

## Bio of Felicia Fuehrer – Vice President of HR & Talent Solutions



As Vice President of HR & Talent Solutions at Portico Consulting, LLC, Felicia's career has evolved over twelve years spanning several industries including Telecommunications, IT, Retail, Automotive, Non-Profit, Manufacturing and Professional Services.

Felicia's professional career began at Target Corporation where she integrated and applied Leave of Absence, Disability and Workers' Compensation programs in the complex maze of Federal and State leave laws for Target Corporation Executives.

Following her role at Target, Felicia joined Comcast as a Talent Operations Consultant, where she facilitated the end-to-end Talent process for every sales channel in the Twin Cities Region, including B2B, Enterprise, Residential, Dealer and Retail Sales divisions. In this fast paced and high-volume recruiting role, Felicia supported over 40 hiring managers, hired for 60 unique roles and placed 400 individuals throughout her time with Comcast. In addition to her talent acquisition responsibilities, Felicia worked with her HR and Talent peers to innovate new employee onboarding tactics, enhance employer branding, increase employee engagement through satisfaction surveys and participated in employee rewards and recognition programs and initiatives.

Following four years with Comcast, Felicia was recruited to Warner Connect, a Midwest IT Solutions firm as the Talent Acquisition Leader. Here, she designed and implemented the talent brand and talent selection strategy suite including tools, processes and multiple passive and active sourcing methods during IT's most competitive and challenging talent market era. During this period, Felicia helped propel Warner Connect's employer brand resulting in the acquisition of twenty unique technical roles. In twelve months, Felicia's efforts helped reduce hiring costs by \$150,000, reduce time to fill by 18% and increase the Company's GlassDoor employer rating by 2.0 points.

After her success as head of Talent, Felicia was promoted to HR Business Partner, and then again, promoted to Vice President of Human Resources where she oversaw Talent Acquisition and Human Resources for both, Warner Connect and TechAir Group. In her dual company role Felicia created HR Infrastructures from the ground up, including the design and implementation of: Employee Performance and Coaching systems, Employee Policies, Job Descriptions, a Total Rewards System with variable pay and recognition programs. In addition to building all Talent infrastructure within these organizations, Felicia also lead Strategic Planning for both divisions.

Felicia has a Human Resource Management Degree from Bethel University. She is an active member of the SHRM (Society of Human Resource Management), TCHRA (Twin Cities Human Resource Association), and is a member of the Northeast Human Resource Management Group. Felicia has demonstrated passion for helping others succeed in life and in their jobs. Since 2012, Felicia has volunteered at the Minnesota Resource Center, coaching and mentoring individuals who are seeking employment.

Felicia's unique blend of experiences in developing HR, Total Rewards, Compensation and Talent Brand and Acquisition initiatives, along with her expertise in Strategic Planning, contribute immensely to PORTICO'S future growth. Felicia's special combination of these skills enable her to be uniquely qualified as a **true HR Business Partner to PORTICO'S Clients.**

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