

Sonimar Rosa
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(480) 258-0300

VICE PRESIDENT, HUMAN RESOURCES

Ambitious Human Resources executive with over 15 years of experience who brings hands-on employee relations and compliance knowledge from various industries. Proactive change agent focused on strategic human resources, planning and workforce development for companies with operations in multiple states. Spends time in the employee environment encouraging learning and promoting increased productivity that results in a positive effect to employer's bottom line.

AREAS OF EXPERTISE

- ❖ Strategic Human Resources Planning
- ❖ Training Development & Facilitation
- ❖ Performance, Compensation, & Benefit Management
- ❖ Field & Corporate Office Partnership
- ❖ Legal and Wage & Hour Compliance
- ❖ Employee Relations

CORE COMPETENCIES

- ❖ Developing & Executing Strategic HR Goals
- ❖ Providing Employee Training & Support
- ❖ Implementing HR Management System Upgrades
- ❖ Communicating & Administering HR Policies & Programs
- ❖ Ensuring Regulatory Compliance with State & Federal Laws
- ❖ Providing Advice/Counsel to Senior Management & Employees

PROFESSIONAL EXPERIENCE

Avatar Properties, Inc. d/b/a AV Homes (NYSE: AVHI)

Considered a top builder with expertise in traditional first time and move-up buyer segments as well as the 55-Plus market
Vice President, Human Resources 03/2016 – current

Recruited to develop and lead all aspects of HR strategic planning and service delivery for organization operating in 5 states.

- Earned the trust and respect of executive management and division leadership teams by providing strategic expertise and counsel
- Assembled and led Human Resources team to support 420 employees.
- Created reporting to update management on progress of human resources goals in areas such as turnover, retention, and benefit costs.
- Lead the Human Resources portion of acquisitions by considering hidden liabilities and executing integration.
- Facilitated training highlighting clear connection between performance management, performance outcomes, and employee development.
- Successfully coordinated conversion to ADP's Human Resources Management System resulting in the streamlining of HR processes.
- Implemented a new hire orientation program to solidify new employees' relationship with the organization resulting in a reduction in turnover of employees that had a tenure of less than 12 months.
- Directed a strategic review of benefit offerings resulting in implementation of company-paid Long Term Disability for all employees.
- Established strategic practices to successfully complete audits ensuring SOX Compliance in accordance with Sarbanes-Oxley.

American Residential Properties (NYSE: ARPI)

Real Estate Investment Trust Operating in 12 states

Vice President, Human Resources

09/2014 – 03/2016

Recruited to lead Human Resources strategic planning and oversight encompassing recruitment, compensation, benefits, payroll, worker's compensation, employee relations, training and development, and organizational effectiveness.

- Orchestrated, managed, and performed daily Human Resources functions supporting 170 employees.
- Designed high-performing strategies and executable solutions to support organizational design, performance management, 360 evaluation process, leadership development, and employee engagement.
- Collaborated with executive management while assisting leadership team in growing their businesses through innovative human-resource management.
- Conducted investigations and provided resolution to highly complex and sensitive workforce complaints while ensuring internal and regulatory compliance and providing critical management feedback.
- Reduced employment liabilities by improving recruitment process, establishing a new hire orientation program, and continuously cultivating a positive culture which resulted in 4% reduction in turnover in one year.
- Established communication programs to update employees, management, and field offices on new programs and changes.
- Implemented and facilitated formal training programs to serve as a cornerstone for employee growth, retention and increased employee morale.
- Initiated and maintained human resource reporting to update management on progress of human resources goals in areas such as recruitment, turnover, employee retention, recruitment cost, benefit cost, and cost-saving efforts.
- Worked in alliance with Corporate Compliance for various HR procedure audits in accordance with Sarbanes-Oxley to ensure SOX compliance.
- Spearheaded the streamlining of HR administrative practices and procedures by managing the full implementation of ADP's Human Resources Management System as well as creating and implementing the company's employee handbook.
- Initiated and developed a wellness program that fosters a healthy lifestyle culture to reduce benefit claim costs.

Diversified Human Resources

Lead Human Resources Consultant

06/2007 – 09/2014

Worked for multiple nationwide clients in various industries as the first point of contact for any HR related issues or concerns.

- Assisted business owners with all of their Human Resources needs to ensure compliance with federal and state laws relating to labor, pay, benefits, and health & safety laws.
- Reviewed wage and hour compliance, created, updated and facilitated training programs, conducted employee complaint investigations and provided resolution, and created and reviewed company policies and procedures.
- Provided services including:
 - Creating employee handbooks that fit each company's needs.
 - Assisting in creating policies and procedures that are aligned with company's objectives.
 - Participating in management meetings to provide a Human Resources perspective specific to decisions that impacted the workforce.
 - Facilitating training on Human Resources topics to further educate managers and/or employees.
 - Listening to clients, assisting in diagnosing issues, suggesting corrective measures, and assisting in implementing solutions

EDUCATION & PROFESSIONAL ASSOCIATIONS

Bachelor's Degree in Business Management, University of Phoenix, Phoenix, AZ

Society of Human Resource Management, Member and Senior Certified Professional (SHRM-SCP)

References available upon request