



LAURA PAVALIS

lpavalis@cfosystemsllc.com

Office phone: 402.884.0066 ext.109

Cell phone: 402.201.3387



DIRECTOR, HUMAN RESOURCES SERVICES

Laura Pavalis has more than 30 years of leadership experience in the financial, oil and gas, real estate, and non-profit industries. Her strengths include project management, public speaking, contract negotiation, employee relations, recruiting, training/orientation, benefits, compensation, and compliance. Laura enhances the effectiveness of organizations by improving communication among the various layers of management. She also streamlines operations, reducing the time, paper, and expense associated with routine processes.

EXPERIENCE

Laura has extensive practical experience in HR and Administrative Management. Her background includes day-to-day HR Management as well as oversight of successful mergers/acquisitions, compensation plan design, benefits negotiations and Payroll/HRIS systems conversions. She has worked with companies at various stages of development and understands the challenges presented by both growing companies and those experiencing a downturn. Laura has led HR integrations of acquired companies ranging in size from 25 to 150 employees and has implemented innovative compensation plans that increased productivity, raised revenue and improved employee satisfaction. Laura works closely with management to improve the ability to attract, motivate, and retain top talent in a fiercely competitive environment.

RESUME

CFO Systems, LLC

Director, Human Resources Services

Visiting Nurse Association of the Midlands

(Non-profit home health & hospice)

Manager, Benefits & Compensation

Snelling Personnel (Staffing service)

Manager

NP Dodge (Commercial real estate)

Sales

Mutual of Omaha (Financial products)

Manager, Construction Activities & Foreign

Currency Exchange

Aquila Energy (Oil & gas production, processing & transportation)

Director of Administration

Mutual of New York (Financial services)

Manager