

AMY BAKER-OGUNYEMI

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FRACTIONAL HR EXECUTIVE & ADVISOR

HR Build-Out · Compliance & Risk Cleanup · Culture & Leadership Development

Fractional HR executive who gives founders and lean teams senior-level people leadership without a full-time hire. Twenty-plus years building HR from the ground up, cleaning up compliance and risk exposure, and developing the culture and leaders that let organizations scale. Plug in fast, diagnose quickly, and deliver defensible, durable systems — then hand off cleanly or stay on as an ongoing advisor. Comfortable as the first and only HR leader in the room.

Engagement models: *Fractional / part-time HR leadership · Interim & project-based · Advisory & coaching · Remote across U.S. & Canada.*

HOW I HELP

- **Build HR from 0 to 1.** Stand up the people function for companies with no HR infrastructure — handbooks, policies, onboarding, compliance calendars, HRIS, payroll, and benefits — as the first and only HR leader.
- **Clean up compliance & risk.** Diagnose and resolve inherited exposure across payroll tax, multi-state filings, Workers' Comp, benefits, and retirement plans; make audits routine instead of emergencies.
- **Develop culture & leaders.** Build engagement, culture, and leadership-development programs that improve retention and performance — and give managers the tools to lead.
- **Advise the founder.** Serve as a trusted people-strategy partner on org design, hiring, compensation, difficult employee situations, and scaling decisions.

CORE CAPABILITIES

HR Function Build-Out (0-to-1)	Multi-State & Cross-Border Compliance
Payroll, Benefits & 401(k) Setup	Audit Readiness & Risk Remediation
Compensation & Job Leveling	HRIS Selection & Implementation
Culture & Engagement Strategy	Leadership Development & Coaching
Employee Relations & Investigations	Policy, Handbook & SOP Design
Org Design & Workforce Planning	Founder & Executive Advisory

ENGAGEMENT HIGHLIGHTS

Founder & Principal Consultant — Fractional HR & Advisory

2015 – Present

Independent Practice | Multi-Client | Remote, U.S. & Canada

- Advise organizations across education, nonprofit, small-business, and commercial-services sectors on **HR strategy, compliance, culture, and leadership development**, delivering as a fractional and project-based partner.
- Built **HR toolkits, hiring and onboarding systems, handbooks, and compliance documentation** for small businesses standing up their people function for the first time.
- Designed and facilitated **leadership-development and culture programs** (coaching, workshops, and training) for schools, nonprofits, and employers.

Director of Human Resources

June 2023 – August 2026

National Logistics & Transportation Firm | U.S. & Canada | 270 Employees

- **Inherited a department in crisis** — a year-late 401(k) audit, multi-year payroll tax delinquencies, broken benefit feeds, and an underdeveloped team — and rebuilt it into the most compliant, stable function in five years.
- Resolved **400+ agency notices**, eliminated a six-figure state penalty in full, and **compressed the 401(k) audit cycle from ~14 months to 6–8 weeks**; cut payroll processing from 3 days to 1 (67%) with a 95%+ error reduction.

- Built and revised **salary structures and pay bands** using market benchmarking across 130+ roles; established U.S. oversight of Canadian operations.
- As Director of HR, led the engagement initiative that earned the company three consecutive Most Loved Workplace® certifications (2024–2026), with year-over-year engagement gains.

Strategic Human Resources Director 2013 – 2020
Multi-State Property Management Company | 55 Locations, 5 States

- Scaled the HR function **300%** to support multi-state expansion; reduced turnover **16%** and cut benefit renewal costs **23%**; maintained **zero employment litigation throughout tenure.**

Human Resources Manager 2009 – 2013
National Retail Corporation | Louisiana & Texas

- Mentored 12 emerging leaders to **100% advancement**; standardized onboarding and training across a multi-store network.

TRACK RECORD

20+ yrs senior HR across 5 industries	11 states + Canada
400+ agency notices resolved	14mo→6wk 401(k) audit cycle compressed
16% turnover reduction	23% benefit cost reduction
12 yrs zero employment litigation (career)	3x Led employer to MLW® certification

EDUCATION

- **Doctor of Education (EdD), Community Care & Counseling — Traumatology** (coursework in progress), Liberty University
- **M.Ed., Human Resources & Workforce Development** — University of Arkansas
- **MBA** — University of Phoenix
- **B.S., Human Resources Management** — Louisiana Tech University

PROFESSIONAL AFFILIATIONS

Society for Human Resource Management (SHRM) · Alpha Kappa Alpha Sorority, Inc.