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**RAYMOND L. EXTRACT**

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7337 HYANNIS DRIVE ! WEST HILLS, CA 91307 ! TEL: (818) 999-2837 ! FAX: (818) 704-7275

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**SUMMARY**

An expert in Employment and Labor issues, supporting employment-related litigation efforts in the areas of **Discrimination, Termination, Harassment, Employment, Labor Law Compliance, Employability** and **Compensation**.

A Human Resources executive with a proven record of accomplishment and innovation in:

- \$ Organization Planning and Manpower Development
- \$ Human Resources Policy Development and Implementation
- \$ Recruitment and Selection of Executive and Professional Personnel
- \$ Career Pursuit and Relocation Counselling
- \$ Management/Supervisory Training and Employee Development
- \$ Strategic Planning and Implementation
- \$ Organization Development and Conflict Resolution
- \$ Compensation and Benefits Programs for all Levels of Employees
- \$ Affirmative Action Programs
- \$ Labor Negotiations and Preventive Labor Relations
- \$ Team Building for a World-Class Manufacturing Environment

**PROFESSIONAL EXPERIENCE**

**EXTRACT & ASSOCIATES**, Calabasas, CA

1974 - present

FOUNDER and PRESIDENT

Provide a broad spectrum of Human Resources Management Consulting and Litigation Support services. Areas of emphasis include executive search, human resources strategic planning, performance-based compensation, audits of human resources policies and practices, outplacement counseling of senior executives, organization development, and interactive management training. Counsel for labor relations and preventive labor relations, human resources policies / procedures, group insurance and employee benefits. Serve as Expert Witness in Employee-related litigation.

**FRUIT GROWERS SUPPLY COMPANY** (an affiliate of SUNKIST GROWERS), Los Angeles, CA

1972 - 1974

VICE PRESIDENT, OPERATIONS

Responsible for overall management of this \$50-million company, including strategic planning, operations evaluation, financial planning, budgeting, legal and administrative matters. Supervised operations executives, the corporate secretary, controller, and manager of personnel and insurance.

\$ Developed a highly effective management-by-objectives and merit-compensation program.

\$ In response to company announcement of a sawmill shutdown which threatened productivity for the 9 months until closing, developed a team incentive program and negotiated union acceptance of it.

Results were 10

percent productivity increase over previous years and positive employee and community relations.

\$ Developed successful public relations strategies to deal with community concerned with sawmill closing.

\$ Successfully negotiated several labor agreements.

\$ Profits surpassed all previous years.

*Continued. . .*

**PROFESSIONAL EXPERIENCE (continued)**

**CORDURA CORPORATION**, Los Angeles, CA 1971 - 1972  
 GROUP MANAGER, HUMAN RESOURCES

Responsible for industrial and labor relations in five divisions of this highly diversified corporation of 2,000 employees.

- \$ Resolved a wide variety of Human Resources and performance issues.
- \$ Developed and implemented incentive-based sales compensation programs.
- \$ Successfully prevented several union organizing drives.
- \$ Negotiated favorable settlements with Department of Labor examiners in alleged company FLSA violations.

**COMPUTER MEASUREMENTS COMPANY**, Sylmar, CA 1960 - 1971

CORPORATE DIRECTOR OF HUMAN RESOURCES

Established a highly innovative personnel program where none previously existed. Initially hired as Director of Human Resources, was promoted to Corporate Director in 1969 when the Company was acquired by Newell Industries. Reported to the President of this electronics instrumentation manufacturer.

- \$ Successfully recruited key executives and professional staff during periods of rapid expansion in a highly competitive labor market.
- \$ Developed and implemented Human Resources Strategic Planning concept.
- \$ Advised Senior Management re: organization planning, job engineering, and all HR issues.
- \$ Created and implemented performance-based compensation programs for employees at all levels
- \$ Developed a vigorous employee communications program.
- \$ Initiated cost-effective benefits programs which represented innovative departures from current industry practices.

**EDUCATION**

UNIVERSITY OF ILLINOIS - Industrial and Labor Relations

MASTER OF ARTS

RUTGERS UNIVERSITY - Sociology  
 ARTS

BACHELOR OF

**TEACHING and COMMUNITY AFFILIATIONS**

**CALIFORNIA STATE UNIVERSITY AT NORTHRIDGE MISSION COLLEGE** and **LOS ANGELES PIERCE COLLEGE** 1972 - present

INSTRUCTOR (part-time)

Teaching courses in Human Resources Management, Labor-Management Relations/Collective Bargaining, Supervision, Organization and Management, Leadership, Business Policy and Strategy, and Small Business Management.

- \$ Pierce College Foundation Board of Directors (1984-1993)
- \$ Valley Cultural Center / Concerts in the Park (1989-present), Vice President Concert Programs 1995 - present
- \$ Woodland Hills Chamber of Commerce (1978-present), President 1987
- \$ Pacific Lodge Boys' Home Board of Directors (1985-1986)
- \$ Chairman March of Dimes SFV Walk America (1984-1986)

# **RAYMOND L. EXTRACT**

## **ADDENDUM TO RESUME ! COMMUNITY SERVICE ACTIVITIES**

**PIERCE COLLEGE PRESIDENT'S ADVISORY COUNCIL**current

**WOODLAND HILLS CHAMBER OF COMMERCE**1978 - present  
President (1987); previously Board of Directors, First Vice President,  
Vice President, Chairman-4th July Program, Business Development  
Breakfast Committee, Luncheon Programs, Dodger Night, other committees

**VALLEY CULTURAL CENTER / CONCERTS IN THE PARK**1990 - 1999  
Board of Directors (1989-present); Vice President (1991-1999)

**HONORED as TECHNOLOGY CORRIDOR ASSOCIATION TCA 100 RECIPIENT**1989

**SAN FERNANDO VALLEY CITIZENS ADVISORY PANEL: TRANSPORTATION SOLUTIONS**  
Appointed by The Los Angeles City Council1987 - 1988

**HONORED as SAN FERNANDO VALLEY SMALL BUSINESSMAN of the YEAR**1986

**PIERCE COLLEGE FOUNDATION BOARD OF DIRECTORS**1984 - 1993

**GIRL SCOUTS of AMERICA:** Co-chair, West Valley Fundraiser1988

**STATE OF CALIFORNIA EDUCATIONAL TECHNOLOGY COMMITTEE**1984 - 1987

**MARCH OF DIMES** 1982 - 1996  
Chairman, Walk America-San Fernando Valley (84-86);  
Warner Walk Committee (82-83);  
San Fernando Valley Associates (85-96)

**PACIFIC LODGE BOYS HOME BOARD OF DIRECTORS**1985 - 1986

**HAVEN HILLS FOR BATTERED WOMEN AND CHILDREN ADVISORY COMMITTEE** 1987

**FERNANDO AWARD BOARD OF DIRECTORS** 1989 - 1990

**EL CAMINO REAL HIGH SCHOOL ADVISORY COUNCIL** 1980 - 1983

**HALE JUNIOR HIGH SCHOOL ADVISORY COUNCIL** Chairman (75-77)1973 - 1977

**BOY SCOUTS OF AMERICA:** Assistant Scout Master, Troop Committee1974 - 1977

**WOODLAND HILLS BOYS' BASEBALL:** Manager1974 -1977

**KNAPP RANCH PARK:** Manager-Tee Ball, Baseball; Coach-Basketball1972 - 1973

**WOODLAND HILLS GIRLS' SOFTBALL:** Coach 1974 - 1973

**PERSONNEL AND INDUSTRIAL RELATIONS ASSOCIATION**1965 - 1968  
District Chairman (65); Board of Directors (65-68)