
JACKIE BEARD

Norton Healthcare Louisville, KY 2006 to present

\$2+ billion non-profit health care system with 51% market share located in Louisville, KY with nearly 15,000 employees, 5 hospitals, 12 Immediate Care Centers and over 200 locations.

System Director, Talent Acquisition and Workforce Development (2011 - present)

- Set workforce and talent pipeline vision and strategy for organization. Lead team of 30+ employees with \$8 million budget.
- Developed in-house career web application to enable career case management. Created a Workforce Forecasting Tool to identify 12-36 month focus, foundation for leader workforce discussions and strategic use of funds.
- Upskilled/certified Workforce Development Team and transformed department from transactional to transformational Career Center with tiered student funding, career counseling and stackable credentials model.
- Collaborate with leaders, educational institutions, Workforce Investment Board, and community partners on workforce initiatives. Initiated first nationally registered RN apprenticeship by partnering with internal customers and Kentucky Labor and Education Cabinets.
- Outsourced entry level recruiting with no increase in cost with a temp-to-hire model. Strategy implemented to realign recruiter in-house resources and increase first year retention in high turnover positions.
- Owner of 21 AA/EEO plans. Successful resolution of 3 OFCCP onsite audits.
- Recipient of Frontline Champion Award from National Fund for Workforce Solutions, CareerSTAT Committee Member, Business First – Who to Know in Workforce and Education, Medistar Education and Workforce Award Finalist, LEEP Partner of the Year.
- Founding member and co-chair of Healthcare Collaborative of Greater Louisville leading to initiation of health care focused career center for the community.

Division Director, Talent Acquisition (2009 – 2011)

Director, Talent Acquisition (2006-2008)

- Reorganized and upskilled Talent Acquisition Team to ensure business needs were met and legally compliant. Average ~3,000 placements per year ranging from entry level to C-suite.
- Developed and implemented strategy to stand up 3 new bricks & mortar facilities with an average 96% fill rate at time of opening. (~1100 employees)
- Created and delivered leader metrics dashboard. Reduced time to fill from 25th percentile to Best in Class 90th percentile over a 3 year period.
- Developed and implemented branding strategy and internal/external media plan.
- Implementation of new applicant tracking system, documented/integrated processes, redesign of employee referral program and deployed automated requisition approval process.

The Clorox Company Oakland, CA 1996 - 2005

\$6 billion Fortune 500 consumer packaged goods company with 9,500 employees and nearly 90% of the brands holding #1 or #2 brand position – Clorox Bleach, Glad, Kingsford, Brita, Hidden Valley Ranch, Fresh Step, STP.

National Talent Acquisition Manager (2000 - 2005)

- Managed and developed 8-10 offsite recruiters responsible for hiring all exempt level plant and corporate positions. Drive/refine processes, strategies and metrics to support the growing business and acquisitions. Recipient of multiple awards including VP Award for Achievement and People Development.

- Developed and implemented brand strategy and value proposition. Led to quadruple Internet site traffic, doubled employee referral hires and increased acceptance rate.
- Researched, rolled out and managed pre-employment background screening, applicant tracking software and national temporary supplier.
- First in Company to develop self-service intranet portal for managers and employees and resulted in being the brand standard for all intranet sites.

Lead Recruiter – Independent Contractor, Product Supply Division (1997 - 2000)

- Managed 2 recruiters that supported 31 manufacturing/plant locations. Recruited for engineering, human resources, operations, finance and logistic professionals.
- Successfully centralized field recruiting for domestic client group, established metrics scorecard and outperformed industry average in key performance indicators.
- Realized 17% cost savings in search firm fees by renegotiating contracts and designing core/preferred vendor status.
- Developed and implemented strategy for start-ups at manufacturing and office locations.

