



Kenneth Dzierzawiec is a Management Consultant at F&H Solutions Group LLC. He brings an innovative and bottom-line oriented approach to human resources management and its successful integration into an organization's strategic plan.

Under Ken's leadership, F&H Solutions Group has established a highly regarded Talent Management practice which includes extensive work in the area of executive search and "volume" recruiting. F&H Solutions Group delivers search and recruiting projects across a wide spectrum of industries including transportation, health care, finance, travel and leisure, information technology, insurance, engineering and technology. Ken has a track record of success, having placed a wide array of candidates in positions such as CEO, Executive Sales and Marketing, and Human Resources and Labor Relations. Additionally, he has conducted in-depth staffing analyses for top businesses that significantly improved the performance of their existing staffing function.

Ken developed an innovative and effective volume recruiting staffing program that has helped businesses meet critical hiring needs in short turn around scenarios. Using this staffing program, F&H Solutions Group successfully identified and hired more than 350 ramp personnel for a major air carrier within a 60 day time period. In another instance, F&H Solutions Group identified and hired over 100 flight attendants for a carrier within a 30 day period. Ken has also spearheaded recruiting efforts for companies seeking seasonal help.

Ken is the inventor of an interactive resume recruiting tool, and publisher of the book "Organized Labor and the Formulation of US Safety Policies." In addition, he has designed and successfully delivered a customized, service tier based, outplacement program that provides services to displaced employees while remaining sensitive to the bottom line expenditures of our clients.

As the former President/CEO and Senior Consultant of a consulting group, Ken lead the company from start-up to an operation with \$2 million in annual revenue by providing high-end, outsourced human resources consulting services to an international Fortune 500 client base. Services included: management training, strategic business planning training, cost effective staffing projects, as well as labor relations (National Labor Relations Board elections, bargaining, grievance handling, and proactive supervisory training).

Ken has entrepreneurial experience having founded and managed his own Talent Management/Multi-Media Consulting firm. He was also Senior Corporate Vice

President - Labor Relations for a major food retailer and Human Resources Director for one of the largest energy distribution companies in the country.

He holds a Bachelor of Science in Engineering and a Master of Science Degree from the New Jersey Institute of Technology. He also attended the Dow Leadership Development Center at Hillsdale College in Hillsdale, Michigan. Ken sits on the Board of Directors for an internet technology company, as well as a seniors' housing organization in Somerville, NJ. He is a member of the Central New Jersey Chapter of SHRM.

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