Steve Lewis

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SUMMARY

Innovative Talent Acquisition Leader with success creating interactive employment marketing capabilities that further employment brands while driving candidate engagement and building targeted talent communities. Skilled at establishing best practices in candidate sourcing, social engagement, recruiting and selection methodologies, as well as leveraging emerging technologies. Effective in the development and implementation of workforce planning and HR scorecards in a global environment. Known as a strong business partner and inspiring people leader. Expertise includes:

Recruiting	Strategic HR	HR Business Partner
— Talent Acquisition & Sourcing	 Workforce Planning 	 Organizational Design
— Employment Marketing & Branding	 Project Management 	 Performance Management
 Talent Community Engagement 	 Strategic Planning 	 Employee Relations
— Assessment & Selection	— HR Technology	 Talent Management Strategy

EXPERIENCE

DELUXE CORPORATION - Shoreview, Minnesota

2008 - 2011

With more than 5,000 employees, Deluxe helps their clients grow their businesses through a wide range of innovative products and services in checks, online marketing, customer loyalty and brand building.

Executive Director, Talent Acquisition

Brought innovation and best practices in recruiting and employment marketing to the company; building and leading a newly formed talent acquisition team of eight professional staff. Led workforce planning strategy development to support a shift in Deluxe's business model requiring a focus on digital and interactive marketing skills.

- Created new centralized talent acquisition function focused on building and engaging with talent communities and pipelines – cutting time to fill positions by over 10 days while experiencing a 43% increase in recruiting volume.
- Performed a complete strategic overhaul of the company's employment marketing capabilities, taking
 a stale employment brand, and creating an innovative marketing approach using the latest interactive
 marketing tools (social media, online blogs, video content) recognized by LinkedIn and Jobs2Web
 for innovative recruiting and by the Talent Board for our results on a positive candidate experience.
- Built and implemented an improved recruiting and selection process focused on business partnership.
- Asked to take on global HR management responsibilities supporting the company's web hosting business acquisition located in Toronto, Canada, providing general HR leadership and direction.

MEDICA – Minneapolis, Minnesota

2007 - 2008

Medica is a non-profit corporation that provides health insurance products for the individual, family, group, senior and government markets as well as a health management company, a charitable grant-making foundation and a research institute.

HR Consultant (Talent Acquisition Leader)

Contracted through OBERON as an HR Consultant to assess, develop and lead the Talent Acquisition function. Created positive results quickly, lowering average time to fill while improving quality.

- Realigned the talent acquisition organization to best support the various Medica businesses.
- Redesigned, documented, and initiated new recruiting processes for better utilization of Applicant Tracking System (Taleo) that led to reduction in time to fill and improved candidate experience.
- Established a proactive recruiting approach; redefined recruiter roles and sourcing.
- Developed and implemented new metrics captured by an effective use of Taleo.

U.S. BANK - Minneapolis, Minnesota

2006 - 2007

U.S. Bank is the 5th largest commercial bank in the United States, with over \$321 billion in assets.

Director of Recruiting

Led the centralized recruiting organization in support of hiring over 20,000 employees annually. Focus on leadership of the team and the development and implementation of recruiting strategies, tools and processes to effectively deliver top talent.

- Led the project implementation of Taleo, a new applicant tracking system delivered on time and resulting in process efficiencies, compliance with EEO, and reduced reliance on external search.
- Redesigned and restructured the centralized recruiting organization, aligning support that provides more effective and efficient service to the business lines.
- Effectively led a recruiting team of 55 individuals which resulted in improved retention of skilled recruiters and more effective recruiting strategy in collaboration with HR and the businesses.

H.B. FULLER COMPANY - St. Paul, Minnesota

2002 - 2006

H.B. Fuller is a leading global industrial adhesives provider with 4,500 employees

Talent Acquisition Manager

Directed and led best recruiting practices worldwide to ensure the acquisition of top talent. Led global implementation of talent acquisition and retention best practices.

