



CINDY PETERSEN

Human Resources Leader • Independent Workplace Investigator • Employment Practices Advisor
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EXPERT PROFILE

Human resources leader and independent workplace investigator with 25+ years advising public and private organizations on employee relations, workplace conduct, employment practices, and HR risk. Focus is on executive and C-suite matters.

Cindy Petersen conducts high-stakes workplace investigations, and she reviews investigations that others have conducted. She has conducted and directed 500+ investigations involving harassment, discrimination, retaliation, misconduct, ethics, whistleblower, and executive conduct matters across Fortune 100, public company, and FDA-regulated environments.

Investigation review and analysis. Retained to evaluate investigations conducted by others, examining whether the matter was adequately scoped, promptly initiated, impartially conducted, and properly documented, and whether the conclusions are supported by what was gathered. The deliverable is a written assessment with specific findings, what held up, where the process fell short, and what that means for the organization.

Testimony. Designated as an expert witness by prior employers on workplace investigation, employee relations, and employment practice matters, including deposition testimony given in her expert capacity and proceedings before the National Labor Relations Board. Trial testimony has been given as a fact witness and corporate representative regarding investigations.

Available for consulting expert review, case analysis, deposition preparation, and expert testimony within demonstrated areas of professional expertise.

AREAS OF EXPERT COMPETENCE

Workplace investigations • Investigation review and adequacy analysis • Executive and C-suite conduct matters • Harassment and discrimination response standards • Retaliation and employee relations matters

Wrongful termination process review • Performance management practices • Corrective action and progressive discipline practices • Organizational response to employee complaints

Policy interpretation and governance • Employment decision-making frameworks • HR governance and risk mitigation • Multi-state employment practices

High-risk, high-visibility employment matters • Workforce restructuring and organizational transitions

PROFESSIONAL EXPERIENCE

Founder & Principal Consultant | Edge HR Strategy, LLC

2025 – Present

Independent workplace investigations and executive HR advisory practice serving employers and the attorneys who advise them. Retained as an independent investigator, with no stake in the outcome.

- Neutral fact-finding investigations involving employee complaints, ethics concerns, misconduct allegations, and executive conduct matters
- Review and analysis of investigations conducted by others, with written findings and recommendations
- Executive advisory on employment risk and complex employee relations matters
- Organizational stabilization, HR governance rebuilds, and fractional executive HR leadership

Head of Human Resources | ADMA Biologics, Inc.

2022 – 2026

Senior HR executive for a publicly traded biopharmaceutical organization specializing in immune globulin therapies, operating within FDA-regulated manufacturing and plasma collection environments.

- Employee relations oversight and workplace investigations across U.S. operations, including executive investigations conducted at board direction
- Executive advisory on employment decision-making, policy governance, and employment practices

- Leadership coaching, complex employee relations matters, and public company governance support

Environment: FDA regulation | public company oversight | SEC reporting | complex manufacturing operations

Director of Investigations and HR Operations | Exelon Corporation

2011 – 2022

Senior HR and investigations leader at a Fortune 100 nuclear and energy organization operating under significant federal regulatory oversight. Initially served as Director of HR Operations across Exelon's Illinois nuclear stations, supporting approximately 6,000 employees and leading an HR team of more than 25 across multiple nuclear facilities. Subsequently promoted to Director of Investigations and HR Operations, reporting to the Chief Human Resources Officer, to build and lead an independent internal investigations function established under a deferred prosecution agreement with the U.S. Department of Justice.

- Designed and executed the company's enterprise workplace investigations program, including governance structure, intake and triage protocols, investigative methodology, documentation standards, and reporting to senior leadership and federal monitors
- Directed 300+ workplace investigations across harassment, discrimination, retaliation, executive conduct, ethics, whistleblower, and high-risk employee relations matters; fewer than 1% resulted in litigation
- Personally conducted executive-level investigations presented to the Chief Executive Officer and the board
- Served as a designated expert witness for the company on workplace investigation and HR practice matters throughout tenure

Regulatory environment: NRC | NERC | FERC | OSHA | DOJ DPA oversight | U.S. Department of Labor

Senior HR Consultant → Human Resources Manager | Honeywell

2010 – 2011

Fortune 500 aerospace, automation, and advanced manufacturing company. Initially engaged as a senior HR consultant supporting a parallel U.S. plant closure and greenfield site build-out in China; subsequently transitioned into a full-time HR role with the company.

- Led workforce transition for the closing U.S. manufacturing facility, including operational continuity through the closure period, employee communications, separations, and workforce reduction execution
- Directed staffing, recruiting, hiring, training, and onboarding for the new Chinese manufacturing operation, building the workforce from initial leadership team through full operational capacity
- Led knowledge transfer between the two facilities, including migration of operational, technical, and process expertise; both transitions completed with operational continuity maintained

Human Resources Manager → Associate Relations Manager | The Home Depot

2006 – 2010

Fortune 50 national retailer with high-volume, hourly-workforce operations. Initially served in a store-level HR role; subsequently promoted to Associate Relations Manager when the company centralized its associate relations function.

- Helped design and build Home Depot's centralized associate relations model, including governance structure, case intake and triage protocols, investigation methodology, escalation paths, and integration with field HR teams across the national store footprint
- Led associate relations matters involving harassment, discrimination, retaliation, hourly workforce disputes, performance management, corrective action, and store-level employment investigations
- Served as a designated expert witness for the company on associate relations and employment practice matters throughout tenure

Human Resources Manager | Sara Lee Corporation

2005 – 2006

Sole HR leader for a Fortune 500 consumer products and food manufacturing operation, supporting one manufacturing facility and 16 transportation and distribution facilities across Nebraska, Iowa, Illinois, and Minnesota.

- Managed all aspects of human resources across the multi-state footprint, including employee relations, employment practices, compliance, performance management, corrective action, and workforce planning
- Led collective bargaining negotiations and labor contract administration across the unionized facilities; managed day-to-day labor relations including grievance handling, arbitration preparation, and union-management coordination
- Served as a designated expert witness for the company on matters before the National Labor Relations Board, including unfair labor practice charges and representation proceedings

INVESTIGATION EXPERIENCE

Conducted and directed 500+ workplace investigations across the following matter types:

Harassment • Discrimination • Retaliation • Employee misconduct • Executive and C-suite conduct concerns • Ethics complaints

Policy violations • Whistleblower allegations • Performance-related disputes • Leadership conduct matters • Grievance matters • Sensitive organizational conduct reviews

INDUSTRY & REGULATORY EXPERTISE

Industries: Biotechnology / Biologics • Pharmaceutical Manufacturing • Nuclear Energy • Aerospace • Advanced Manufacturing • Consumer Products & Food Manufacturing • Transportation & Distribution • Retail • Public Company Governance

Regulatory familiarity: FDA • NRC • NERC • FERC • SEC • OSHA • SOX • DOJ Deferred Prosecution Agreement oversight • U.S. Department of Labor • EEOC • NLRB

EDUCATION

Master of Business Administration (MBA), HR Concentration — Strayer University

Bachelor of Arts, Social Science / Pre-Law — Mount Saint Clare College

Master's Certificate, Neuroscience and Trauma — Tabor College

PROFESSIONAL AFFILIATIONS

Member, Association of Workplace Investigators (AWI)

Florida Bar Continuing Legal Education Provider No. 1077526

TRAINING & CERTIFICATIONS

Advanced Investigations — Clear Law Institute • Reid Technique of Interviewing • Strategic HR Academy — RBL Group • Organizational Design Leader — INPO • Six Sigma Green Belt • Florida Notary Public

Fully insured for professional liability.