

LORRAINE BELL

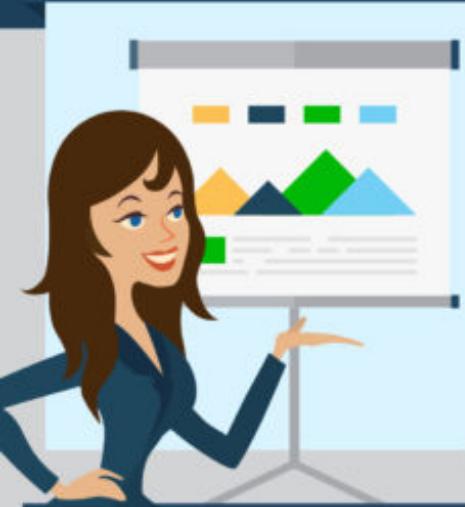
Principal Consultant • LBell HR Consulting
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Lorraine started LBell HR Consulting seeking to capitalize on successes in transformative HR Change. LBell HR Consulting provides Human Resources consulting with a focus on complex program implementations or change initiatives.

Lorraine's focus is strategy development, project planning, managing to deadlines and budgets and change management including communication support.

CONSULTING EXPERIENCE



National Tax Office, Ernst & Young,
Senior Manager and National Lead
for broad-based benefits and
executive compensation

Deloitte and Touch,
Senior Manager and Practice
Leader for employee benefits tax

LBell HR Consulting,
Principal Consultant

- Interim Total Rewards Consultant/Director/Vice President allowing recruiters adequate time to source permanent staff.
- Support for PeopleSoft and Workday implementations. Functional lead skilled in translating business requirements into project plan tasks.
- Established job architectures, designed salary structures, drafted compensation philosophies, and repaired broken job descriptions.
- Developed change management and communication campaigns to accompany broad HR changes.

INDUSTRY EXPERIENCE

Allina Health,
Director Benefits

Cargill, Incorporated,
Director Benefits

Scott & White,
Vice President
Total Rewards

- Implemented major HR program changes, including complete redesign of all compensation and benefit plans. Change management focused on transparency and equity.
- Responsible for qualified and nonqualified deferred compensation, health and welfare benefits, fringe benefits, wellness, performance management, learning and development, and employee health.
- Developed multi-faceted communication campaigns, including print, email, web-based and in-person meetings to roll out new HR programs.
- Influenced senior leaders to implement a change to an ESOP that saved the company approximately \$50M in taxes without harming employees.



EDUCATION

Master of Laws in Taxation
University of Florida

Juris Doctor (Florida Bar)
University of Florida

BS in Accounting (CPA, Inactive)
University of Florida

