



COLUMBIA SOCIETY FOR HUMAN RESOURCE MANAGEMENT

2016 BOARD OF DIRECTORS

President: Karen Luchka Wingo. Karen has served on the Columbia SHRM Board of Directors for several years in a variety of positions, most recently as Vice President. In the fall of 2015, she began working for the South Carolina Department of Social Services as the Director of Governmental Affairs and Communications. Previously, she was a partner with the Columbia office of Fisher & Phillips where she worked for almost 10 years representing management and employers in the area of labor and employment law. Karen is a graduate of the University of North Carolina Chapel Hill School of Law and Eckerd College in Florida.

Vice President: Christi Sheppard, SPHR, SHRM-SCP. Christi has served as chapter Treasurer, Membership Chair, Secretary and Certification Chair. She has been Human Resources Manager for the information technology consulting group TM Floyd & Co. since 2004, with HR responsibility for approximately 200 employees. Prior to that, Christi was HR Manager with the S.C. State Treasurer's Office and S.C. Vocational Rehabilitation Department. She received her bachelor's degree from Clemson. Previously, Christi served as President of the S.C. International Personnel Management Association.

Membership Chair: Mylene Virata, PHR, SHRM-CP, MHA. Mylene has over 10 years of human resources experience, including recruitment and retention, employee relations, workforce development, payroll, compensation

and benefits administration, in both the private and public sectors. Currently serving as the Benefits Manager at the SC Department of Juvenile Justice, Mylene is responsible for insurance, worker's compensation and retirement. Having been employed at DJJ for over eight years, she has gained extensive experience in SC Enterprise Information System (SCEIS). Mylene earned a Bachelor of Science degree in psychology from Wofford College and a Master of Health Administration degree from the School of Public Health at the University of South Carolina.

Treasurer: Bryan Gates, MHR, PHR, SHRM-CP. Bryan's professional experience includes all facets of human resources. Bryan has served on the Columbia SHRM Board since 2010 and is currently serving on the SC SHRM State Council as a District Director. Bryan has previously served as the President and Treasurer for the South Carolina Healthcare Recruiters Network, as well as a board member with the South Carolina Healthcare Human Resources Association and Lexington Technology Center Advisory Board. Bryan is employed with WNS Global Services as a Human Resources Manager and has previously worked in human resources in state government, health care and the staffing industry. Bryan holds a bachelor's degree in business administration from the University of South Carolina and a master's degree in human resources and employment relations from Penn State University.

Secretary: Jenny Buck, SPHR, SHRM-SCP. Jenny has 15+ years of HR experience in the call center and corporate environment. She is a Consultant – HR Business Partner for Verizon Wireless, the largest U.S. wireless company. Her current responsibility is in staffing and employee relations at the Columbia Contact Center, located in Elgin. This position requires understanding of current employment laws, hiring practices, benefits, employee engagement, performance management, coaching and counseling. Her previous experience includes responsibility for human resources at Windstream Communications and Alltel Communications. She earned a bachelor's degree from Winthrop University.

Student Liaison: Jim Fadell. Jim is the President and CEO of Carolina Training & Assessments. He earned a Bachelor of Science degree in chemical engineering and an MBA with an organizational dynamics and leadership specialty from The University of Toledo. Jim has more than 25 years' leadership experience with Fortune 500 companies and is an experienced trainer and facilitator. He holds multiple patents and is Level 2 certified in the administration and interpretation of employee assessments. Since 2010 he has worked with organizations of various sizes and industries helping them fix their people issues.

Sheila Bias, Legislative Chair. Sheila is an attorney with the Columbia office of Richardson Plowden & Robinson, P.A., and practices in the area of labor and employment law. Sheila represents employers and managers in employment cases pending in state and federal courts, as well as in administrative proceedings. Sheila previously worked as a Staff Attorney for the South Carolina Supreme Court. Sheila is licensed to practice law in South Carolina and is a member of the Employment and Labor Law Section of the South Carolina Bar. Sheila serves on the Board of Directors for the South Carolina Women Lawyers Association and is currently the Statewide Chair of the South Carolina Bar's Cinderella Project. Sheila is also a member of the South Carolina Defense Trial Attorneys Association and serves as chair of one of the organization's substantive committees. Sheila is a three-time recipient of the Star of the Quarter Award, presented by the South Carolina Young Lawyers Division. She is also an active member of the Junior League of Columbia. Prior to attending law school, Sheila served as an Executive Team Leader for Target and an Assistant Manager for Sonic Drive-In. Sheila received her bachelor's degree in management and marketing from the University of South Carolina and her Juris Doctor degree from the University of South Carolina School of Law.