Anthem Blue Cross, Onsite Staffing Manager 1994 -1996

EDUCATION

Master of Arts, Human Resource Management

Bachelor of Science, Policy Analysis

CERTIFICATIONS and PROFESSIONAL DEVELOPMENT

DDI Behavioral Interviewing

Hogan Assessment

Predictive Index Assessment

Professional Association of Resume Writers and Career Coaches

Clorox Diamond Executive Leadership Series

Advisory Board Leader Development

Multiple national and regional speaking engagements

RECORDS UNIT
1001 VANDALAY DRIVE
FRANKFORT, KY 40601



MARY BEARD
[REDACTED]



Administrative Office of the Courts
COURTNET Criminal History Record

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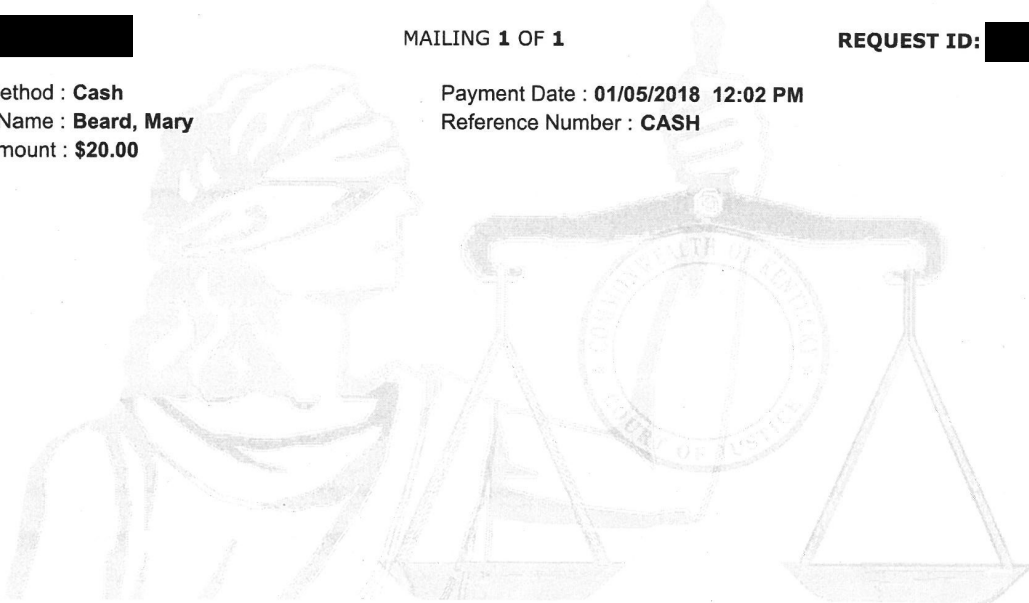
BATCH ID: [REDACTED]

MAILING 1 OF 1

REQUEST ID: [REDACTED]

Payment Method : **Cash**
Reference Name : **Beard, Mary**
Payment Amount : **\$20.00**

Payment Date : **01/05/2018 12:02 PM**
Reference Number : **CASH**



BATCH ID: [REDACTED]

REQUEST ID: [REDACTED]

Request Information Provided

Name: **BEARD, MARY L**
Alias: **MORGERSON**
DOB: **4/12/1961**

DLN: [REDACTED]

All Information Provided Above Has Been Used To Fulfill Your Request
On **01/05/2018 12:03 PM**

**** NOT AN OFFICIAL COURT RECORD ****

RECORDS UNIT | 100 MILLCREEK PARK | FRANKFORT, KY 40601 | (800) 928-6381

Name: **BEARD, MARY JACQUELINE** DOB: [REDACTED] Gender: **F** Race: **W**

Case Filed on **12/29/2003** in **JEFFERSON** County as case number **03-T-092765**

Charge 1 Original Filed on 12/14/2003 0000440 SPEED 16 MPH OVER (LIMITED ACCESS)
Disposed on 03/16/2004 as AMENDED

Charge 1 Amended Filed on 03/16/2004 0002060 IMPROPER EQUIPMENT
Disposed on 03/16/2004 as GUILTY
Sentenced on 03/16/2004

Cost	\$101.50
Fine	\$30.00