

Peter P. Schneider, Principal Consultant  
HR Strategies & Solutions, Inc, Palm Beach Gardens, Florida  
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Peter P. Schneider is a seasoned HR executive with notable success in Strategy Development and Execution, Change Management, Resource Allocation and Business Process Alignment. Successful interaction with Organized/Union Free constituencies, including Preventive Labor Relations. Proven mastery of functional specialties within Human Resources, including Merger and Acquisition Integration. Senior-level forward thinker with hands-on, collaborative bias to action. Strong electric power industry experience. Bilingual (Spanish) ability. Areas of expertise include:

- Workforce/Process Re-engineering
- Executive Compensation/Retention
- Performance Management
- Strategic Workforce Planning
- Diversity/Inclusion/Employment Law
- Succession Planning/Leadership Development
- Total Rewards/HR Business Planning
- Talent Management
- Labor Relations/Union Avoidance
- Aging Workforce/Knowledge Management

**PROFESSIONAL EXPERIENCE**

The following is the professional experience:

- **ENTERGY SERVICES, INC, Vice President, Nuclear Human Resources, Jackson, MS** (6 years)  
Direct and manage HR strategies and programs in support of the second largest operating U.S. nuclear fleet, including 10 geographically-diverse plant sites, 12 nuclear reactors and 6,800 employees. Manage nuclear HR department of 40 employees; hands-on collaboration with corporate and operational entities regarding labor contract negotiations, union avoidance strategies, acquisition due diligence and integration, reorganization and rightsizing, Total Rewards, Diversity/Inclusion, knowledge management and executive compensation programs. Strategic business partner operating in close alignment with the nuclear senior leadership team.
  - Managed voluntary separation program-reduced nuclear generation head count by over 10%.
  - Managed labor and union avoidance strategies to deter threat of unionization.
  - Directed due diligence activities toward potential purchase of six operating nuclear plants.
  - Developed succession planning & leadership development programs to provide operating bench strength.
  - Implemented strategic workforce planning and knowledge management processes.
  - Designed, managed and executed nuclear alignment reorganization processes across nuclear fleet.
  - Lead nuclear HR processes toward formation of Joint Venture and Spin off of non-regulated nuclear entities
- **EXELON CORP/PECO ENERGY, Director Human Resources, Philadelphia, PA** (4 years)  
Exelon was created by the merger of PECO Energy Company and Unicom Corporation. Exelon Nuclear operates the largest nuclear fleet in the United States; annual corporate revenues in excess of \$20 billion.
- **EXELON CORP/PECO ENERGY, Manager Human Resources, Philadelphia, PA** (5 years)  
Managed full range of HR programs and services for 3,500 employees at four regulated and three non-regulated nuclear generating units, multiple fossil units and regional nuclear headquarters. Senior management consultant for HR strategies, leadership development, cultural change programs and new venture activities in a business partnership role. Led design and implementation of programs and policies across nuclear and fossil business units.

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**PROFESSIONAL EXPERIENCE (CONTINUED)**

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- **EXELON CORP/PECO ENERGY (continued)**
  - Managed proactive labor relations strategy – defeated IBEW and UWUA in multiple organizing attempts.
  - Developed succession planning, leadership assessment and development programs to staff new businesses.
  - Managed downsizing, career transition and re-engineering programs for nuclear and fossil organizations.
  - Led due diligence, transition and merger integration activities for three unionized nuclear plant acquisitions.
  - Directed industry-leading recruiting, affirmative action and college relations programs.
  - Aligned Nuclear HR strategy with corporate and line business strategies.
  
- **JOHANNA DAIRES, INC, Director Human Resources, PA (2 years)**

A \$5 billion subsidiary of John LaBatt, Ltd. producing fluid milk, juice and related dairy products. Established decentralized HR function supporting 1,500 employees at five locations, including three unionized, operating dairy plants and distribution/warehouse centers; primary responsibility for full range of HR services in business partnership role; developed and implemented corporate-wide compensation program; chief spokesman for concessionary labor contracts; established successful staffing strategies and university relations program.
  
- **AIR PRODUCTS & CHEMICALS, INC, Manager, Human Resources/Labor Relations, PA (9 years)**

A \$14 billion manufacturer of industrial gases, chemicals, cryogenic machinery and co-generation technology. Managed all aspects of compensation, staffing and employee relations programs for 2,700 employees at 15 chemical plant and corporate headquarters locations; developed and implemented succession planning, leadership assessment and performance management processes; conducted due diligence and transition activities; integrated benefits and compensation programs for multiple acquisitions; designed and implemented variable compensation programs; managed extensive re-engineering, staff augmentation and downsizing programs.
  
- **VICTAULIC COMPANY OF AMERICA, Manager, Human Resources, PA (2 years)**

A \$4 billion unionized manufacturer of mechanical piping systems and components. Served concurrently as plant personnel manager and corporate benefits manager in multi-location generalist role supporting 1,300 employees. Startup responsibility for newly constructed foundry and injection molding facility. Managed full range of HR services in support of four unionized production facilities.

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**CONSULTING SERVICES**

**HR STRATEGIES & SOLUTIONS, INC**

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The following consulting services were provided:

- **HR Strategies & Solutions, Inc, Sr. Consultant, Raleigh, NC (2 years)**

Provided counsel to senior management on broad range of HR policies, practices and programs to multi-industry clientele, including organized and union-free constituencies. Expertise in HR strategy and development, merger and acquisition transition/integration, compensation and retention strategies, succession planning, leadership assessment and development, organization redesign and career transition programs.

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## MILITARY

## U. S. NAVAL OFFICER

- **Regional Admissions Director**, U.S. Naval Academy, Annapolis, MD (1977-1979); Congressional Liaison duties
- **Pilot / Department Head**, VP-5, NAS Jacksonville, FL (1972-1977); Patrol Squadron Mission Commander
- **Shipboard Division Officer**, U.S.S. Farragut (DLG-6) Newport, RI (1971-1972); Officer of the Deck Underway
- **Reserve Naval Officer**: continued USNA admissions and P-3 flight duties until retirement in 1998.

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## EDUCATION

- **MA, Human Resources Management**, PEPPERDINE UNIVERSITY
- **BS, Engineering**, U.S. NAVAL ACADEMY
- **EXECUTIVE PROGRAM**, HARVARD BUSINESS SCHOOL

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## PROFESSIONAL AFFILIATIONS

- Society for Human Resource Management
- U.S. Naval Academy Alumni Association
- Nuclear Human Resources Group-Executive Committee & Chair

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## PERSONAL

- Past Class President, U. S. Naval Academy
- Past President, Northampton School District Board of Directors
- Commercial Aviation license
- Top Secret military clearance
- Avid sports enthusiast