
RICHARD TRAVIS FUELLING, SHRM-CP

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EXECUTIVE PROFILE

Operations-minded Human Resources Executive with demonstrated expertise overseeing the creation of strategically aligned HR infrastructure & processes, planning and executing sustainable Merger & Acquisition strategies, KPI-based Talent Management & Retention philosophies with the overall goal of aligning people, processes, data, and technology to support the achievement of organizational objectives.

A proven leader with a strong executive presence, capable of blending big-picture viewpoints with tactical considerations to inspire, build trust, and achieve a workforce engaged in the achievement of a shared strategic vision. Successfully developed productive relationships at all levels of an organization through a collaborative leadership style, proactive approach, and keen ability to effectively translate complex operational concepts into tangible action plans.

Foundation of competencies uniquely transferrable to a number of industries and corporate structures, but has been crafted by experience in corporate and plant/field settings throughout the Aerospace manufacturing, Oil & Gas services, Mining, and Engineering consulting sectors.

SKILL HIGHLIGHTS

- Strategic HR Planning & Change Management
- Merger/ Acquisition Planning & Integration
- Talent Acquisition & Retention
- Organizational Design & Effectiveness
- Succession Planning & Talent Management
- HR Technology Optimization & Implementation (HRIS, LMS, & ATS)
- Compensation Alignment & Design
- Employee Relations
- Policy and Procedure Development

PROFESSIONAL EXPERIENCE

ProFrac Holdings Corp– Willow Park, TX
Vice President Human Resources

May 2022 – February 2023

Led a full-service human resources function consisting of 10 staff supporting a workforce of over 3,000 employees across the 5 business units of PF Holdings, a portfolio of vertically integrated energy services company. Integrated and centralized Human Resources functions, policy and processes into one national Human Resources Department.

- Guided the integration and alignment of a post-IPO organization consisting of 5 previously independent sister companies to leverage best practices and harmonized policy deployment, compensation structure, common HRIS utilization, and benefit plan design.
- Identified opportunities to improve business process flows and productivity.
- Led the post-acquisition integration activities of the workforce and business processes for 4 separate purchased entities consisting of approximately 750+ employees.
- Served as project manager for an organization-wide compensation and job title alignment exercise to level set similar positions within recently integrated businesses units to achieve internal equity as well as external competitiveness based on market analyses.

Radius Aerospace, Inc – Fort Worth, TX
Director of Human Resources

April 2019—May 2022

Formed as an independent entity following the April 2019 divestiture of Triumph Group's Fabrications business unit, Radius Aerospace and its skilled workforce of 900+ employees across the US and UK is an industry leader in aerospace fabrication, machining, chemical processing, and metal/composite bonding

- Guided transition efforts to establish independent HR function including policy development, internal processes, benefit administration, HRIS (ADP) and associated HR platforms following divestiture and subsequent rebranding as Radius Aerospace, Inc.
- Developed and implemented strategic staffing initiatives to attract and retain exceptional talent. Partnered with senior management to forecast staffing needs, labor costs, and plan for talent reassignments within a project based, technical division.
- Worked with executive leadership in planning organizational business strategies to align strategic HR initiative with company objectives.
- Maintained company compliance with local, state, and federal laws, in addition to established organizational standards.

Division Director of Human Resources

March 2017—April 2019

Oversaw the execution and development of Human Resource strategy and operational support of 6 aerospace manufacturing facilities in 5 states consisting of 900+ employees.

- Partnered with business leaders, executive management, and team of 8 subordinates in the development and execution of HR business strategies and best practices to support the organizations' long-term strategic growth.
- Ensured respective organization locations remain compliant with applicable federal, state, local, and industry labor and safety laws and policies
- Provided leaders and employees with coaching, consultation, and guidance on the effective management of people, structure, resourcing, and relationships. Assisted leaders and employees at all levels with developing and consistently demonstrating effective communication and conflict management.
- Structured compensation and benefits according to market conditions and budget demands.

Human Resources Manager

January 2016—March 2017

Led the Human Resources function of a high-growth aerospace manufacturing organization in the development and execution of a comprehensive Human Resources strategy that aligned with the strategic direction of the business and its collective goals.

- Specific accountabilities included guiding efforts for the organization's HR process functions and execution of strategy pertaining to Talent Management, Performance Management, Organizational Design, Rewards & Recognition, Employee Engagement, Talent Acquisition, Compensation, and Training & Development.
- Partnered with internal stakeholders ensuring the necessary workforce volume & capability to effectively and efficiently deliver core services while managing labor cost and developing future bench strength.
- Provided leaders and employees with coaching, consultation, and guidance on the effective management of people, structure, resourcing, and relationships. Assisted leaders and employees at all levels with developing and consistently demonstrating effective communication and conflict management.
- Developed an attendance tracker program that generated \$210,000 in annual cost savings associated with employee overtime

Production Operations Manager

June 2015—January 2016

Selected to participate in a 6-month developmental assignment as the manager of a company profit center within the production operations organization. Maintained direct profit/loss responsibility for a \$10 million+ profit center consisting of 4 unique production work centers.

- Directly supervised 20+ production employees whose main job functions included the processing raw material and customer furnished parts at two chemical tank lines, the application of adhesive primer, and maintaining part traceability and packaging of aircraft subassemblies.
- Guided efforts to realize a 70% reduction in work center turn time for processed parts by streamlining and consolidating linked process steps and cross-training of operators to perform upstream and downstream steps in the process.

Human Resources Generalist

May 2014—June 2015

Supported the human resources needs of a high growth aerospace manufacturing company by serving as the main contact point for benefits administration, recruiting, organizational development and employee relations needs for a workforce of 225+ employees.

- Noteworthy accountabilities include the maintenance and administration of the organization's legal and compliance policies and procedures, new hire onboarding functions, training, and compensation parity analyses.
- Developed and implemented a holistic new hire orientation and training program, designed with an emphasis on reducing the length of time it takes for a new hire to reach full productivity.
- Transformed the organization's Learning & Development function by transitioning skills development tracking from spreadsheet-based skills matrices to a robust Learning Management System platform.

Shermco Industries—Irving, TX

Human Resources Generalist Intern

May 2013 – September 2013

- Aided the Director of Human Resources in the completion of an organization-wide compensation market pricing project matching 75 company position descriptions to similar positions on Kenexa's CompAnalyst software.
- Created a 225-position corporate job description database; developed a strategic sourcing inventory protocol for 8 functional areas to increase the visibility of company job postings on various job posting search engines.

Dallas Airmotive, Inc– Grapevine, TX

Human Resources Generalist Intern

May 2012 – September 2012

- Configured and implemented a new applicant tracking system (Taleo) by developing 95 job-specific position profiles and over 280 relevant pre-screening questions.
- Improved the corporate job description database by eliminating multiples, updating descriptions with current job requirements, and organized in an easily accessible catalog.

EDUCATION AND PROFESSIONAL DEVELOPMENT

- **Texas Christian University** - Fort Worth, TX
Bachelor of Business Administration (B.B.A), 2014
Neeley School of Business
- **Society for Human Resources Management (SHRM)**
SHRM Certified Professional (SHRM-CP)