

Brian Mullen

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Human Resources Professional

Profile

Strategic, resourceful professional with extensive experience in all aspects of corporate human resources.

Human Resource Strengths

- Employee relations
- Manage off-site staff
- Advise management on HR issues
- Conduct orientations
- Manage company's AAP
- Deliver presentations for 100+
- Create policies
- Manage benefits program
- Handle complaints (EEOC, UI, etc.)
- Develop budgets
- Manage compensation plans
- Oversee government reporting
- Recruitment
- Oversee training program
- Manage termination/severance process

Professional Experience

Director, Human Resources, Suburban Imaging, Bloomington, MN September 2007 – April 2016

Lead the HR department, providing strategic vision and daily management to all levels of the company.

Manage a staff of one, covering 180 employees and 60 physicians within the Twin Cities metro area.

Responsibilities include:

- Provided subject matter expertise for all aspects of Human Resources for employees and physicians.
- Lead the company's culture initiative of teamwork and customer satisfaction called HEI (Health Environment Initiative). Conducted monthly meetings with a volunteer employee group to develop awareness programs which were then rolled out to all employees.
- Developed and annually maintained the company's compensation and benefits programs for all employees and physicians.
- Developed and annually maintained the company's policies and ensured consistent interpretation and application throughout the company.

Director, Human Resources, Prime Therapeutics LLC, Eagan, MN, January 1999 – September 2007

Initially developed and currently lead the HR department, providing strategic vision and daily management to all levels of the company. Manage a remote staff, covering 1,000 employees in four states.

Responsibilities Include:

- Worked with senior leadership to maintain the company's entrepreneurial culture, focusing on teamwork, respect, innovation, recognizing success and acting in the best interest of the customer.
- Developed and annually maintained the company's compensation program including annual review of the base salary structure and multiple incentive plans. Worked with leadership to ensure rewards and recognition were closely aligned with performance.
- Developed and annually maintained the company benefits program including health, dental, life, short-term and long-term disability insurance, and long-term care. Negotiated contracts with all

vendors each year to ensure superior coverage balanced with cost containment and regulatory compliance. Ensure all federal reporting (form 5500) was completed annually.

- Evaluated human resource policies, programs, and practices and managed consistent interpretation and application throughout the company.

Senior Human Resources Generalist, Blue Cross & Blue Shield of Minnesota, 1992 – 1998

Provided single point of contact to several different business units within the company. Responsibilities included policy interpretation, employee relations, compensation and benefit education, and organizational development support.

Human Resource Representative, Health One Transportation, St. Paul, 1989 – 1992

Primary contact to a remote business unit of 150 employees. Provided support in the areas of hiring, employee relations, benefits, compensation and worker's compensation.

Education

Masters of Industrial Relations, University of Minnesota • Bachelor of Arts, St. John's University