

fcurnow69@gmail.com

386-872-4944; 1329 Sunland Rd., Daytona Beach, FL. 32114

Key Skills

- Strong supervision background – fair, inspirational, approachable, with excellent results
- Outstanding people reading skills, very credible resource for senior line managers and critical to counseling efforts
- Able to quickly discern and act on essential issues - perspicacious.
- Varied work experience – manufacturing, naval service on ships, distribution centers, medical products, restaurant industry, finance, federal government, registered mental health counseling intern
- Continuous learner
- Able to relate well to all levels of the organization – from new hire to CEO

Qualification Summary

- US Naval Officer (4 years), MBA internships @Johnson and Johnson & and Allied Chemical
- Manufacturing Operations @ Procter and Gamble (3 years); US Postal Service Distribution Center startup as HR Director (1 year); Regional HR Director with PepsiCo (4.5 years); Training/ Organization Development Manager @ P&G (3 years); VPHR @ A.Copeland Enterprises (4 years); Plant HR Manager @ Becton Dickinson (6 years)
- HR Director positions at various mid-sized companies (6 years)
- U.S. Government (8 years); OPM as HR Officer/Consultant; HR Director for GAO; HR Director for Food and Nutrition Service (an agency of USDA)
- SPHR, 1993
- Civilian Service Award from Department of Defense - Office of Personnel Management, 2007
- Chairperson of New York State BOCES, leading 10 High School Superintendents (5 years –volunteer)
- Registered mental health counseling intern with an eclectic focus, but with an emphasis on an evidenced based approach, such as CBT..
- M.A. Psychology (3.65 GPA) and M.S. Clinical Mental Health Counseling (4.00 GPA)
- 2 years counseling as registered mental health counseling intern completed. Have done couples counseling, family counseling, college and high school students.
- Can connect well with all age groups as a counselor.

Work History

- Registered Mental Health Counseling Intern, RMHCI, Presbyterian Counseling Center, Daytona Beach, FL. 3/2019- present. Independent contractor.
- HR Director – Food and Nutrition Service, USDA, Arlington, VA. 3/2009 – 10/2012
- HR Director – Government Accountability Office (GAO), Washington, DC, 6/2007-3/2009
- HR Officer – Office of Personnel Management (OPM), Washington, DC, 6/2004-6/2007
- HR Director positions from 1997 – 2004 at several mid-sized firms
- Financial Consultant, Merrill Lynch, Binghamton, NY 4/1996 – 8/1997
- Plant HR Director – Becton Dickinson, Hancock, NY, 8/1988 – 4/1996
- Vice President Human Resources, A.Copeland Enterprises, New Orleans, LA. 11/1984 – 8/1988
- Regional HR Director, PepsiCo, Inc., Chicago, IL.6/1980 -11/84
- Employment Manager, Procter & Gamble Company, Mehoopany, PA. 6/1979 – 6/1980
- Training/ Organization Development Manager, Procter & Gamble Company, Mehoopany, PA. 11/1977- 6/1979
- Operations Manufacturing Manager, Procter & Gamble Company, Mehoopany, PA. 9/1974 to 11/1977.

Education

- United States Naval Academy, B.S., 1969, Annapolis, MD
- Rutgers Business School, MBA, 1974, Newark, N.J.
- Marywood University, M.A. Psychology, 1980, Scranton, PA.
- College of DuPage, A.A. Humanities, 1982, Glen Ellyn, IL.
- Walden University, M.S. Clinical Mental Health Counseling, 2019, Minneapolis, MN.

Petruzzi Associates

74 Wall St.

Metuchen, N.J. 08840

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REFERENCES FOR FRANK J. CURNOW

HUMAN RESOURCES

A. Copeland Enterprises

Ron Lewis, President, (504) 733-4300

Ron hired Frank and was his supervisor for three years.

He had the following comments:

" Frank was hired to setup a Personnel Department for us and he did an excellent job. After three years the company reorganized and his position was eliminated. This was in no way a reflection on his performance. He is very smart, tenacious, disciplined and has excellent follow up. He relates well to people at all levels and is a demanding, but fair, boss. He is a straight-shooter and responds best to the same. He can relate equally to a sophisticated boss or an up-through-the-ranks one as long as the overall objective is clear. I rate him very high.

Pepsico, Inc.

Robert Cortelyou, (216) 944-6383

Bob was Division Personnel Manager for Pizza Hut and Frank's boss for one year. He said the following:

" Frank is very brilliant, has a high I.Q. and has very good H.R. technical skills. He can install, execute and oversee a complete H.R. system. He can communicate with anyone at their level and could relate well with corporate or plant personnel. He is honest, has high integrity and is above reproach. I feel he would do an excellent job in the position you described.

Proctor & Gamble Company

Ed Anderson, Industrial Relations Manager, (513) 983-1100

Ed was Frank's boss for three years. Proctor & Gamble has a policy of not giving any references but Ed did verify employment dates and titles. He also said that Frank left because he was on a fast track program and didn't see any viable positions in the near future. He thought the fast food industry offered more potential and he left to join Pepsico.

U.S. Naval Academy, B.S. Engineering, 6/4/69 verified.

Rutgers University, M.B.A. Finance 6/10/74 verified

Marywood College, M.A, Psychology 5/25/80 verified

References prepared 8/10/88 by Vincent J. Petruzzi

Consultants To Management
In Executive Selection