

D. MICHAEL HYMES

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Professional Summary

Accomplished and energetic Human Resources business partner with a solid history of achievements in challenging situations. Tested leader with strong organizational and prioritization abilities. Areas of expertise include:

Change Management, Employees Relations, Compensation and Benefits, Union Avoidance, Union Contract Negotiations and Contract Administration, Grievance and Arbitration Representation.

Skills

HR Policy Development

Employee Relations and Union Avoidance

Employee Training and Development

Recruitment and Retention

Change Management

Compensation and Benefits

Negotiations, Grievance, and Arbitration

Nationally Certified Senior Human Resources Professional

Work Experience

President

HY Performance Management Consulting LLC. – Tazewell VA. 04/2015 to Present

Providing a full suite of human resource services to small and mid-sized employers including recruitment, benefits design, productivity improvement programs, contract administration, grievance handling. Acted as Company representation in over one hundred arbitration hearings since April, 2015. Representing Peabody Coal Southeast, Warrior Met Coal, Mission Coal, Kemmerer Mining Operations LLC, Bluestone Coal and Cornerstone Labor Services.

Corporate Director of Human Resources

09/2008 to 04/2015

James River Coal Company – Richmond, VA.

Created a fully integrated corporation wide Human Resources Department to service a four-state area. Implemented team interviews and recruitment plan reducing employee turnover by 50% annually. Developed new benefits package which increased our recruitment and retention rate while reducing overall costs of the benefits program by 10% annually. Began new employee training program to increase employee engagement and focus activities around specific and measurable companywide goals. Created new employee bonus plans directly linked to production and cost objectives saving 10%. Installed two tiered healthcare plan moving away from the more traditional plan design seen in the industry with the objective of reducing healthcare cost by 10% annually.

Corporate Director of Human Resources**10/2004 to 09/2008****ICG, LLC – Ashland, KY- Scott Depot, WV.**

Retained as Director of Human Resources after a Chapter 11 bankruptcy of Horizon Natural Resources. My assignment was to bring all Human Resource functions across five states under one umbrella and reduce cost while increasing effectiveness of the Human Resources function. Implemented employee bonus plans directly linked to production and cost goals which increased employee engagement and reduced cost by 5% annually. Acted as the Human Resources lead during merger activities and successfully modified all employee benefit plans across the newly merged operations. During merger successfully avoided union organizing drives at several locations. Performed the duty of primary liaison with widows and dependents during the Sago mine disaster. Reduced turnover by 40% annually through training, education and improved interviewing.

Corporate Director of Human Resources**08/1998 to 10/2004****Horizon Natural Resources – Ashland, KY.**

Promoted to Corporate Director of Human Resources after completion of significant acquisitions and help grow the company to double its size in 5 years. Developed comprehensive Wage and Benefit plan by merging five separate plans reducing cost by 10% annually.

Developed, directed and taught a customized front line supervisor training program aimed at creating one corporate culture. Successfully maintained union free status of 2,200 employees while eliminating UMWA representation of mining properties through bankruptcy

Manager of Human Resources**08/1993 to 08/1998****Zeigler Coal Holding Co. – Pikeville, KY**

Hired at company location which had just lost a union organizing drive. Objective was to implement a newly negotiated wage agreement and work toward decertification.

Chief spokesman in all activities related to the union represented workforce at location of over 500 UMWA represented employees.

Grew the workforce by 25% with a turnover rate of less than 2% annually. Implemented significant changes in the company bonus plan saving approximately \$3 million. Revised benefits plans and implemented significant cost saving measures that reduced cost by 5% annually.

Manager of Human Resources and Safety**01/1993 to 08/1993****Holliston Mills Inc. – Church Hill, TN.**

Plant HR manager for a 300 employee book covering plant represented by the Teamsters. Chief spokesman for the company in all matters related to contract administration. Implemented and revised healthcare plan with cost controls. Created frontline supervisor training program aimed at improving contract administration and reducing costly grievances.

Division Manager Employee Development**02/1992 to 01/1993****Fairmont Supply Co – Washington, PA.**

Industrial distribution company owned by CONSOL Inc. a subsidiary of DuPont. Developed training programs designed to improve staffing of off site warehouses at existing union plants with union free employees eliminating union warehousing.

Successfully made the change at 25 locations in 10 states. Implemented an interview training program to assist site managers in selecting qualified candidates. Developed a sales management training program for outside salesmen which improved sales activities significantly.

Regional Manager Human Resources

02/1972 to 02/1992

CONSOL Inc. – Bluefield, VA.

Rose from an entry level Human Resources role to the Senior Human Resources position in one of the five operating regions. Directed a staff of 36 in a three state region with 5,000 UMWA represented hourly employees. Coordinated the staffing and development of employee handbook and orientation program for the first union free mine operated by CONSOL Inc.

Education

West Virginia University College of Graduate Studies -Morgantown, WV

MBA: Marketing 1978

Concord University- Athens, WV

BS: Business Administration 1972

Governmental and Civic Participation

Board Member of Kentucky Coal Association

Founding Board Member and President of United Way of Southwest Virginia

Former President United Way for the State of Virginia

Member of Board of Trustees Main Street Methodist Church

Lay Leader and member of Main Street United Methodist Church

Vice Chairman of the Board of Carillion Tazewell Community Hospital

Chairman of the Board of Tazewell County Fire and Rescue

Member of Board Tazewell Community Foundation

Former Member of the Board of Historic Crab Orchard Museum and Pioneer Park

Former Southern District Representative on the Tazewell County Board of Supervisors

Member of Cumberland Plateau Planning District Board of Directors

Former Chairman of the Chief Elected Officials for the Workforce Investment Area One

Member Coalfield Water Development Fund Board of Directors

Member of Virginia Coal and Energy Alliance

Governor's appointee to the Virginia State Workforce Board

Tazewell County representative to Virginia Coalfield Economic Development Agency

References upon request.