

MEGAN PERRY RASH

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Human Resources Leader

PROFESSIONAL PROFILE

Accomplished human resources leader with success spearheading human resource initiatives. Key member of the leadership team, driving strategic decision-making and fostering organizational growth. Excels at supporting leadership teams, designing workforce strategies, improving processes, training staff, and analyzing data. Sought after for guidance in human resources matters. Quick learner who is frequently promoted and awarded for exceeding personal and company goals. Self-motivated, lifelong learner who takes on additional projects. Pays meticulous attention to detail. Interpersonally effective across all levels.

Areas of Expertise

Project Management | HR Benefits | HRIS | Marketing | Management | EDI | Planning | Analytics | Administration
Sales | Customer Service | Building Relationships | Staffing/Training/Development | Team Leadership | EOS/Traction

PROFESSIONAL EXPERIENCE

Unistrut Midwest, Cincinnati, OH

11/2022–Present

Human Resources Manager

Leadership team member and a part of the Traction/EOS process comprising the CEO, CFO, COO, and CRO. Partners with senior leaders to execute human resources strategies and programs. Manages employee recruiting and retention. Oversee employee disciplinary meetings, terminations and assists with investigations. Processes payroll and maintains HRIS system. Maintains compliance with federal, state, and local employment laws and regulations. Recommends best practices, analyzes policies, and reviews practices to maintain compliance.

- Developed all HR processes from inception, automating all paperwork, systems, and processes.
- Created training and development programs and initiatives that provide internal opportunities for employees.
- Supported and guided staff management when complex, specialized, or sensitive HR questions or issues arose.
- Developed and influenced company culture; drove cultural initiatives within the company to create a culture of accountability and transparent communication.

Paycor, Cincinnati, OH

3/2019–11/2022

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

Analyze call volumes and report staffing recommendations to leadership. Support leadership team and provide guidance to achieve objectives tied to multi-client and multi-channel workloads. Monitor and maintain daily service level and productivity. Track and report compliance to schedules and validate exceptions. Collect, analyze, and evaluate data to track business levers and performance. Continually update, revise, and improve human resources policies. Manage tools, dashboards, models, reports, and statistics that support 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.

- Quickly promoted for exceeding prior performance goals.
- Solely accountable for open enrollment EDI files; reduced errors, created new 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.
- Partnered with vendor and implementations team to report on project status and improve processes.
- Hand-selected to support payroll and general human resources matters.
- Trained and documented processes for colleagues.
- Documented critical client communications and interactions for project management.
- Participated in the company's professional development offerings and gained knowledge.

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. 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, including item maintenance, promotional maintenance, and raw data transmissions and discrepancies (EDI). Maintained data entry and orders.

- Advanced in role due to skill set, work ethic, and productivity.
- Balanced a diverse book of business while leading initiatives.
- Trained and developed employees across all levels.
- Worked closely with company leadership, client leadership, and Kroger to achieve goals.

OTHER KEY ROLES

PNC, Cincinnati, OH

Teller Supervisor

2/2012–9/2012

Yankee Candle, Cincinnati, OH

Store Manager, 3/2009–2/2012

Sales Associate, 11/2006–3/2009

11/2006–2/2012

EDUCATION

University of Cincinnati, Cincinnati, OH

Associate of Applied Business, Business Management Technology (Expected 2024)

Certificates: Excel Level 1 & Level 2, New Horizons Learning Center, 2010

TOOLS & TECHNOLOGIES

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

PROFESSIONAL DEVELOPMENT

- Completed 100+ e-learnings, Paycor, 2019–Present
- 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