

M. MICHAEL WARNER

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CAREER SUMMARY

A Human Resources executive with extensive experience in the technology, manufacturing, and communications industries. Hands-on experience managing domestic and overseas Compensation, Benefit program development, Staffing, Labor and Employee Relations, Training, Continuous Improvement Process, Facilities Management and Administration.

PROFESSIONAL EXPERIENCE:

Independent Insurance Agent-Aflac September 2007-Present

Independent Consultant June 2000-June 2006

- Project Manager: installed a corporate-wide defined-contribution pension plan 401(k), replacing a legacy defined benefit plan.
- Recruited a complete accounting organization, which relocated from the West Coast to the East Coast.
- Independently managed 2002 Corporate Compensation planning, management incentive and stock option programs
- Managed the relocation of corporate service and staff functions from Stamford to a new Wilton, CT location.

Director, HR and Administration Jan. 1996 – Jan. 1997 LORAL SPACE AND COMMUNICATIONS:
\$1 billion international provider of space satellites and communications

- Mergers & Acquisitions: Independently managed all HR issues related to major corporate acquisition, including integration of Company Policies, Shared Services, Labor Relations issues, incentive programs and key employee retention strategies.
- HR Organization Start Up: From scratch started up the Corporate HR and Administration functions for this \$1billion international provider of space satellites and satellite channels.
- Benefits Management: Renegotiated health cares contracts; saved \$ 1 million in health care premiums over legacy medical care program.
- **Approved labor contracts negotiated with various divisions of the Company**
- Administration: Independently managed corporate facilities including major renovations, security, OSHA requirements, insurance and real estate issues for Manhattan for corporate office.

Vice President Human Resources April 1990-March 1996 LORAL ELECTRONIC SYSTEMS:
\$300 million multinational division of Loral Corporation, designer and producer of electronic systems under DOD contract.

- Continuous Improvement Program Teams: Installed company-wide “best practices” and “benchmarking” program covering administrative and manufacturing operations.
- Recruitment: Managed large-scale high technology recruitment of scientists and engineers initiating the Companies first extensive college “fresh-out” recruitment program.
- Start-Up: Installed, on site, an operating HR function for a subsidiary in Ankara, Turkey.
- Government/Customer Compliance Programs: Installed and managed compliance programs mandated by DOD and major customers.
- Incentive Compensation/Bonus/Recognition Programs: Managed the installation of updated recognition and reward programs
- **Labor Relations: Executive management representative on Loral’s labor negotiating team, negotiated contracts with IUE #431**

Director, HR Programs

1983-1990

- Compensation: Developed and installed comprehensive, competitive, benchmarked, job evaluation and pay-for-performance system, compensation and expatriate allowance programs, and managed government compliance programs.
- Benefits: Updating plan provisions dramatically reduced ballooning health care costs.
- Compensation representative for the company's Labor Negotiating Team

Manager, Compensation

1977-1983

- Installed first custom-designed compensation and merit reward program. Introduced the company's first comprehensive "fast track" bonus reward program for key employees.
- Wrote the Company's first Compensation and Benefits policy.
- Developed management and supervisory training programs related to policy implementation.

MISCELLANEOUS

- Member of the St. Paul's Chapel, New York volunteer team. Prepared food for recovery workers in the wake of WTC collapse on September 11,
- Former literacy volunteer.
- Board of Directors, Westchester United Way, 1993-1995

EDUCATION

BA degree. University of Maryland, College Park, MD. Major: English Minor: Philosophy.