Certification Chair: Vida A. Jennings, SPHR, SHRM-SCP. Vida is currently employed with BlueCross BlueShield of South Carolina. In her role as Manager, Corporate Training and Diversity, she oversees human resources

sponsored training, corporate tuition assistance, diversity initiatives, equal opportunity, affirmative action compliance and quality management. Vida is also a member of the SC Midlands Association of Talent Development. She served Toastmasters International as District 58 (SC) 2010-2011 District Governor. Vida has been selected by The State Media Company as a "20 Under 40" emerging leader and is a 2012 Leadership Columbia Graduate. She holds a master's degree in Human Resources Development from Webster University, Fort Jackson, and a Bachelor of Science in Business Administration from Calloway School of Business and Accountancy, Wake Forest University.

Workforce Readiness Chair: Terry M. Baggott, SHRM-SCP, SPHR. Terry is Assistant Director for the S.C. Department of Administration's Division of State Human Resources. He has over 25 years of experience in human resources in South Carolina state government. In addition to his primary responsibilities over the Alternative Dispute Resolution program area, he serves as a consultant to state agencies on issues involving classification, compensation, and employee relations. In addition, he serves as a mediator and arbitrator for appeals to the State Human Resources Director in accordance with the provisions of the State Employee Grievance Procedure Act. He received his bachelor's degree from the University of South Carolina. In June 2000, Terry received the national Certified Public Manager (CPM) credential and was awarded the George C. Askew Award by the American Academy of Certified Public Managers. He is currently a faculty member for the South Carolina CPM program. In August 2006, he received his credential as a Certified Professional from the International Public Management Association for Human Resources. In December 2006, he received his SPHR certification and in February 2015, he received his SHRM-SCP.

Diversity Chair: Rhonda Midgette, PHR, SHRM-CP. Rhonda is VP/ HR Manager – Shared Services at TD Bank providing strategic resource planning and HR consulting to two divisions while managing a team of HR Business Partners. Previous experience includes VP/HR

Business Partner & Diversity Manager for First Citizens Bancorporation, roles as a Generalist and Recruiter for Blue Cross Blue Shield, Staffing Manager for West Eagle Job Net (industrial staffing), and in Investigations at Food Lion. She is a graduate of Catawba College and completed the Riley Institute Diversity Leadership Initiative in 2009. She also serves on the Board of the S.C. Diversity Council and the HR Committee for the South Carolina Bankers Association.

Manufacturing Chair: Kimberly Miranda, PHR, SHRM-CP, CWCC. Kimberly is Director of Human Resources at Palmetto State Armory. She has over 15 years of HR experience in the manufacturing and telecommunication industries. Her areas of expertise include all aspects of HR including employee relations, recruiting, compensation, training, strategic planning, benefits, policies and procedures, succession planning, worker's compensation, safety and environmental. Previous experience includes HR Manager for TB Kawashima, Komatsu America Corp. and Time Warner Cable. She is a graduate of King's College and recently completed her Worker's Compensation Counselor certification.

Media Chair: Sharon Woodward, MHR, PHR, SHRM-CP. Sharon has served on the board since 2014, most recently in the Ad Hoc position. Sharon is a graduate of Clemson University with a Bachelor of Science degree in Management. She also earned her Master of Human Resources degree at the University of South Carolina's Moore School of Business in 2003. Sharon received her PHR certification in 2008 and SHRM-CP certification in 2015. For the past 11 years, she has worked in the banking industry in various Human Resources roles. Her experience includes benefits administration, recruitment and retention, payroll, HRIS and employee relations. Sharon currently works at AgFirst Farm Credit Bank, where she manages health and welfare benefits for over 3,600 employees within the AgFirst Farm Credit Bank and Farm Credit Bank of Texas districts. Sharon previously worked at South Carolina Bank and Trust (SCBT) for nine years, and last served as Vice President/Benefits Manager.

