

DANITA N. CHEATHAM

Vice President of Human Resources



OBJECTIVE

Experienced DEI leader, independent, detail-oriented problem solver with 20+ years as an human resource professional with expertise in implementing HR strategic planning and techniques supporting corporate, fulfillment Center, and retail store environments.

SKILLS

Strategic Planning	Employee Relations	Employee Onboarding
Organizational Strategy	Data analytics projection	Development Coaching
Succession Planning	Performance Management	Culture & DEI
Talent Management	Executive Collaboration	
Labor Law	Learning & Development	

SYSTEMS

Workday , PeopleSoft, ADP

EDUCATION

Webster University

Master of Arts in Human Resources Management,

Eastern Kentucky University

Bachelor of Business Administration in Computer Information Systems

WORK EXPERIENCE

LDG Development, Louisville, KY

Vice President of Human Resources July 2025 – Present

- Collaborates with executive leadership to define the organization's long-term mission and goals; identifies ways to support this mission through talent management.
- Responsible for *developing* and implementing strategic *HR* plans and policies to support the company's mission and strategy.
- Identifies key performance indicators for the organization's human resource and talent management functions; assesses the organization's success and market competitiveness based on these metrics.
- Researches, develops, and implements competitive compensation, benefits, performance appraisal, and employee incentive programs.
- Provides guidance and leadership to the human resource management team; assists with the resolution of human resources, compensation, and benefits questions, concerns, and issues.
- Drafts and implements the organization's staffing budget, and the budget for the human resource department.
- Oversee the Performance Management & Merit review Process.

Director Of Human Resources March 2022 – July 2025

- Developed strategies to identify and retain talent; establish and conduct a recruitment and hiring process for all employees, from collaborating with managers supporting full-cycle recruitment with placement percentage of 45 days or less.
- Spearheaded the launch of a Training & Professional Development calendar with Industry learnings-partnering with local universities and executive development agencies.
- Oversaw the administration of employee benefits, including compensation reviews, and annual open enrollment and new employee enrollment processes.
- Collaborate and support LDG & affiliate Leadership with the implementation of employee activities, communications, and events to further enrich LDG culture.
- Partnered with out IT team to develop an internal intranet for the workforce to streamline and centralize communication.

GameStop, Louisville, KY

Sr. Human Resource Manager 2018 – March 2022

- Lead the HR team of 4 for a Fullfillment Center employing 600+ associates
- Outsourced additional staffing support to four agencies employing up to 300 temporary associates
- Organized a Facilities Employee Activities Committee responsible for maintaining a highly engaging fun culture
- Leveraged DDI Direct training for planning, and skill building of the HR staff & facility leaders to prepare them for future individual career growth.
- Conduct research and benchmarking, and draft language to develop new policies or amend existing policies; oversee the policy review and approval process; facilitate meetings and communicate new/revised policies; update employee handbook, online policies, and other published communications as needed.
- Developed Hiring Event Programs utilized across 3000+ GME stores and 4 FCs.
- Maintained market trends with pay wages, employee initiatives, best practices and regulatory changes
- Monitors and ensures the organization's compliance with federal, state, and local employment laws and regulation.

Field Sr. Human Resource Manager 2011- 2018

- Advised 25 field multi-unit leaders in resolving varied and potentially complex employee relations matters and strategic decisions, across seven states to include 3000 associates.
- Collaborates with senior multi-unit leaders to understand goals, and strategies related to staffing, retention, development, and business execution.
- Traveled up to 50% supporting GME Stores with legal compliance, associate development, and initiatives
- Collaborated with senior leadership to understand goals and strategies related to staffing, talent management, and retention.
- Conducted timely, accurate investigations as needed.
- Oversaw and reviewed associate exit interviews and offer related recommendations based on feedback provided.
- Ensured ethical integrity of the company by advising, strategizing, and implementing policies, compliance, and procedures, relevant to our core business.
- Managed and supported the talent pipeline through sucession planning.

- Promoted the business value of DEI at all levels of responsibility.
- Provided individual and group training to develop and enhance respectful working environments.

Human Resource Manager/Safety Coordinator January 2008 – 2011

- Coached and counseled executives, managers and supervisors in management practices, performance management, associate relations, legal issues, disciplinary actions, and the documentation process.
- Conducted wage surveys and benchmarking with labor market to determine competitive wage rates and bonus/incentive payouts.
- Participated in the review and updating of the Handbook and Procedures Manual to assure policies and procedures remain current and consistent with the company philosophy and applicable law.
- Managed, administered, and/or answered inquiries about various employee benefit plans such as life, health, dental, and disability insurance, pension plans, vacation, sick leave, leave of absence, and unemployment.
- Responsible for the completion of EEOC/State Human Relations complaint responses. Conducts Harassment/Discrimination prevention training.
- Develops initiatives to create, support and maintain workforce diversity. Ensures and manages compliance with the Corporate AAP Program.

Meadwestvaco (AGI MEDIA) Louisville, KY

Human Resource Manager/Safety Director *Sept 2004-March 2007*

- Performed workforce planning through recruiting/hiring/orientations. *
- Facilitated training and development. Administer of benefits and compensation.
- Manage career development through succession planning, replacement planning, and internal department mobility for 150 employees.
- Provide employment law compliance service and guidance in the areas of workers compensation, unemployment, Federal/State employment law i.e. ADA, FLSA, FMLA, STD, LTD, EEOC, and Labor laws.
- Managed the HRIS – PeopleSoft 8.0; employee data, reports, data collection etc. Encourage and promote communication from top down, inter-departmental changes, and functions and events.
- Assessed and resolved employee disputes, recommending disciplinary action and/or career counseling as needed. Schedule and administer employee background checks, new hire drug screens, and random drug screens.

REFERENCES AVAILABLE UPON REQUEST