

# John Abas

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## HUMAN RESOURCES AND OPERATIONS EXPERTISE

– OVER 20 YEARS HR, TRAINING & DEVELOPMENT, SAFETY, AND RISK MANAGEMENT –

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### CORE COMPETENCIES

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- Risk Management
- Safety
- Facility operations
- Project development
- Labor Laws
- Employee management
- Contract negotiations
- Project management
- Training & Development
- OSHA knowledge
- Budgeting
- Data analysis

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### PROFESSIONAL EXPERIENCE

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Magic City Enterprises, Cheyenne, WY  
– 01/2018

06/1991

#### **Risk Management Specialist** (07/2014 – 01/2018)

Responsible for ensuring that 18 facilities were managed in compliance to reduce risk for all staff members, clients and facilities

- Reduced injuries and accidents
- Reduced Workers Compensation rates from 1.65% to 1.32%

#### **Contract Director** (01/2004 – 06/2014)

Managed six contracts with private businesses and government agencies to employ up to 60 employees

- Renegotiated contracts ensuring that all contracts including federal contracts were in compliance
- Worked with employers through conflict resolution meeting customer expectations

#### **Operations/Human Resource Director** (06/1997 – 01/2004)

Expanded human resource responsibilities to include the operations of the organization

- Responsible for overall safety at 17 facilities, 40 vehicles and 200 employees
- Developed safety database that tracked all facilities, vehicles and employees
- Worked with OSHA, building and fire inspectors and Public Health
- Negotiated health insurance premiums and liability insurance
- Established a wellness program

#### **Human Resources Manager** (06/1991 – 06/1997)

Oversaw all facets of human resources for a workforce of 200 + in 17 facilities

- Created human resource office from the ground up including:
  - Created an employee database
  - Re-Wrote all personnel policies and procedures
  - Re-Wrote all safety policies and procedures
  - Created all job descriptions ensuring met ADA guidelines
- Negotiated first health insurance policy MCE ever had
- Worked closely with various state and federal government entities as related to workforce laws, safety and public health

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**OTHER RELEVANT EXPERIENCE**

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**Compliance Officer**

State of Wyoming – Department of Labor, Cheyenne, WY

- Investigated and enforced State of Wyoming and federal labor laws

**Training & Development Specialist**

State of Wyoming – Department of Administration & Fiscal Control, Cheyenne, WY

- Developed and implemented training programs across all agencies within the State

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**EDUCATION**

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- ❖ Masters of Business Administration with Human Resources emphasis
- ❖ Bachelors of Science in Business with Human Resources emphasis