



# ONTARIO RINGETTE ASSOCIATION NOMINATION FORM

POSITION NOMINATED FOR:

DIRECTOR-AT-LARGE   
ATHLETE DIRECTOR

NAME: Margareth Peressutti

ADDRESS: \_\_\_\_\_

TELEPHONE: ( ) \_\_\_\_\_ Bus: ( ) \_\_\_\_\_

Res: \_\_\_\_\_

NOMINEE

ACCEPTANCE: \_\_\_\_\_ Date \_\_\_\_\_

M. Peressutti  
Signature

In order to accept this nomination, this form must be accompanied by a short resume outlining background and experience related to the position appointed for.

## NOMINATED BY

a) NOMINATING COMMITTEE 1) \_\_\_\_\_  
Signature of Chair

OR

b) REGIONS 1) Southern May 10, 2018 \_\_\_\_\_  
Region Signature of Chair  
2) Western May 12, 2018 \_\_\_\_\_  
Region Signature of Chair

OR

c) REGISTERED MEMBERS 1) \_\_\_\_\_  
Association Signature of President  
2) \_\_\_\_\_  
Association Signature of President  
3) \_\_\_\_\_  
Association Signature of President

\*Nominations will be accepted no later than 15 days prior to the Annual General Meeting

# MARGARETH PERESSUTTI, CHRL

It is with great enthusiasm that I submit my name for the Director-At-Large position. I have played competitive sports for 15+ years; more specifically, in the world of Ringette as a player, official (Canadian National Ringette Championships, Challenge Cup, and Provincials), instructor, and an evaluator. I have also represented Canada at an International level where in 2001; I won the gold medal at the World Kickboxing Championship in Vienna, Austria.

I truly feel that my background in Human Resources, my knowledge and love for the game of Ringette makes me the ideal candidate for this position. I welcome the opportunity to be part of the growth and development of Ontario Ringette. I view this position as a way for me to marry what I do professionally with what I do personally, and give back to a sport that has provided me with many wonderful memories and opportunities.

## PROFESSIONAL EXPERIENCE & KEY CONTRIBUTIONS

Cascade Canada Ltd. ([www.cascorp.com](http://www.cascorp.com)), Mississauga 2016 - present

### **H.R. Supervisor (reporting to the GM and Global V.P. H.R.)**

Providing expertise in Human Resources best practices, legislative compliance, project implementation: benefit set-up, RSP programs, policy and procedure development. Advised Management and C-Level Executives on the execution of projects.

- Conducted an in-depth analysis of current compensation program resulting in findings of inequity. Realigned the organizations compensation structure in two phases to support corporate vision and ensuring pay equity.
- Advised management on organizational policy matters and recommended changes on required policies.
- Responsible for managing workplace investigation and mediated on employee issues using current policies and disciplinary action.
- Implemented an employee service module, reducing multiple touch points and eliminating unnecessary paperwork.
- Analyzed company's benefit utilization rate on rising medication cost after realizing 3 years of rising medical cost. Implemented a mandatory generic drug plan to help maintain/reduce costs moving forward.

Independent Consultant 2015 - 2016

### **H.R. Consultant (contract basis)**

Singled out on LinkedIn by Company's H.R. Recruiter to leverage proven expertise in H.R. best practices, legislative compliance, and strategic planning to team up with an American-based I.T. consulting firm wishing to open their first-ever Canadian location in Toronto.

Quantum Murray LP ([www.quantummurray.ca](http://www.quantummurray.ca)), Toronto (restructured) 2014 - 2015

### **H.R. Business Partner - Eastern Region (reported to the V.P. of H.R.)**

Picked from numerous candidates for this newly-created role to provide focused H.R. support to approximately 300 union and non-employees - operating under 2 collective agreements - in Toronto, Hamilton, and Stoney Creek.

- Led a cross-functional team of 4 in establishing Company's first-ever National On-Boarding & Recruitment Program that also included Corporate Overview, Health & Safety, Benefits, and H.R. Programs so that Company raised the benchmark on proper communications, assimilation of M&A activity, and well-defined regulatory compliance.
- Drafted a proposal to immediate supervisor highlighting the reasons I was the ideal candidate to supervise as many as 3 H.R. Dept. volunteers and students to guarantee that they completed a series of projects on schedule.
- Strengthened existing performance management program to infuse operational congruency amongst this company who experienced a series of mergers and acquisitions.

Essilor Canada Ltd. ([www.essilor.ca](http://www.essilor.ca)), Toronto 2011 - 2014

### **H.R. Business Partner - Central & Atlantic Region (reported to the V.P. of H.R.)**

- Initially hired only to oversee Central Region; just 1 year after hire, selected by V.P. of H.R. for the added Atlantic Region portfolio - a responsibility formerly held by Senior H.R. Business Partner. As a result, efforts could now be concentrated on more effectively boosting H.R. practices within Montreal Head Office.
- Quarterbacked an operational improvement project that consolidated 2 Customer Service departments into 1 - all with no downtime to its 50 dedicated employees.
- Together with Director of Operations, instituted a new production facility - complete with a new layout. As a result, this initiative prompted the need to staff an additional 3<sup>rd</sup> shift.
- Formulated and rolled out a strategy that cut agency fees and contract employees by 50%.

**PROFESSIONAL EXPERIENCE & KEY CONTRIBUTIONS (CONT'D)**

Circle of Care ([www.circleofcare.com](http://www.circleofcare.com)), Toronto  
**H.R. Advisor (reported to the V.P. of H.R.)**

2009 - 2011

- Conceived a return-to-work (RTW) program that lowered WSIB premiums 50%.
- Abolished outdated practices and increased employee retention 70% - all in under 3 months - through an aggressive re-engineering of the recruitment and orientation process.
- Picked by Chief Operating Officer to serve on 2 high-profile steering committees as part of the not-for-profit sector Community Service Support Network.
- Together with other not-for-profit professionals:
  - reached out to all Greater Toronto Area colleges that graduate Personal Support Workers and educate them on the Company's unique community needs so they could tailor their subject matter to produce top talent.
  - crafted a developmental concept aimed at enhancing H.R. back office shared services so that smaller organizations could tap into vital H.R. data, ultimately to benefit their end-users.

**EDUCATION & CERTIFICATION**

MIB Business School of Management, Trieste (Italy) • **Diploma: Entrepreneurship & Global Business Development** 2008  
 McMaster University, Hamilton • **Diploma: Human Resources Management** 2005  
 McMaster University, Hamilton • **Degree: Bachelor of Arts in Sociology** 2000  
 WSIB certification - Level 2

**MEMBER IN GOOD STANDING WITH:**

Human Resources Professional Association (HRPA) - York Region Chapter

**TECHNOLOGY SNAP SHOT:**

HRIS, ADP, Ezlabour, Ceridian with added knowledge of MS Office Suite, Ultipro, ChangePoint (user interface), Wedoo, Visio, and INFOHR

**COMMUNITY**

Officiating Instructor / Evaluator 2010 - present  
 Southern Regional Coordinator – Referee & Chief, Ontario Ringette Association 2009 - 2012  
 Referee-in-Chief, Burlington Ringette Association, Burlington, ON 2008 - 2010

**PERSONAL ACHIEVEMENTS**

National Ringette Official 2015 to present  
 Provincial Official 2000 to present  
 Gold Medalist at the World Kickboxing Championship, Vienna, Austria 2001  
 Canadian National Kickboxing Champion 1999 - 2002  
 Member of the Canadian National Kickboxing Team 1997 - 2002