Vendor Relations Chair: Susan Wilson, PHR, SHRM-CP. As a graduate of the University of South Carolina, Susan earned a Bachelor of Science degree in Business Administration, and has been awarded her PHR certification and SHRM Certified Professional certification. Currently, she serves as the Human Resources Manager for Palmetto Utility Protection Service (dba South Carolina 811). Her skills have been used there for over 21 years. Her areas of expertise include administering the benefits department, interviewing and hiring, on-boarding, evaluations, maintaining relationships with vendors, assisting with website content, speaker, presenter, and managing adherence to state and federal regulations and company policies. Her position as the Board Member Liaison for her company highlights her ability to be flexible while maintaining confidential documents and certificates. Her previous experience includes sales and marketing, corporate finance, procurement, billing, meeting planner, and she has owned and operated a successful small business. Susan serves on the Midlands Education Business Alliance Committee and as a partner with Junior Achievement.

Past President: Elliott Wilson, PHR, SHRM-CP. Elliott has served on the Columbia SHRM Board since 2003 in a variety of positions, most recently as chapter President. Prior to starting TRC Staffing Services in 2000, Elliott served as a Regional VP with one of the world's largest staffing firms, managing a large southeast U.S. market. TRC of Columbia has received numerous national awards over the past 14 years. Elliott has served on the SC SHRM State Council in various positions since 2007. He has a Bachelor of Science degree from the University of North Carolina Greensboro.

Ad Hoc Members

Rodger E. Benson. As a graduate of Albany State University (Ga.), Rodger received a Bachelor of Science degree in Biology and was commissioned into the U.S. Army as a 2nd Lieutenant/Helicopter Pilot. Rodger left the Army for a career in manufacturing in a variety of leadership positions with companies such as Safelite Glass Corporation

and Abbott Laboratories. With Abbott, Rodger transitioned from manufacturing/operations to human resources and received his PHR certification in 2001. Rodger held a number of human resources leadership positions with Abbott Laboratories and Eaton Corporation prior to joining Starbucks Coffee Company as the partner resources manager for the Sandy Run Roasting Facility in 2012.

Rita Halverson. Rita has over 20 years of human resources experience and has worked in the private and public sectors. She is currently employed with Staples Shared Services Center as the Human Resources Manager. Rita oversees and leads the Human Resources department to include policy and process design, performance management, total rewards, talent acquisition, training and leadership development. Rita earned a Bachelor of Science degree in Business Administration from Southern Wesleyan University and a Master of Arts in Human Resources Management degree from Webster University.

Christina Thoesen, SPHR, SHRM-SCP. Christina has over 10 years of experience in human resources and has been employed by Terminix Service, Inc. for the past three years as the Human Resource Manager. In that role, she is responsible for benefit administration, employee relations, recruitment and on boarding, equal opportunity, and worker's compensation for branches in South Carolina, North Carolina and Georgia. Prior to her current position, Christina gained human resource experience in both the manufacturing and finance industries where she was also responsible for performance management and affirmative action compliance. Christina earned a Bachelor of Arts degree in Political Science from Winthrop University.

Ex Officio Members

William Floyd served as Columbia SHRM President for 2008-2009 and has served on the Board in various positions since 2000. William practices labor and employment law, including employee benefits litigation, with the law firm of Nexsen Pruet. He has more than 25 years of

broad-based experience counseling employers in matters including labor arbitrations, collective bargaining, unfair labor practice charges, union campaigns, employment discrimination claims, and ERISA-related cases. He is a certified mediator, arbitrator, and labor and employment law specialist. A graduate of Wofford College, William is a member of the South Carolina Bar, a Colonel in the South Carolina State Guard and serves on the Boards of the Governor's School for the Arts and Humanities and the Midlands Special Needs Foundation.

J. Hagood Tighe has served on the Board since 2006. Hagood is a partner in the Columbia office of Fisher & Phillips and practices exclusively in the area of labor and employment law. Hagood is licensed in South Carolina and North Carolina, Past Chair for the Employment and Labor Law Section of the South Carolina Bar, and is a Certified Employment and Labor Specialist and Certified Mediator by the S.C. Supreme Court. He received a bachelor's degree from the University of Virginia and in 2004 received the Silver Compleat Lawyer Award from the USC School of Law Alumni Association. Hagood has been included in *South Carolina Super Lawyers* and he has been listed in *Chambers USA*, *America's Leading Business Lawyers* since 2007, and in *The Best Lawyers in America* since 2008. Hagood was selected by his peers to be one of *Greater Columbia Business Monthly's* Legal Elite every year since 2010. The same publication named him one of the "50 Most Influential People for 2011."