

James D. Ranton

Principal

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Chief Human Resources Officer

Mr. Ranton is a results driven advisor with a successful career improving sales and profit performance for leading companies in diverse industries. He is recognized for his ability to partner with the CEO and his/her executive team to reorganize and align the HR function to better support major growth initiatives, and develop a high performance, metrics-based system and culture. Areas of expertise include:

- HR Strategy
- Culture Change
- Relationship Management
- Labor Relations
- Acquisition Integration
- Talent Management
- Corporate Communications
- Organization Development
- Compensation & Benefits
- Management Training

HIGHLIGHTED CAREER ACHIEVEMENTS

- Designed and implemented a performance planning process that focused on aligning company, functional and individual objectives that contributed to the organization surpassing its operating income target in each year from 2015-2018.
- Established the strategy and processes to aggressively grow the workforce organically by nearly 300% in anticipation of business growth. Transaction volume grew by over 1500% from 2008 through 2012.
- Implemented executive assessment, development and succession programs to improve leadership performance. Pre-tax operating income grew 14% to \$1.0B from 2005 to 2007.

EMPLOYMENT SUMMARY

Phenix Advisors, LLC	2019 - Present
New York Racing Association (NYRA)	2015 – 2019
Surescripts, LLC	2009 – 2013
Guardian Life Insurance Company of America	2004 – 2008
Citigroup	2000 – 2004
Citizens Utilities	1996 – 2000
Carrier Corporation	1993 – 1996
PepsiCo, Inc.	1982 – 1993