIENCE

Unistrut Midwest, Cincinnati, OH

11/2022–1/2024

Human Resources Manager

Recruited based on reputation to lead the development of a comprehensive HR infrastructure, policies, procedures, and systems from inception. Directly reported to the CEO as a key member of the leadership team, collaborating alongside the COO, CFO, and other executives. Actively contributed to strategic decision-making processes and served as an integral member of the EOS/Traction team, aligning objectives with organizational goals. Partnered with senior leaders to execute human resources strategies and programs. Operated within a partnership of a private equity firm, leveraging challenging environments to drive professional growth and achieve impactful results. Ensured compliance with federal, state, and local employment laws and regulations. Recommended best practices, analyzed policies, and reviewed practices.

- Initiated and developed HR infrastructure from the ground up, crafting processes from inception, automating paperwork, and orchestrating the implementation of multiple systems.
- Elevated to the leadership team within 30 days of assuming the role.
- Recruited 52 staff members across multiple offices in four states within a year.
- Managed HR operations, including payroll processing, timesheet management, HRIS system maintenance, workers' compensation, benefits administration, and employee relations.
- Spearheaded the design and implementation of comprehensive training and development programs, fostering internal growth opportunities for employees.
- Provided guidance and support in managing complex HR inquiries and issues, ensuring resolution and compliance.
- Cultivated an empowering culture through quarterly surveys and action plans to address employee feedback.
- Initiated the formation of an employee-led social committee and introduced job descriptions and performance review systems where none were previously in place.

Paycor, Cincinnati, OH

3/2019–11/2022

Senior Workforce Planning Analyst, 12/2021–11/2022

Analyzed call volumes and reported staffing recommendations to leadership. Supported leadership team and provided guidance to achieve objectives tied to multi-client and multi-channel workloads. Tracked and reported compliance to schedules and validated exceptions. Collected, analyzed, and evaluated data to track business levers and performance. Continually updated, revised, and improved HR policies. Managed tools, dashboards, models, reports, and statistics that supported decision making and process improvement, including pipeline reporting, trend analysis, retention analysis, and operational optimization.

- Quickly awarded and solely supported a specialized payroll department.
- Created training and processes for new hires; created workforce management manuals and documentation.
- Identified process improvement opportunities that ensured data integrity and drove time/cost efficiencies.
- Measured, reported, and analyzed results across operational groups, products, channels, and platforms.

- Used advanced analytical tools to perform ad-hoc analysis/reporting and projects.
- Supported the creation of automated tools for cross-functional departments to extract data, report, and provide insights for daily business management (revenue, client profiles, product attributes, and operational efficiency).
- Designed workforce strategies to account for growth, seasonal variations, special events, and cyclical patterns.

EDI Implementation Benefits Consultant, 5/2019–12/2021

Executed the process for building, testing, and deploying benefit feeds to carriers for clients. Reviewed customer carrier guidelines for EDI requirements. Advised team on configuring and modifying client benefit plans to meet requirements. Maintained current and implemented new EDI transaction sets. Coordinated all mapping and program changes. Guided clients through Open Enrollment events. Documented communications for project management.

- Quickly promoted for exceeding prior performance goals.
- Solely accountable for open enrollment EDI files; reduced errors, created processes, and developed guidelines.
- Served as Project Manager for 100+ initiatives; worked with 10+ systems cross-departmentally.
- Analyzed, researched, and resolved EDI processing errors; collaborated with vendors, carriers, and other stakeholders to send and troubleshoot benefit files.
- Hand-selected to support payroll and HR matters and trained and documented processes for colleagues.

Benefits Consultant, 3/2019–5/2019

Coordinated Benefit Open Enrollment and ACA annual processes for assigned clients. Facilitated and updated benefit plans to meet requirements. Performed troubleshooting of software systems. Investigated, analyzed, and recommended solutions for client service issues. Created new processes and collaborated cross-functionally.

- Quickly promoted and awarded a higher book of business because of strong performance and skills.
- Trained and developed peers.

Harlow HRK/Impact Group, Newport, KY

9/2012–3/2019

Client Manager, 5/2016–3/2019

Supported the largest client for Harlow HRK/Impact Group. Oversaw two direct reports; delivered performance reviews and processed timesheets. Worked with analytics sales teams to create persuasive analyses to meet partners' objectives while growing baseline sales for the manufacturer retailer and Harlow HRK. Provided forecasts, budgets, and projections for clients. Maintained communication with vendor clients concerning opportunities, deadlines, and sales performance. Used analytical reports (Market 6, Nielsen, and IRI Data).

- Promoted for driving sales revenue while cultivating client relationships.
- Managed and navigated in-house business transitions, including reporting to leadership.
- Recognized as an expert on the Kroger system; trained and developed direct reports.

Jr. Client Manager, 9/2012–5/2016

Supported vendors and Kroger with administrative and client services: item maintenance, promotional maintenance, and raw data transmissions and discrepancies (EDI). Maintained data entry and orders. Trained staff across all levels.

- Advanced due to skills, work ethic, and productivity; balanced a diverse book of business while leading projects.

EDUCATION

University of Cincinnati, Cincinnati, OH

Associate of Applied Business, Business Management Technology (Expected 2025)

SHRM (Expected 2025)

TOOLS & TECHNOLOGIES

MS Office | MS Teams | Salesforce | SharePoint | Paycor | Market6 | bswift | Nielsen | IRI | Genesys | Zoom

PROFESSIONAL DEVELOPMENT

- Completed 100+ e-learning, Paycor, 2019–2022
- Human Resource Mastery Administrative Track Series, Employers Resource Association, 2023
- The Mindset of a Leader/Leading Through Change, Employers Resource Association, 2023
- Leadership Training/Management Profile DiSC, Employers Resource Association, 2023
- Accelerate, Paycor, Young Professionals, 2020 & 2021
- Paycor Eight-Week Human Resources Classroom Training Program, 2019
- Transition to Supervisor, Employers Resource Association, 2017