



Kimberly A. Braman
Director/Human Resources Compliance

- Over 25 years' experience in Human Resources in diverse industries including financial services, government, healthcare and technology. Supported mortgage businesses including sales, servicing, operations and administration. Success has been achieved through the ability to develop credibility and trust through collaborative partnerships, with a strong understanding of business initiatives and goals.
- Expertise includes HR Compliance vis-à-vis federal and state laws, employee relations, workplace health and safety, performance management, organizational development, reduction in force, mergers and acquisitions, workforce planning and design, policy and procedures development and review, and investigations. Designed and delivered leadership and human resources training on a variety of topics including: diversity; change management; management skills; communication; disciplinary action; and hiring and on-boarding.
- Senior level positions held include: Vice President in Employee Relations at MUFG Union Bank, managing a team of six to eight Sr. Employee Relations Consultants who supported 5,000 employees covering all divisions of the bank; Sr. Human Capital Manager at Triwest Healthcare Alliance, a responsibility that that administered all HR functions to 47 service locations in six western states and 500 employees; Vice President/Sr. Employee Relations Consultant at Washington Mutual Bank, providing employee relations and general human resources services to senior management in support of the company goals; Regional Human Resources Manager at Wells Fargo Bank, supporting four regions, 1000 employees in all aspects of Human Resources; Regional Personnel Representative, Target stores, supervising ten store Personnel Managers.
- Independent Consultant for small to medium size businesses. Services included writing employee handbooks; developing and reviewing policies; hiring staff and managing payroll; investigating employee complaints; creating a compensation structure; implementing benefit plans; and designing and delivering leadership and human resources training to employees and managers.
- Certified in Conflict Management tools/programs:
 - Crucial Confrontations and Crucial Conversations
 - Mediation
 - Strength Deployment Inventory