

# Rhonda S. Hollady

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**Experienced leader with proven skills to create a safe, healthy working environment while managing all aspects of human resources to maximize company profitability in organizations of various sizes and demographics.**

## **Work History**

### **Executive Vice-president and partner**

**January, 2018 -- Present**

#### **The Cranford Consulting Group**

The Cranford Consulting Group was formed out of The Cranford Group so that we could maximize the employment of skills that I have spent years developing. From my early days with Randolph Hospital until now I have developed methods, procedures and policies that produce results in the workplace. Partnering with Dorset Partners, AIAC and ECCHIC we lower health care costs dramatically while re-creating a human resources department that meets management's needs, increases involvement of the workforce and saves money. We implement our culture of safety. Our belief is that a healthier, safe workforce produces a healthier company.

- Director of Human Resources, Safety and healthcare and member of the management team of Union Metal Industries Corporation
- Director of Human Resources, Safety and healthcare and member of the management team of Shawnee Tubing Industries
- When opportunities arise assist in onsite evaluation of potential purchases for AIAC
- Serve as consultant to Dorset Partners members
- Teach First aid and worksite safety many companies, organizations and individuals
- Received Order of Long Leaf Pine from Governor Jim Hunt for worksite health and fitness programming.
- Board of North Carolina Governor's council for physical fitness and health
- Created curriculum for UNC system for worksite health program

### **Executive Vice-president and partner**

**January, 2011 -- Present**

#### **The Cranford Group, Inc.**

The Cranford Group was started when my partner and I left Acme-McCrary Corporation. We created Ashton, LLC a printing company and product importer with a partner out of Ohio. We worked to establish a base for ECCHIC, a St. Louis firm, in North Carolina to aid companies in lowering their health care costs. We set up a distribution and fulfillment company in concert with Mid-State Marketing to handle warehousing, repackaging and other labor intensive operations. We created an e-commerce selling entity. Currently we sell and handle fulfillment for eight (8) product lines to six major "dot.coms" including Walmart and Amazon. We consult with major hosiery companies.

- Manage all aspects of the day to day activities

- Work with suppliers and contractors to provide and create products
- Establish and expand our ecommerce footprint
- Seek new products to add to our ecommerce partners

**Vice-President and Partner**  
Interior Finishing Systems

**1996 to present**

Interior Finishing system was owned by my late husband and me. We built and remodeled retail sites for companies like McDonalds and Burger King. We employed and managed multiple teams of workers at multiple sites. We handled all aspects of the business from studying blue prints to purchasing materials to okaying the final construction, billing and collections.

**President and Owner**  
Interior Finishing Systems

**2016 to present**

In 2016 at the death of my husband and partner I assumed all the responsibilities of Interior Finishing Systems. We build and remodel retail sites for companies like McDonalds and Burger King. We employ and manage multiple teams of workers at multiple sites. We handle all aspects of the business from studying blue prints to purchasing materials to okaying the final construction, billing and collections.

**Wellness Coordinator**  
Randolph Hospital

**January, 2000 – January, 2003**

Created and implemented to first employees wellness program. Created health risk assessments, educational programs, conducted fitness classes, taught nutritional classes and served on several committees. After leaving the hospital to return to Acme-McCrary continued to act as a consultant for health care, insurance and safety.

**Director of Human Resources, Safety and Health**     **January, 2000 – January, 2011**  
Acme-McCrary Corporation, Inc.

This position was the most current title while working for Acme-McCrary as I originally began my employment in 1983 and held various positions through promotions within the company. During the last 11 years, my job focused on SAFETY as Acme-McCrary was “fired” by their worker’s comp carrier so the safety journey began as I became the first Safety Director. Responsibilities included: insurance vetting, creating and implementing a safety program and manuals, training for management, supervisors and employees, plant inspections, OSHA training, OSHA audits, customer relations.

- Led all facets of a world-wide legwear and seamless apparel company’s efforts to create a safe and healthy workplace.
- Major accomplishments:
  - After Acme lost its workers’ compensation insurance provider created a workplace that had carriers bidding for Acme’s business
  - Managed the health and safety program for Sapona Manufacturing – a plant formerly prone to accidents and poor results in health risk assessments
  - Created an environment of safety and wellness in a new facility in Honduras

- Served on the original Sustainability Council for Walmart Corporation
- Created an atmosphere of cooperation and sense of belonging among employees
- At no cost to the company added solar energy large enough to create enough power to furnish needed energy for the dyeing operation
- While growing the Acme-Sapona population from 600 employees to over 1,100 saved \$800,000 in healthcare costs by employing multiple cost saving processes while improving the results of health risk assessments
- Consultant to Randolph Hospital System on health care, insurance and safety
- Implemented on-site clinics at various worksites
- Established on site pharmacy services
- Negotiated independent benefits for employees outside of the medical plan
- Served as consultant on health care and HR issues for Commonwealth Hosiery
- Consulted with Chairman of The Hosiery Association on health, wellness and HR issues for two years

### **Education**

Eastern Randolph High School  
 Randolph Community College  
 OSHA 10 and 30 hour training  
 North Carolina Insurance Brokers School

### **Accomplishments of Special Note**

American Red Cross Instructor AED  
 American Red Cross Instructor Blood Borne Pathogens  
 American Red Cross Instructor CPR  
 American Red Cross Instructor First aid  
 Awarded Million Man Hour worked without a lost time accident  
 CAHOC (certified occupational hearing conservationist)  
 Certified Forklift instructor  
 Certified Nursing assistant\  
 Certified phlebotomist  
 Certified Pool Operator  
 Chaired the first fitness council in Piedmont North Carolina  
 Group Fitness Instructor\  
 Healthy Eating Advisor Certification  
 National Senior Wellness Advisor  
 National Yoga Instructor  
 NC Licenses Insurance Broker  
 Qualified Personal Trainer  
 Recognized by the Governor's Council of Fitness and health for worksites  
 Won countless worksite safety awards from the Department of Labor  
 WSI Certified