Marcy E. Klipfel

15806 Ridgemont Drive marcy.klipfel@gmail.com

Urbandale, IA 515-664-3221

###### Career Goal Results oriented leader looking to acquire an executive position in human resources with the full application of proficient professional experience and education. Key skills include organization design, developing and implementing new policies, advising business leaders on organization issues, preparing written reports/executive summaries, and conducting presentations. These skills have been successfully applied in the following experiences:

###### Experience Businessolver Des Moines, IA

***Sr Vice President, Human Resources,*** March 2015 – Present

* Reporting to the CEO, responsible for all human resource initiatives and strategies for Businessolver.

######  General Growth Properties Chicago, IL

***VP, Human Resources,*** August 2012 – March 2015

* Responsible for all human resource initiatives and strategies for General Growth Properties in the areas of

 recruitment, employee relations and training & development.

***Director, Human Resources,*** November 2010 – August 2012

######  KUM & GO West Des Moines, IA

***Sr Vice President, Human Resources,*** April 2009 – November 2010

* Reporting to the CEO, responsible for all human resource initiatives and strategies for Kum & Go and other

 business entities.

* Oversight of payroll, benefits, compensation, employee relations, recruiting, training & development,

 mailroom and front desk operations which serve over 430 stores and 3,600+ employees.

######  General Growth Properties Chicago, IL

***Sr Mgr, Compensation,*** December 2005 – April 2009

* In addition to leading the compensation team, oversight of the Human Capital Data Management team,

 which is responsible for all employee data.

* Key contact in several organization-wide structural changes including: centralizing marketing,

 downsizing development, restructuring accounting and operations excellence project.

* Lead the implementation and design of web-based total rewards statements.
* Designed and lead project team to implement a new web-based performance management system, which is

 tied to GGP’s annual merit increase process/system, supporting a pay-for-performance culture.

***Mgr, Compensation,***November 2004 – December 2005

* Pro-Team Award 2005 recipient – awarded to top achievers of organization.
* Manage, train, oversee compensation department for over 5,000 employees and over 240

 properties/business entities.

* Key contact in recent large acquisition – computed/organized severance payouts, termination packets and

 financials for reporting purposes.

* Work closely/assist executive management in corporate governance, director pay analyses, Sarbanes-Oxley

 and other executive compensation needs/issues.

 ***Compensation Consultant,***March 2004 – November 2004

* Implemented compensation program (CareerBanding) in less than a year, ahead of anticipated schedule.
* Decreased response time from approximately 2 weeks to 24 hours by developing access database/flexible

 yet consistent compensation model/program.

######  Towers Perrin Chicago, IL

 ***Associate Executive Compensation Consultant,***July 2000 – March 2004

* Achieved/surpassed billable hour goal of 1,400 hours every year while handling complex client

 assignments.

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**Experience Hewitt Associate Lincolnshire, IL**

**Continued *Intern, Compensation Department****,* Summer 1999

* Collected, verified, analyzed and valued executive total compensation for 35 industrial companies.
* Studied options plans, calculated present value and average grant size for Fortune 100 companies.

**Education** **Harvard Business School** **Boston, MA**

 ***Authentic Leadership Development Program****,* February 2014

 **The University of Iowa Iowa City, IA**

 ***Executive MBA Program,*** May 2010

 **The University of Iowa Iowa City, IA**

 ***Double-Major Program***, May 2000

B.B.A. Marketing

B.A. Journalism and Mass Communications

**Additional** Iowa Foster Care Review and CASA Board Member, 2013-2016

**Information** St. Francis of Assisi Sunday School Teacher, 2013-2014

Couture for a Cause Committee, 2012-Present

 Annie’s Ride Committee, 2016-Present

Junior League Sustaining Member, 2014-Present

 Junior League, 2007-2014

 Certified Gallup Q12 Coach, 2006-Present

 Certified Gallup Strengths Coach, 2006-Present

 World at Work Organization, 2004-Present

 Kappa Alpha Theta Alumnae, 2000-Present

 Kappa Alpha Theta Alumnae Past President, 2010

 Kappa Alpha Theta Alumnae President, 2009

 Kappa Alpha Theta Alumnae President-Elect, 2008

 Chicago Compensation Association, 2005-2008

 President of Condo Association, 2005-2007

 Big Brothers/Big Sisters, 2005-2007

 President of Kappa Alpha Theta Sorority, 1999

 Vice President of Kappa Alpha Theta Sorority, 1998

 University of Iowa Homecoming Queen, 1999

Daily Iowan Publication Board Elected Representative, 1997

 INSIGHT Student Technology Organization Job Networking Team, 1997-2000

 University of Iowa Honors Program, 1996-2000

 Volunteered for Wesley Foundation, 1996-2000

 University of Iowa Unified Program, 1996-1998