

# PANACEA PARKER

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## SUMMARY

- Global leader responsible for design and delivery of strategic programs, focusing on financials and employee experience.
- Developer of innovative programs in complex global corporations in diverse industries.
- Collaborative business partner adept at building relationships across functions and at all levels, including Board and C-suite.
- Key ally of commercial organization in developing and implementing internal- and external-facing programs.
- Speaker on topics including wellness strategy, value-based insurance design, personalized medicine, and transparency.
- Active member of national health care committees and Boards (including Health Committee and National Health Council).

## PROFESSIONAL EXPERIENCE

### **Global Computer Giant, Armonk, NY**

**2018 – present**

#### **Director, Global Health Benefits and Well-being Strategy (2018 – present)**

Led global team of 18 responsible for health and well-being benefits strategy for 380,000 employees.

- Led medical RFP for 70,000 U.S. employees (150,000 lives) focusing on improved financial deal and enhanced employee experience. Reduced baseline cost by 1% while introducing advocacy service. Used co-creation and design thinking principles to shape program and develop communications.
- Implementing technology pilots with graduates of IBM accelerator programs, focusing on blockchain and digital therapies.
- Developing psychosocial health and resiliency program with cross-functional peers (including leaders from corporate health and safety, talent, and health promotion).

### **Big Biotech, Thousand Oaks, CA**

**2014 – 2018**

#### **Executive Director, Global Benefits (2014 – 2018)**

Led team of eight responsible for benefits strategy for health & welfare, retirement, and executive benefits for 12,000 US/Puerto Rico staff. Also provide oversight/guidance to local compensation & benefits leads for additional 8,000 global staff.

- Worked with commercial business leaders to implement programs that supported Big Biotech's business strategy including value-based insurance design in US-based self-insured health plans and a migraine support program in anticipation of Big Biotech's migraine product launch. Consulted with business leaders and CEO staff on the employer benefits landscape.
- Transitioned internal US benefits administration work to Capability Center (Global Business Services organization).
- Introduced global total rewards portal that displayed dynamic base/bonus/incentive compensation, equity, and retirement balances. In some countries, single-sign-on links were available to external vendor portals for transaction processing.
- Launched innovative wellness program offering discounted items to staff in exchange for meeting activity goals.
- Implemented global brokerage arrangement for risk insurance in 35 countries with initial \$600k annual savings.
- Implemented innovative behavioral health intervention program with Health.
- Led bid of financial program administration for US/PR qualified and nonqualified retirement plans with \$5B+ in assets.
- Managed benefits transition for 3,000 departing staff (15% of US population).
- Evaluated onsite clinic for 6,000 staff at headquarters location.

### **Global Wellness Inc., Carlsbad, CA**

**2010 – 2014**

#### **Director, Benefits & Mobility (2011 – 2014)**

#### **Director, Health, Wellness & Welfare Benefits (2010 – 2011)**

Led team of six managers/analysts responsible for strategy and administration of active US health & welfare, leaves, retiree medical, DB & DC retirement plans, global mobility, global wellness, and executive benefits.

- Implemented full-replacement HDHP (with HSA) for 5,500 US employees with incentive design including health assessments, biometric screenings, and additional qualifying activities for employees/spouses. Achieved industry-leading assessment/screening participation rates of over 85% and improved biometric results by 4% in the first two years. Led to flat company benefits costs from 2010 to 2014. Launched cost/quality transparency tool to support engagement strategy.
- Developed innovative advanced genomic testing benefit for cancer patients. Worked with vendors, genomic counselors, ERISA and regulatory attorneys, and health carriers to develop this global benefit.
- Presented regularly to Board of Directors and CEO/COO staff on strategic benefits initiatives.
- Consolidated US benefits administration from multiple vendors into one-stop portal and call center for health & welfare, DB, DC, and Deferred Comp plans for 18,000 participants.
- Launched three global wellness programs: tobacco-free campuses, health assessments, and fitness challenges.

**Health Welfare Corporation, Santa Clara, CA****2008 – 2010****Benefits Manager–Health, Wellness and Welfare (2008 – 2010)**

Successes included implementation of programs to decrease plan cost by 2% through targeted precertification, dependent audit and introduction of working spouse surcharge. Also managed RFP for benefits outsourcing and successfully implemented new administrator.

**Small Energy Inc., San Ramon, CA****2007 – 2008****Team Leader–Health and Welfare Plans (2007 – 2008)**

Managed team of seven plan administrators responsible for the delivery of Small Energy Inc.'s plans representing 26,000 active employees, 55,000 retirees, and their dependents, with annual spend of more than \$500M.

**Online Strategy, Inc., San Jose, CA****2005 – 2007****Manager–US Benefits (2006 – 2007)****US Benefits Program Manager (2005 – 2006)**

Led multiple strategic initiatives that included: identifying key health care cost drivers, developing long-term health care strategy, evaluating HDHP and wellness programs, and redesigning pricing/budgeting process.

**Conversion Consultant Corporation, Los Angeles, CA****2000 – 2005****Sr. HR Consultant–Benefits Planning & Design (2003 – 2005)****Benefits Consultant–Benefits Program Management (2000 – 2003)**

Led projects that included: implementing corporate-wide employee health program, establishing pricing and budget strategy for \$50 million US health plan, and implementing HDHP (with HSA) for 6,000 eligible employees. Also led systems implementation for retiree conversion to PeopleSoft for 20,000 participants.

**EDUCATION & TRAINING****MBA, General Management (Operations Research), MBA School of Management, Los Angeles, CA**

- Member, Business Honor Society (top 15% of class)

**BS, Business Administration (Marketing Management), Bay University, East Bay, Hayward, CA**

- Graduated magna cum laude

**Certified Employee Benefits Specialist (CEBS) designation, International Foundation of Employee Benefit Plans****BOARD/COUNCIL POSITIONS****Mental Health Advocacy**

Member, Board of Directors, 2017 - present

**Health Committee**

Voting Member, Governing Committee, 2017 - 2018

**National Health Council**

Employer Council Member, Health Innovation Forum, 2015 – present

Member, National Committee on Evidence-Based Benefits Design, 2016 – 2018

Board Member, Institute on Innovation in Workplace Well-Being, 2013 – 2014

**Cancer Review Board**

Member, Cancer Review Board, 2016 – 2018

Member, Cancer Task Forces (US and Global), 2015 – 2018

**Employee Benefit Plans**

Board Member, Corporate Board, 2012 – 2015