

Kevin F. McCarthy

Hoover, AL • (205) 478-8754 • kmcc@bellsouth.net • www.linkedin.com/in/kevinmccarthyhrexec

HUMAN CAPITAL EXECUTIVE & BUSINESS PARTNER

Multi-industry, international experience building and transforming HR organizations into value-add functions (structure, talent, culture) that advance strategic goals and values

DEEP EXPERIENCE: Manufacturing, CPG and Food industry background in Fortune 100, mid-sized and private equity environments. Union and non-union. High growth, turnaround and restructuring. M.Ed.; SHRM-SCP.

LEADERSHIP STYLE: Leverage influencing skills and collaborative style to ensure trust and communication are built throughout an organization. Known for creating and nurturing both a business- and people-centered culture that values operational excellence. Energized by solving challenging problems and connecting with field teams.

SELECTED RESULTS ACHIEVED THROUGH EFFECTIVE HUMAN CAPITAL LEADERSHIP:

- **Created culture/environment that resulted in 20%+ acceleration in manufacturing productivity and 30% increase in team member satisfaction across most divisions.**
- **Shaped a respected HR function for a \$3B company – earned 90% satisfaction rating from all plant sites for corporate HR effectiveness, partnership and support.**
- **Delivered \$10M reduction in corporate SG&A expenses by strengthening performance management process and negotiating benefits and IT contracts.**
- **Led HR M&A activity that resulted in integrating seven acquisitions over two-year period, resulting in organization that was more agile and competitive in focused markets.**

COMPREHENSIVE HR EXPERTISE

Organization Effectiveness & Development | Talent Acquisition | Workforce & Succession Planning
Compensation/Benefits | Employee & Labor Relations | Performance Management | Policies/Culture
Learning & Development | Change Management | Manufacturing Approaches/Lean Six Sigma
D&I Strategy & Initiatives | Regulatory Compliance | Global Mobility | M&A Integration

Human Capital Leadership Experience & Outcomes

MCWANE, INC., Birmingham, AL

2014 to Present

Privately held industry leader in waterworks, fire protection and technology manufacturing.

\$3B/year; 7K employees; 30 manufacturing & distribution sites in 8 countries

VICE PRESIDENT, HUMAN RESOURCES

Upgraded strategic nature of the HR organization while strengthening tactical capabilities:

- ▶ **Transformed corporate HR from virtually non-existent to a 90% satisfaction rating** in effectiveness, partnership and support as rated by GMs and field Human Resources.
- ▶ **Collaborated with and influenced GMs (20+) and local HR teams** to secure input and buy-in for an enterprise Human Capital Management system and steered implementation and adoption.
- ▶ **Improved workforce planning (30% turnover reduction in most divisions)** and leadership and development engagement (95% usage of computer-based training).
- ▶ **Strengthened compliance in governmental reporting** (zero EEOC/AAP-related charges).
 - ▶ **Established a professional corporate HR function for a multibillion-dollar, multinational, century-old company.** Managed 7 direct reports, 60 indirect, \$4M SG&A budget, and \$60M in benefits spend.
 - ▶ **Define and drive human capital strategic goals and all aspects of the HR Function.** Strategic business partner to senior leadership team. Lead HR due diligence efforts for acquisitions, divestitures and closures. Develop strong, proactive and collaborative working relationships across the organization and ensure company's unique values, culture and diversity are reflected in all HR decisions, programs and processes.

- ▶ **Designed and delivered company's first principles, values and behavior compass** – championed and coordinated companywide training to ensure sustainable outcomes and behavioral shifts.
- ▶ **Helmed company's global COVID-19 response from the HR standpoint** for organization classified as an essential business.
- ▶ **Consolidated benefits management and spend – reduced plan offerings 40%** (from a high of 23 plans) and enabled company to further right-size plans while reducing or maintaining costs.
- ▶ **Assumed responsibility for key pension and retirement plan management** from the Finance function based on proven HR performance that inspired confidence of C-suite.
- ▶ **Assumed responsibility for all Corporate internal and external Communications efforts**, ensuring organization-wide response to critical incidents and the creation of compelling storytelling across Company to share key messages.

Russell Stover Chocolates, Inc., Kansas City, MO

2011 to 2014

Privately held manufacturer of candy, chocolate and confections.

