

**REXFORD C. SIMPSON
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PROFESSIONAL BACKGROUND

PENN STATE UNIVERSITY

8/08 to present

Adjunct faculty, School of Labor and Employment Relations, 8/08 to 8/13

Professor of Practice and Faculty Affairs Coordinator, 8/13 to present

- As adjunct faculty, taught one course per semester in labor and employment relations. Winner of 2011 Kelley Willits outstanding online instructor award.
- As Professor of Practice , I am a full time instructor of online courses in the HRER master's degree program. Courses include human resource management, employment law, labor and employment relations and HR strategy.
- Manage faculty development activities, new faculty onboarding and ongoing quality control efforts.
- Participate on the four person online program management team providing day to day management of both the undergraduate and graduate programs (900+ students).

YOKOHAMA TIRE CORPORATION

12/07 to 10/13

Vice President, Administration

Corporate Headquarters, Fullerton, CA.

- Lead all human resource activities for a one billion dollar 1400 employee sales and manufacturing corporation. Supervise a staff of twelve HR professionals in two primary locations. Manage a two and a half million dollar budget.
- Chief company spokesperson for 700 worker USW represented manufacturing facility. Handle collective bargaining, grievance processing, arbitrate cases.
- Provide leadership for all legal activities including product liability and other litigation.
- Manage facilities and all administrative support functions.
- Provide guidance to senior executives on all personnel and legal issues as well analysis of the impact of various business decisions and/or strategies on employees.
- Sit on corporation's managing Executive Committee

AMERICAN HONDA MOTOR COMPANY, INC.

10/94 to 12/07

Senior Manager, Associate Relations and Compliance

Corporate Headquarters, Torrance, CA.

- Manage the employment process including exempt and non-exempt recruiting, college relations and employee relocation program. Reduced average cost per hire 28%, reduced average time to fill requisitions by 12%.
- Chair company ethics initiative, interpret and enforce corporate business ethics and conflict of interest policy. Conduct ethics related investigations as needed.
- Manage EEO activities, including AAP's (federal contractor) and company diversity programs. Minority/female representation in management increased 30%. Successfully managed OFCCP glass ceiling audit in 2005.

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AMERICAN HONDA con't

- Manage employee relations including associate discipline, performance counseling, personnel policy formulation and government and individual complaint investigations.
- Chief spokesperson in UAW negotiations, achieved first four year agreement (2004) also managed union avoidance program in unorganized facilities. Defeated UAW 2-1 in 2003 Atlanta organizing campaign.
- Managed outside counsel case handling and the budgeting of personnel related litigation. Personnel related litigation reduced 60%

MAY DEPARTMENT STORES

9/91 TO 6/94

Director of Employee Relations

Robinson's-May Division, North Hollywood, CA.

- Counseled line management regarding problem performers and disciplinary situations. Approved all terminations and significant disciplinary actions.
- Counseled senior management on personnel impact of proposed business strategies.
- Conducted sexual harassment and other sensitive investigations, worked with security staff coordinating in house security investigations.
- Provided local on site management of defense efforts in all personnel related litigation. Managed successful campaign against Teamster organizing attempt (Los Angeles Distribution Center).
- Managed the integration of disparate personnel practices including pay plans, during the merger of two retail divisions.

JC PENNEY COMPANY, INC.

6/80 TO 8/91

Regional Personnel Relations Attorney

Northeast Region, Pittsburgh, PA. 6/80 - 10/87

Southwest Region, Buena Park, CA. 10/87 - 8/91

- Managed numerous successful campaigns opposing union organizational attempts.
- Negotiated collective bargaining agreements, handled grievances and managed contract administration in unionized facilities (Teamsters, Retail Clerks).
- Represented company before NLRB, EEOC, Labor Dep't, INS and a wide variety of state and local agencies. Negotiated settlements where appropriate.
- Provided daily counsel to unit managers on employee discipline, wage and hour matters, drug and alcohol abuse, sexual harassment, force reductions, and affirmative action issues.
- Authored and periodically presented a personnel relations workshop for line management on employee discipline and discharge, performance appraisal procedures and improving associate morale, productivity and turnover.

NATIONAL LABOR RELATIONS BOARD

1/76 to 6/80

Field Attorney

Region Six - Pittsburgh, Pa.

- Investigated and prosecuted unfair labor practices including Federal Court injunctions.

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NLRB con't

- Conducted representation case hearings, made unit determinations, conducted elections, investigated election complaints.

EDUCATION AND PROFESSIONAL AFFILIATIONS

- B.A. major - Labor Management Relations - Penn State
- J.D. University of Pittsburgh School of Law
- Admitted to Pennsylvania courts, 1975 - admitted to California courts, 1995
- Ethics Officer Association training, 1995 - EOA member 1994 through 2007
- Board member, California Employment Law Council, 1995 to 2001, 2004 to 2008
- APG Board member Penn State LSER dept. 1999 to present
- Long Beach State HR Mgmt. Dept, industry advisory board 1999-2007