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# JUSTIN DIMARIO

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706 Taft Street, Port Clinton, OH 43452 | H: (419)-573-9345 | DiMariojd@tiffin.edu

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## Summary

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Detail-oriented with exceptional knowledge Human Resource practices, benefits coordination, training, orientation, incentive program creation, compliance, and problem solving. Skilled at learning new concepts quickly, works well under pressure, and communicates ideas clearly and effectively between HR staff, employees and management. Motivated, organized, dependable, team oriented individual with an outstanding attendance record.

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## Highlights

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- Staffing and recruiting professional
  - Interviewing expertise
  - Employment law knowledge
  - Operations management
  - Excellent understanding of policies
  - Compensation/benefits administration
  - Sound judgment
  - Skilled negotiator
  - Leadership
  - Employee relations
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## Experience

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**Support Manager** **10/2009 to Current**  
**Wal-Mart** **Sandusky, OH**

- Lead Human Resource Division, scheduling, payroll, evaluations, benefit enrollment, interviewing, hiring decisions, new-hire orientation, organization of concerns. Results from follow through created a higher level Return on Investment concerning associate engagement.
- Lead / oversee entire store (50+ employees), forecasting innovative avenues to increase productivity and sales while maintaining high morale, and ensuring a safe work environment.
- Answering/researching questions while ensuring complete satisfaction.
- Oversee Department and Zone Managers, while professionally reacting to and prioritizing to issues. Clear expectations and follow-up with employees has resulted in increased productivity, feedback, and needed reaction to issues before becoming problems.
- Involved in Asset Protection Division financials, and familiar with policies and authority. Results are higher associate interaction and decrease in accidents on the job.

**Relations Supervisor** **06/2004 to 12/2009**  
**Commodore Perry Inn & Suites** **Port Clinton, OH**

- Lead Human Resource department, interviewing, hiring, scheduling, training, evaluations, budgets, payroll, benefit enrollment, new-hire orientation, and evaluations.
- Oversee associates with a record of excellent customer service and maintaining a safe work environment.
- Motivate and maintain a positive attitude at all times.

**Assistant Site Manager** **05/2008 to 10/2009**  
**Kodak, Cedar Fair Amusement Parks** **Sandusky, OH**

- Oversee (25+ employees) which led to increased productivity and morale.
- Lead Human Resource Division, hiring decisions, new-hire orientation, firing, interviewing, benefit disbursement/interpretation, evaluations, scheduling, maintaining budgets, and payroll.
- Complete all tasks and reports professionally and on time while maintaining a safe work environment.
- Daily duties, inventory, calculation of goals and budgets, coordinate/pioneer new avenues to boost sales.
- Ensuring all employees strive to meet and exceed company expectations.
- Interact and communicate professionally to visitors responding to all questions.
- Understand and follow policies in company manuals.
- Identify and record associate issues/ problems and provide necessary follow-up.

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### Education

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**Bachelor of Arts: Business Management/Administration** 2009

Tiffin University

Top 10% of class

Advanced course on Recruiting and Interviewing Techniques

**Associate of Applied Science: Natural Sciences** 2006

Terra State Community College

**Associate of Applied Science: Allied Health** 2006

Terra State Community College

**High School Diploma: Business** 2001

Danbury High School / E.H.O.V.E

Coursework in Marketing

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### Additional Information

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- Eagle Scout of America
- B.P.A. and D.E.C.A Member