\$700M/year; 3K+ employees; 11 manufacturing & distribution sites and 40 retail stores

VICE PRESIDENT, HUMAN RESOURCES

Transformed HR from a personnel department into a strategic partner in business growth and performance. Managed 10 direct report, heavily seasonal HR/staffing needs and EH&S.

- ▶ Instituted recruitment processes that enabled company to meet **100% of manufacturing, distribution and retail staffing needs** through hiring of 1,800 seasonal employees annually.
- ▶ **Led modernization of HR and EH&S functions** and related policies, bringing direction, consolidation and professionalism to the group to protect company and employees. Mitigated regulatory non-compliance issues while creating a new focus on policy, practice and engagement.
- ▶ **Resolved contentious negotiations of 2 collective bargaining agreements** – yielded 33% increase in term length while reducing anticipated spending 18% with no loss of management rights.
- ▶ **Overhauled and updated workers' compensation program leading to 19% reduction in workers' comp costs** and an improved EH&S program.

Wolverine Tube, Inc., Huntsville, AL

2008 to 2011

PE-backed; one of the largest manufacturers and suppliers of enhanced-surface copper and copper alloy fin tubing, carbon and stainless steel, and specialty alloy tubes.

\$350M; 1300+ employees; 7 manufacturing facilities; presence in 6 countries at the time

VICE PRESIDENT, HUMAN RESOURCES & ADMINISTRATION

Strengthened and managed HR and EH&S functions in a cash-strapped environment. Managed 3 direct reports, 16 indirect and \$1.2M budget.

- ▶ Introduced a self-funding incentive program and related training/communications that produced **improvements in 77% of all performance metrics** and increased trust in the workforce.
- ▶ Drove multiple cost-saving initiatives that **decreased SG&A expense \$10M+/year** in the face of rapidly escalating commodity pricing. Realized another **\$11M savings** by terminating pension plan.
- ▶ Stepped into CIO role to turn around a companywide system implementation. Reset project, achieved timeline and **avoided ~\$1M in potential re-launch costs.**

United Technologies Corporation (UTC), Mebane, NC

1996 to 2004 & 2006 to 2008

Worked for two different manufacturing divisions of UTC.

**Kidde: Fortune 100; \$400M/year; 4000 employees
Carrier: 1400-employee manufacturing plant**

VICE PRESIDENT, HUMAN RESOURCES – KIDDE RESIDENTIAL & COMMERCIAL SENIOR PLANT HR MANAGER – CARRIER CORPORATION

Recruited to steady the organization following several management moves. Senior HR executive with additional responsibility for EH&S, 5 direct reports, 12 indirect and \$2.5M budget. Utilized Six Sigma methodologies to improve business processes and integrated processes of new acquisitions as needed.

- ▶ **Staffed greenfield manufacturing site in Mexico with 500 management and hourly employees** to open plant on aggressive schedule and within budget. Met with local business leaders and unions to negotiate commitments while coordinating all recruitment, training and onboarding.
- ▶ **HR rep on senior team that streamlined operations** (including consolidation of 3 plants) after new entity was created post-acquisition. **Saved \$11M** and effectively integrated division within 4 months.
- ▶ **Strengthened corporate social accountability in China** – audited site and secured capital funding to manage plant maintenance/facilities and launched an employee committee to provide a stronger voice.
- ▶ **Averted unionization** by implementing organizational changes that improved morale and employee trust.
- ▶ **Designed and rolled out global leadership development review** that provided tools for succession planning, core competency measurement, risk/retention matrices, and high potential employee development.

Interim HR experience: O’Sullivan Industries (2004 to 2006)

Education / Certifications / Memberships

M.Ed. in Counseling Psychology & Personnel Administration, James Madison University

B.S. in Communication & Journalism, James Madison University

Continuing education & professional development:

United Technologies Emerging Leaders Program, University of Virginia, Darden School of Business

The Business of Human Resources, University of North Carolina – Chapel Hill

Crisis Management and Media Training, United Technologies Corporation

Labor Negotiations Strategy, United Technologies Corporation

Certifications: SHRM-SCP and SPHR

Member: The Society for Human Resource Management (SHRM) and HR People + Strategy