

AMY BAKER-OGUNYEMI

318-545-5525 x828 | amy@monamiessolutions.com | [linkedin.com/in/amybogunyemi](https://www.linkedin.com/in/amybogunyemi)

CHIEF PEOPLE, OPERATIONS & TRANSFORMATION EXECUTIVE

Compliance & Risk Turnaround · Strategy to Execution · Most Loved Workplace® Culture Leader (2024, 2025 & 2026)

Enterprise HR and operations executive with 20+ years stabilizing complex, multi-state organizations and converting strategy into scalable people, payroll, and compliance infrastructure. Repeatedly walks into fragmented, high-risk environments and rebuilds them — clearing multi-year audit exposure, eliminating six-figure regulatory penalties, and restoring auditor and leadership confidence. Founder-operator fluent across the full organizational lifecycle: operating model design, workforce architecture, financial stewardship, and leadership capacity-building. Trusted to modernize what is broken and make it durable.

CORE EXECUTIVE CAPABILITIES

Enterprise HR Transformation	Regulatory & Tax Compliance
Audit Readiness & Remediation	Multi-State Payroll Operations
401(k) / Fiduciary Governance	Benefits Administration
Cross-Border (U.S. / Canada) Operations	Immigration & Work Authorization
Risk & Liability Mitigation	Turnaround & Change Leadership
Team Development & Upskilling	Workforce Analytics & Succession

PROFESSIONAL EXPERIENCE

Director of Human Resources

2023 – Present

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

Scope: 270 employees · 2 countries · 8 states · 43 unique labor markets

- **Inherited a department in crisis** — a year-late 401(k) audit, payroll tax delinquencies, broken benefit feeds, and an underdeveloped HR team — and rebuilt it into the most compliant, stable function in five years.
- Resolved **400+ agency notices** across payroll tax, multi-state filings, and Workers' Comp through ADP SmartCompliance (2023–2026); eliminated a six-figure state penalty and interest assessment in full.
- Cleared the **multi-year payroll tax backlog** and resolved long-standing multi-state filing gaps with corrective filings and ongoing compliance.
- Closed **Workers' Compensation coverage gaps** across uninsured states and corrected H1B visa tax-withholding errors — a material liability exposure — with amended filings and documented processes.
- Identified, documented, and resolved every finding from the inherited 401(k) audit and self-initiated an additional plan audit surfacing further corrections, then merged a separate retirement plan into the main plan with zero issues — **compressing the annual audit cycle from ~14 months to 6–8 weeks**.
- Cut **payroll processing from 3 days to 1 (67%)** and reduced the error rate by 95%+ via a per-pay-period reconciliation tracker, incident reporting, and ADP Comprehensive Services automation.
- Established **U.S. oversight of Canadian operations** — uncovering and remediating expired work authorizations, aligning the cross-border handbook and policies, and standardizing payroll under proper controls.
- Built the function from the ground up — SOPs, compliance calendar, audit workpapers, and workforce analytics dashboards.
- Served as **enterprise culture leader behind three-time Most Loved Workplace® recognition (2024, 2025 & 2026)** — partnering with individual business units to develop engagement action plans and reviewing executed items for accountability, driving year-over-year engagement gains.
- **Inherited a team with no formal HR background and developed it into a capable, credentialed function** — onboarding, training, and upskilling inexperienced staff with structured development plans and advancing a successor to full ownership of payroll, benefits, and 401(k) administration in under a year.

Founder & Chief Executive Officer

2019 – Present

Mon Amie's Solutions (L3C) | Mission-Driven Workforce & Education Enterprise

- Founded and scaled a mission-driven L3C social enterprise strengthening families, supporting youth facing academic and socio-emotional barriers, and helping organizations address systemic challenges.
- Directed financial planning, pricing strategy, and revenue-model development; built scalable consulting and education service architecture aligned to community workforce needs.
- Built and led a cross-functional delivery team and established strategic partnerships with schools, nonprofits, and workforce agencies; integrated HR, compliance, and operating frameworks for sustainable growth.

Governance: Operates with an independent delivery team and leadership structure; executive oversight performed outside the primary corporate role and non-competing with employer sector.

Strategic Human Resources Director

2013 – 2020

Multi-State Property Management Company | 55 Locations | 5 States

- Stabilized a multi-state workforce across 55 locations — redesigning HR architecture and accountability structures and scaling the HR function **300%** to support expansion.
- Reduced organization-wide turnover **16%** through engagement strategy and modernized benefits, cutting medical renewal costs **23%**.
- Maintained **zero employment litigation throughout tenure** through proactive compliance governance; oversaw **\$30M** annual multi-entity payroll across 55 business units and secured **\$165K** in workforce funding supporting 167 employees.

Human Resources Manager

2009 – 2013

National Retail Corporation | Louisiana & Texas

- Modernized compliance and operational consistency across a multi-store network; standardized onboarding and training frameworks.
- Mentored 12 emerging leaders to **100% advancement** into executive roles; designed workforce planning models aligning staffing to sales forecasts.

SELECTED ENTERPRISE OUTCOMES

400+ agency notices resolved (tax, multi-state, WC)	14mo→6wk 401(k) audit cycle compressed
67% payroll processing time reduction	95%+ payroll error reduction
16% turnover reduction	23% benefit cost reduction
300% HR function scaling	\$30M annual payroll oversight
12 yrs zero employment litigation (career)	\$165K workforce funding secured

EDUCATION

-
- **Doctor of Education (EdD), Community Care & Counseling — Traumatology** (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.