- Redesigned the executive search process, including the selection, negotiation and implementation of a Global Executive Search Partner which cut the number of retained search firms from eight to one and led to a reduction of fees in excess of \$250,000 over one year.
- Built college relations program at targeted schools in support of MBA hiring for the Management Rotation Program which led to improved diversity hiring and acceptance rates from top candidates.
- Developed and implemented an HR scorecard that measured turnover, quality and cost per hire, employee productivity, and compensation ratios leading to several initiatives that improved retention and hiring practices.
- Led the design, development and implementation of a global recognition program resulting in the improvement in the retention of high performers and increased employee engagement

ADC - THE BROADBAND COMPANY - Eden Prairie, Minnesota

2000 - 2001

ADC, now a part of TE Connectivity, is a supplier of infrastructure components and systems to the telecommunication marketplace.

Director, Human Resources

Built a global staffing organization, comprising 15 professionals, partnering with generalists and other support staff to support a billion-dollar business unit through a period of aggressive growth.

- Partnered extensively with the HR organization and their businesses to define, develop and implement business recruiting solutions that met their resource needs reducing cost-per-hire by over \$2,700 and time-to-start by 20 days.
- Defined and implemented a Staffing Plan process to allow for a proactive talent pipelining
- Built a University Relations and Recruiting program within 6 months that led to a 10% college hire rate from less than 4% in support of entry level hiring for engineering and business professionals.

NCR CORPORATION - St. Paul, Minnesota

1988 - 2000

NCR provides products and services that enable customer interactions and self-service solutions.

Director, Strategic Staffing and the Americas, Global Human Resources (1996 – 2000) Last four years at NCR was charged with developing and leading a centralized recruiting function. Led a staffing redesign initiative to improve processes, technology, organizational structure, and staffing methodology; and provided strategic direction and management of the recruiting and staffing function for NCR's Americas Region (U.S., Canada, and Latin America).

- Project Leader for the NCR Staffing Redesign Project, providing direction for a 20 member crossorganizational HR team in the redesign and deployment of a new staffing model that led to improved efficiencies by providing clear roles and defined handoffs.
- Developed and effectively managed a budget of \$5 million.
- Developed and implemented the NCR Employee Referral Program leading to over \$1 million in recruiting expense reduction (20%).

Human Resources - Consultant, Generalist and Manager

1988 - 1996

The first eight years with NCR, held various HR generalist roles, reflecting a constant progression and promotion through the organization.

- Directed the consolidation and relocation of NCR's Network Products Division from Minnesota to South Carolina. This included facilitating the identification of over 125 included in the move.
- Planned, designed, and implemented the restructuring of our 200 employee manufacturing business.

EDUCATION

MA, Industrial Relations

CARLSON SCHOOL OF MANAGEMENT, University of Minnesota, Minneapolis, MN

BBA (graduated Magna Cum Laude) UNIVERSITY OF WISCONSIN, School of Business, Eau Claire, WI Beta Gamma Sigma (business honors society)

ASSOCIATION LEADERSHIP

University of Minnesota, Industrial Relations Center Alumni Association

- Board of Directors, 1996 1999, and 2009 present
- Currently serve as Board President (also served as Board President 1999 2000)

Leading Edge HR Network (LEHRN)

Board of Directors, 2009 – present (Charter Board member)

Multicultural Development Center (formerly the Minnesota Cultural Diversity Center)

Instrumental in the development and coordination of the Multi-Cultural Development Center's (MCDC) Annual Conference programs over the past 10 years, serving on their Board for 7 years.

- Board Member, 1993 2010
- Board of Directors Re-elected 2002 2005, and also 1996 1999
- Secretary, 1999 and Board Chair, 2004

MEMBERSHIPS

Society of Human Resource Management ERE.org Future of Talent Human Capital Institute Minnesota Recruiters HR Executive Forum Leading Edge HR Network