Candidate Report on

Mary G. Beahm

For the Position of
Vice President, Human Resources and Chief Human Resources Officer
University of Florida

April 2016
EXECUTIVE EVALUATION

The following is an assessment of Mary G. Beahm as an executive candidate for the position of Vice President, Human Resources and Chief Human Resources Officer at University of Florida. The evaluation was prepared by Louis Montgomery of Korn Ferry.

EDUCATION

<table>
<thead>
<tr>
<th>Year</th>
<th>Institution</th>
<th>Degree</th>
<th>Verification</th>
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<tbody>
<tr>
<td>1987</td>
<td>The Pennsylvania State University</td>
<td>Master, Business Administration</td>
<td>Verified</td>
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<tr>
<td>1981</td>
<td>The Pennsylvania State University</td>
<td>B.S., Individual and Family Studies</td>
<td>Verified</td>
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PROFESSIONAL AFFILIATIONS/CERTIFICATIONS

Awards

- Pennsylvania’s Best 50 Women in Business Award presented by Governor of Pennsylvania
- University Staff Excellence Award presented by President, The Pennsylvania State University
- College of Health and Human Development Alumni Award The Pennsylvania State University
- Performance Stock Option Awards presented by C-COR Board of Directors
- Performance Excellence Stock Awards presented by Westinghouse Electric Corporation

Community/Leadership Activities

- The Pennsylvania State University Board of Trustees 1990 to 2005, Trustee; 2005 to 2008 Trustee Emeritus, Vice-Chair/Chair, Campus Environment and Educational Policy Committees
- Centre County YMCA Board Member, Campaign Co-Chair, Strong Families/Kids Campaign
- College of Health and Human Development Mentor, Women’s Leadership Initiative
- United Way Campaign Chair and Day of Caring Lead; Funds Allocation Committee member
- Leadership Centre County Alumna
- Expert speaker/presenter: Penn State MBA program and graduate education classes, State College Area School District, Centre County Chamber of Business and Industry, Women’s Leadership Program; SHRM student association
Professional Memberships

- College and University Professionals Association - Human Resource, Eastern Region
- Human Resources Association of Centre County
- Society for Human Resource Management
- World at Work (formerly American Compensation Association)
CAREER DETAILS

2008 to Present
The Pennsylvania State University
University Park, Pennsylvania

The Pennsylvania State University is an educational and research institution that offers certificate, associate, bachelors, masters, doctoral, and post-bachelors degrees. It offers courses in agricultural sciences; arts and architecture; business; communications; earth and mineral sciences; health and human development; information sciences and technology; liberal arts; and nursing.

2014 to Present
Assistant Vice President, Human Resources
Provided strategic Human Resources consultation to senior management; led University-wide initiatives covering 23 Penn State campuses with 38,000 employees; responsible for the management of $14.5 million budget.

- Led the multi-year Human Resources Transformation project to redesign organizational structure, service delivery model, processes, and policies; oversaw governance structure for implementation of Workday as the University’s new Human Capital Management system.
- Represented University in governmental agency inquiries and labor issues such as unit clarification petitions and discussions with Teamsters. Collaborated with Child Care, Benefits, and Employee/Labor Relations leadership on the implementation of strategic initiatives.
- Provided leadership in creation of Human Resource strategic plan and represented Human Resources on University strategic plan development. Responsible for Talent Acquisition, Compensation, and Human Resource Information Technology functions including implementation of technology solutions, cost-reduction initiatives, and process streamlining.

2011 to 2015
Senior Director, Talent Acquisition and Compensation
Represented Vice President for Human Resource on University-wide committees and strategic initiatives; led team of 20 to develop and implement processes and programs to effectively source and compensate University employees.

- Oversaw multi-year OFCCP compliance audit resulting in no financial penalties.
- Coordinated with Teamsters’ leadership on issues related to job reclassification.
- Upgraded and/or implemented applicant tracking, background check, and I-9 systems.
- Led the development of pre and post-salary planning analytics and initial lump sum salary increase program.
- Improved customer service and reduced departmental operating costs by over $350,000 annually.
2008 to 2011
Senior Human Resources Consultant/Project Manager
Served as Project Manager for Penn State’s multi-year Competencies project to create and align profiles for 9600 staff employees across 23 campuses. Managed staff of 6.

- Coordinated over 50 task teams responsible for job profile creation.
- Reduced job descriptions from 2500 to 750.
- Implemented multi-level communication and training plan.
- Developed and implemented salary bands, market analysis, and FLSA classification review.

1998 to 2008
C-COR, Inc.
State College, Pennsylvania

C-COR, Inc. provides integrated network solutions worldwide, including products, content and operations management systems, and professional services for broadband networks. It operates in two segments: Broadband Systems Solutions and Network Services. It operates as a subsidiary of ARRIS Group, Inc.

Corporate Vice President, Human Resources
Elected Company Officer of publicly-traded telecommunications company with manufacturing, service, and software lines of business. Provided strategic Human Resources consultation to senior management, including Chief Executive Officer/Chairman of the Board.

- Led the implementation of programs through global Human Resources organization including multiple sites in the United States, Europe, Mexico, India, and Australia; successfully integrated 14 acquisitions including assimilation of employee cultures and Human Resources practices/programs; implemented significant increases and decreases in workforce based on business needs.
- Oversaw company-wide benefit plans; implemented effective benefit cost containment strategies capping plan increases to average of less than 5% per year during periods of double-digit national benefit cost increases; established investment review committee for 401(k) plans; developed short-term and long-term compensation programs for workforce and executives.
- Oversaw implementation of new performance management and succession planning processes; evaluated and implemented new HRIS by partnering with multi-unit Oracle implementation team to provide increased efficiencies and process improvements.

1987 to 1998
Westinghouse Electric Corporation
Pennsylvania; Texas; Maryland; Florida

Westinghouse Electric Corporation is now known as Westinghouse Electric Company LLC. It is a nuclear energy company which provides nuclear power plant products and services to utilities worldwide. It engages in the development, licensing, detailed engineering, project management, and component manufacturing, as well as provision of startup support for new nuclear power plants. It operates as a subsidiary of Toshiba Corporation.
Manager, Human Resources Operations
Served in generalist, specialist, and management positions of increasing responsibility (and titles) throughout career; supported units ranging in size from 500 employees to 20,000 employees performing service, engineering design, manufacturing, sales, marketing, and support functions.

- Responsible for multi-site operations, including serving as a Strategic Business Partner in matrix organizations in the United States, Europe, and Asia.
- Developed and implemented programs, including competency-based evaluation and pay, talent acquisition, leadership development and succession planning, reductions-in-force including voluntary separation alternatives and matrix management guidelines.
- Responsible for employee/labor relations (IBEW, IUE, AWSE) including leading negotiation of local union contracts; analyzed pension plan benefits and retirement eligibility; performed due diligence for joint ventures including entity in Kiev, Ukraine.

This report has been prepared for the exclusive use of University of Florida in conjunction with a search for a Vice President, Human Resources and Chief Human Resources Officer. It is recommended that circulation be limited to designated executives concerned with the candidate selection process. The information contained herein has been voluntarily provided by Mary G. Beahm and is subject to verification by Korn Ferry.