

PANACEA PARKER

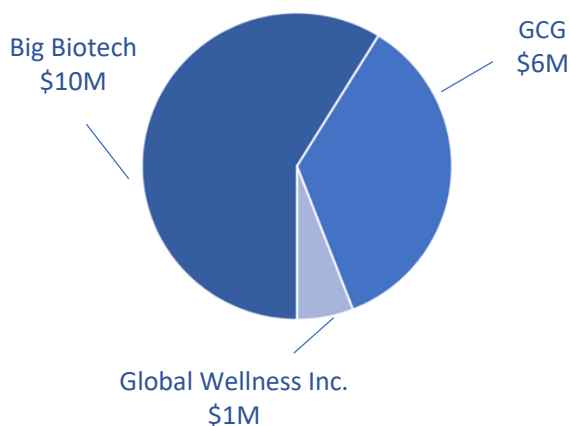
Ridgefield, CT | 123-456-7890 | panaceaparker@email.com | www.linkedin.com/in/panaceaparker

GLOBAL BENEFITS EXECUTIVE

Value-based leader who designs and delivers employee-focused global benefits programs for Fortune 500 companies such as Global Computer Giant, Big Biotech, Small Energy Inc., and Online Strategy, Inc. **Respected organizational executive and innovative change agent** known for supporting the overall business strategy, transitioning HR teams from overhead to profit centers, and saving millions of dollars YOY.

Industry thought leader frequently called upon to share extensive business acumen with internal and external stakeholders, as well as through speaking engagements and participation in industry groups.

Annual Benefits Savings Delivered



Career Highlights in Benefits Design & Execution

Global Computer Giant (GCG)

- ✓ Achieved flat employee contributions for first time in 8 years.
- ✓ Validated new benefits package with 74 Net Promoter Score.

Big Biotech

- ✓ Initiated global brokerage program for 35 countries.
- ✓ Collaborated with thought leaders to develop migraine support program.
- ✓ Provided internal and external thought leadership regarding employer plan sponsors' role in pharmacy benefits.

Speaking Engagements & Industry Group Participation

- ✓ HLTH Conference
- ✓ Conference Board Health Care Conference
- ✓ National Health Council
- ✓ Cancer Review Board
- ✓ Employee Benefit Plans
- ✓ Health Committee

PROFESSIONAL CAREER

Global Computer Giant (GCG) | Armonk, NY

2018 to Present

DIRECTOR OF GLOBAL HEALTH BENEFITS & WELL-BEING STRATEGY

Budget: \$1B Global Health Spend | Manage 18 Employees on 4 Continents | Report to VP of Global Benefits

Hired to design global health and wellness programs for 380K+ employees in 100 countries. Provide global governance and oversight for all health benefits programs, including best practices and standards.

Overhauled FY20 US Benefits Program

- **Saved \$6M YOY in FY20 medical benefits** and achieved no employee-contribution increase for first time in 8 years.
- **Introduced innovative advocacy program** to improve employee experience and customer service.
- **Achieved 74 Net Promoter Score (NPS)** and validated package changes after implementing first-ever employee-focused sessions to assess reaction to proposed benefits alterations and communication strategies.
- **Garnered 91 NPS rating for employee communications** by using multi-channel approach that entailed short real-time videos with FAQs, onsite "genius bar," and active Slack channel for additional questions.

Reformed Global Benefits Programs Affecting 75% of Global Computer Giant Staff

- **Developed new governance process outside of US** for delivery of health and well-being programs.
- **Initiated global World Mental Health Day observance** in partnership with corporate health and safety. Held on-site activities in 15 countries and garnered 500 mental-health-related videos from employees.

Improved Team Engagement

- **Increased team's engagement scores 15 points** on NPS scale within 1 year.
- **Rebuilt strained relationships** with internal stakeholders and peers.

Big Biotech | Thousand Oaks, CA

2014 to 2018

EXECUTIVE DIRECTOR OF GLOBAL BENEFITS*Budget: \$350M Total Benefits Spend | Managed 8 Reports | Reported to VP of Compensation & Benefits*

Hired to design and provide guidance for local compensation and benefits programs for 20K staff globally. Delivered benefits strategy for health, welfare, and retirement for 12K+ US and Puerto Rico staff.

Drove YOY Savings While Ensuring Wellbeing of Employees

- **Realized initial 10% (\$600K) savings annually** by implementing global brokerage arrangement. Aligned stakeholders to transition from 35 local brokers to 1 firm within 18 months.
- **Saved \$10M (6.5% of projected 2018 medical spend) with \$4M net savings YOY** for US medical RFP, while providing improved care management programs for employees.
- **Introduced global total rewards portal for employees** that integrated 6 vendors onto 1 dashboard, allowing employees quick access to benefits information and single sign-on to equity/benefits vendors and payroll.
- **Transitioned benefits team to newly established Big Biotech Capability Center (BBCC)**, the onshore global business shared-services solution. Benefits department was first of 8 groups to transfer to new BBCC.

Represented Big Biotech Externally as Subject Matter Expert for Employer Benefits

- **Collaborated with internal scientists and external leaders** to develop migraineur support program in advance of Big Biotech's migraine medication launch.
- **Spoke at 10 employer group meetings** to raise awareness of support program. Enrolled 10 employers into program and shared results with other large employers at regional business coalitions.
- **Provided internal and external thought leadership** regarding employer plan sponsors' role in pharmacy benefit management.

Global Wellness Inc. | Carlsbad, CA

2010 to 2014

*Global biotechnology manufacturer with revenues of \$4B. Acquired by Global Scientific in 2014.***DIRECTOR OF BENEFITS & MOBILITY (2011 – 2014)***Budget: \$600M Total Benefits Spend | Managed 6 Staff | Reported to VP of Compensation & Benefits*

Recruited to be Director of US Health, Wellness & Welfare Benefits and quickly promoted to Director of Benefits & Mobility, encompassing 10K+ employees globally.

Redesigned US Health Benefits with Focus on Saving Money & Improving Employee Health

- **Achieved industry-leading 85%+ assessment/screening participation rates**, 60 points above standard.
- **Improved biometric results 4% in 2 years**, leading to flat company benefits costs from 2010 to 2014.
- **Saved \$1M annually and produced first-ever employee benefits communication platform** by consolidating US benefits administration from multiple vendors into 1-stop portal and call center for benefits programs.
- **Instigated and implemented new US healthcare programs**, including early adoption of a high-deductible health plan (HDHP) with company-funded HSA programs, and launch of a cost and quality transparency tool.
- **Launched 3 global wellness programs**: tobacco-free campuses, health assessments, and fitness challenges.

Early Career in Benefits: Health Welfare Corporation; Small Energy Inc; Online Strategy, Inc.; Conversion Consultant Corporation; H.W. Associates.

EDUCATION

Master of Business Administration (MBA) | MBA School of Management

Bachelor of Science (BS) in Business Administration | Bay University – East Bay

Certified Employee Benefits Specialist (CEBS) | International Foundation of Employee Benefit Plans

BOARD/COMMITTEE MEMBERSHIPS

Mental Health Advocacy: Board Member – 2017 to Present

National Health Council: Health Innovation Forum, Executive Committee on Value Purchasing, National Committee on Evidence-Based Benefits Design, Institute on Innovation in Workplace Well-Being – 2013 to Present

Health Committee: Voting Member & Governing Committee – 2017 to 2018

Cancer Review Board: Task Force, Accreditation Review Board – 2015 to 2018

Employee Benefit Plans: Board Member, Corporate Board – 2012 to 2015