

JOHN M. AGUILAR, MBA

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PLANT MANAGEMENT / DIRECTOR OF HR OPERATIONS

PROFILE

Strong emphasis on cost control and contribution of manufacturing margins to the budget by running positive to standards without allowing any compromise to team member safety, and product quality. Accomplished in recruitment and retention strategies, policy development, compensation programs, contracting benefits, training and development and employee relations. Internal consultant to senior management on strategic human resource issues and compliance. Fluent in Spanish and adept in SAP, ADP Payroll, KRONOS Time Keeper, and Recruitmax.

Operations Management & Strategic Competencies

- ✓ Control Costs
- ✓ Cost Improvement Projects
- ✓ Improve Direct Labor Cost
- ✓ Improve Schedule Attainment
- ✓ Improve Production Yields
- ✓ Decrease Packaging Waste
- ✓ Reduce Recordable Injuries
- ✓ Reduce Consumer Complaints
- ✓ Improve Customer Service Levels

PROFESSIONAL EXPERIENCE

Wise Plastics Technologies, St. Charles, Il

Privately owned consumer plastic manufacturing company with over 200 million dollars in annual sales.

HR Business Partner 2016 – Current

- Key point of contact regarding Labor Relations issues, contracts and policies for line management and senior management.
- Internal consultant to senior management on strategic human resource issues and compliance.
- . Accomplished in recruitment and retention strategies, policy development, compensation programs, contracting benefits, training and development and employee relations

Arrow Plastic Manufacturing, Elk Grove Village, Illinois

Privately owned consumer plastic manufacturing company with over 100 million dollars in annual sales.

Sr. Human Resources Manager

2011 - 2016

- Responsible for union contacts and grievances for over 200 employees.
- Designed strategic plans for operations and line managers.
- Stabilized employee turnover by 25% within 3 months.
- Prepared, investigated, and defended the company on EEOC and Human Rights Claims.
- Regularly audit the OSHA 300 Log and training matrix.
- Managed vendor audits for the company (Target, Wal-Mart) regarding national and international standards.
- Negotiated OSHA fines during informal hearings.
- Update all compliance policies regarding safety, union and employment issues.
- Track all accidents with reporting matrix to determine root cause.
- Update and train the executive management team on current legal and safety regulations.

Benedictine University, Lisle, Illinois**Adjunct Professor****2002- Current**

- Taught both graduate and undergraduate class.
- Highest rated adjunct professor for Fall 2014
- Highly Proficient at subject matters regarding HR, Operations Management, and Business Ethics.
- Servant Leadership towards teaching and management.
- Highly organized, motivated, and effective.
- Highly talented in interrupting and analyzing local, state, and federal regulations.

Shakman Compliance Administrator / Forest Preserve District of Cook County

Duties included studying existing employment practices, policies and procedures for non-political hiring, promotion, transfer, discipline and discharge; observing actual hiring sequences; assisting in formulating a new hiring plan; aiding in establishing a training program to educate and train supervisors and employees on non-political hiring practices; making recommendations.

Human Resource Compliance Auditor**2008 – 2011**

- Designed a detailed application process flow outlining the duties of the Compliance Office and Forest Preserve that resulted in 25% more transparency.
- Implemented union avoidance and management training
- Increased Flex Spending enrollment by 50% that resulted in a \$5,000 dollars saving.
- Created a detailed hiring plan that related directly to budget and overall strategic plan.
- Identified over 30% discrepancies in documentation reviews process
- Key point of contact regarding Labor Relations issues, contracts and polices for line management and senior management.

ATMI Precast, Aurora, Illinois

Privately owned concrete/manufacturing precast company with over 200 million dollars in annual sales.

Director of Human Resources**2006 –2008**

Report directly to COO and owners servicing four business units with over 550 union/non-union employees.

- Increased production by 15% with training programs for front line foremen and supervisors in English/Spanish.
- Decreased recordable injuries by 40% within 18-month time frame via a safety incentive program.
- Implemented changes in Health Insurance plan design that resulted in over 250K savings in a three-year period.
- Negotiated a zero increase in benefit for employees two continuous years.

POLYONE CORPORATION, Elk Grove Village, Illinois**2002 - 2006**

International plastics manufacturing company with 75 facilities worldwide and \$2B+ in annual sales.

Regional Human Resources Manager

Reports to Sr. Regional H/R Manager/Director and Business partner with plant managers in planning quarterly head count and budgets.

- Increased diversity 80% to meet federal standards in 18-month time frame.
- Designed a skill base/pay for performance program for 150 plant employees
- Decreased employee turnover 60% with training and implementation of new hire evaluation process.
- Reduced yearly training cost \$31K by securing federal and state grants.
- Executed continuous 24/7 production schedule to meet customer delivery schedule.

COX AUTOMATION SYSTEMS, WEST CHICAGO, ILLINOIS**1999 – 2002**

Privately owned customized assembly Machinery Company with \$50 MM in annual sales.

Senior Human Resources Manager

Represented company regarding legal employment issues. Liaison for health insurance HMO/ PPO/ Dental/ Vision for 150 +employees. Supervised recruitment and conducted new employee orientations.

- Formalized career path program for employees within the company to identify talent.
- Successfully recruited control engineers and design engineers to accomplish project goals
- Established new hiring process with background checks and drug testing.
- Directed start-up of new 401(k)-retirement plan for a more user-friendly benefit for employees.

SUNCAST CORP, Batavia, Illinois**1997 – 1999**

Plastic injection molding company with diverse product lines and annual sales of \$45MM.

Human Resources Generalist

Supervised recruitment of new employees and conducted new employee orientations. Negotiated union grievances between management and employees.

- Organized and taught ESL (English as Second Language) classes for manufacturing employees and interpreted benefits programs for Spanish speaking employees.
- Consulted union representatives and management on disciplinary actions.
- Developed Hazard Communication training program in English and Spanish.

CREATIVE LABEL, INC., Elk Grove Village, Illinois**1994 – 1997**

Supplier of embossed lettering and gold leafing for the publication industry with \$25MM+ in sales.

Benefits Specialist

Administered 401(k) loans activity for 3 divisions and coordinated all company benefits for 3 out of state locations. Liaison for health insurance HMO/ PPO/ Dental/ Vision for 200 plus employees. Responsible for OSHA compliance and safety programs for 3 sites.

- Directed start-up of new 401(k)-retirement plan of the entire corporation.
- Conducted 401(k) non-discrimination test for the 5500 report.
- Evaluated workers comp billing and claims that resulted in 10k annual savings.

EDUCATION and HIGHLIGHTS

Aurora University, Aurora, Illinois
Masters of Business Administration
Columbia College, Chicago, Illinois
B.A. Marketing Communications

Immediate Challenges:

- Responsible for improving scheduling accuracy to meet customer needs, managing packaging supply requirements by improving availability as orders were needed to be produced. Improved plant production yields by \$250,000 per year.
- As Quality Assurance Special Projects Representative responsibilities included breed yield evaluations, equipment yield evaluations, conducted competitor product evaluations, followed consumer complaint trends. Conducted plant quality audits as needed.

Other accomplishments:

- Illinois Liquor Control Commission 2005 - 2010
- Aurora Township Trustee 2003 - 2005
- Adjunct Professor at Benedictine University 2002 – Current

- Member Knights of Columbus. 4th Degree