

JOSEPH H. DECRISTOFARO

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PROFILE

Senior Benefits Professional with extensive experience in global financial services and medical device industries. Demonstrated leadership, consultative and analytical skills along with ability to execute strategic initiatives have led to a succession of increased responsibilities and targeted assignments.

Specific expertise includes:

- Retire, Savings, and H&W Plans
- Insured & Self-funded Plans
- M & A, Divestitures
- Plan Design & Management
- Vendor Management
- Compensation Plan Design
- Qualified & Non-qualified Plans
- Compliance & Controls
- HR Metrics & Analysis

EXPERIENCE

CHILDREN'S HOSPITAL BOSTON, Boston, MA 3/2009 – 6/2009

396 bed comprehensive center for pediatric health care. Pediatric teaching hospital and research center.

Manager, Health & Welfare Benefits

Oversaw strategic evaluation and planning, and managed tactical administration of health and welfare benefits for 9k employees. Staff of 2.

- Led FY 2010 H&W planning resulting in \$7.5 million expense reduction:
 - Analyzed and evaluated financial performance and plan provisions.
 - Oversaw and coordinated consultative resources (design and projections).
 - Coordinated and participated in findings presentations to Senior Management.
- Led implementation of COBRA ARRA and MA HIRD administration

KEYSTONE ASSOCIATES, Boston, MA 11/2008 – 3/2009

New England's largest independently owned career management company.

Career Transition Consultant (contract assignment)

Delivered career transition consulting services to over 35 clients in hourly sessions. Counseled and coached individuals to develop self-confidence and positive demeanors, as well as assisting clients with honing search skills covering resume preparation, networking, interviewing, and offer negotiation.

NATIXIS GLOBAL ASSET MANAGEMENT, Boston, MA 2007 – 2008

Global holding company for group of specialized investment management firms with AUM of \$870 billion.

HR Consultant (contract assignment)

Applied deep knowledge and resourcefulness within human resources department of holding company with 2k employees and 18 affiliates globally.

- Directed aspects of \$2 million annual benefits enrollment covering 1.2k employees including: evaluated plan renewals and conducted vendor negotiation (saving \$300k), selected and implemented new vision plan, prepared financial recaps, drafted and edited employee communications.
- Led supplemental LTD income plan offering for 300 high level employees (\$100k).
- Performed benefit gap analysis on acquisitions. Prepared and presented benefit overviews.
- Led project to implement aspects of MA Health Care Reform Act of 2006.
- Designed standardized B.O.D. compensation reporting package and meeting agenda for 18 affiliates.
- Developed interactive manager worksheets to submit annual salary and incentive recommendations.

INVESTORS BANK & TRUST, Boston, MA

2006 – 2007

*Global service provider to financial services industry. Acquired by State Street Bank & Trust, in July 2007.***Senior Director, Compensation & Benefits**

Provided overall direction for North American compensation and benefits programs for 4.3k employees worldwide. Responsible for strategic development, design, implementation, and administration of plans.

- Oversaw review and DOL filing phases of defined benefit and defined contribution plan re-statements.
- Assessed and proposed solutions to various benefit plan issues. Coordinated actions to address and resolve matters among internal legal and external consultants / actuaries and or record keepers.
- Led implementation of initial requirements for MA Health Care Reform Act of 2006.
- Collaborated with European counterpart to assess and affect consistent delivery of global programs and to maintain global equality for plans and programs as feasible.
- Provided leadership and guidance to merger integration and transition processes for compensation and benefit programs. Negotiated several benefit plan continuations with vendors through 2007 year end.

BOSTON SCIENTIFIC CORPORATION, Natick, MA

2001 – 2006

*Worldwide developer, manufacturer and marketer of medical devices whose products are used in a broad range of interventional medical specialties.***Manager — HR Finance & Analysis** (2004–2006)

Led development of new functional department to provide HR/Benefits data management, HR metrics and score cards, analysis, reporting, and continuous process improvement capabilities for corporate HR function.

- Designed and implemented HR Scorecard to measure progress of principal Global HR initiatives. Measurements' results were influential in setting HR's strategic direction.
- Implemented continuous process improvement capability for HR operations leading to the identification of and execution of process leaning initiatives.
- Compiled company-wide HR financial data to establish baseline metric and to track financial results and projections for HRO business case.
- Managed project to re-implement PeopleSoft (PS) security in conjunction with HRO initiative and PS upgrade resulting in improved data security through condensed, controlled and consistent user roles.
- Led design and implementation of service level agreements as negotiated with internal customers resulting in timely and accurate completion of operational processes.

Manager — Corporate Benefits (2001–2004)

Oversaw strategic and tactical aspects of \$125 million corporate benefits programs.

- Annual Benefit Pricing and Budgeting:
 - Managed annual working rates (including IBNR) exercise for self-insured health and welfare plans, and annual financial projections for all plans.
- Compliance:
 - Led timely HIPAA Privacy Rule compliance implementation. Designed and conducted training.
- Vendor and Fiscal Management:
 - Analyzed and negotiated ASO fees, insured rates (locked-in multi-year fee/rate guarantees) and performance agreements resulting in \$4.5 mil savings over 3 years.
 - Ensured adequate and regular financial controls in place for benefit programs and related vendor claims processing leading to \$325,000 stop-loss claim recovery from medical claims administrator.
- Business Process Design:
 - Evaluated and improved process for tracking 401(k) match true-up resulting in more accurate accrual and reduced time by 2 months to complete annual reconciliation.

FIDELITY INVESTMENTS INSTITUTIONAL SERVICES COMPANY, Boston, MA 2000 – 2001
Distributor of mutual funds through investment advisors at banks, broker/dealers, and insurance companies.

Senior Financial Analyst (contract assignment)

Various assignments providing expertise and creativity in mutual fund Sales Administration functions.

- Modeled, tested and implemented creative and competitive multi-channel sales compensation programs.
- Analyzed wholesaler coverage and effectiveness to establish performance and quality goals for 2001.

EVERGREEN INVESTMENT SERVICES, INC., Boston, MA 1977 – 2000

An \$82 billion mutual fund advisor with \$400 million in revenues owned by Wachovia Bank (Wells Fargo)

Vice President, Senior Business Systems Analyst (1999–2000)

Presented business unit perspective for technological support and enhancements for various applications.

- Led sales system processing evaluation resulting in improved system availability and capacity.
- Managed timely conversion of acquired fund group into sales reporting applications.

Vice President, Sales Business Manager (1997–1999)

Provided administrative and infrastructure management for multi-channel mutual fund distributor with 80 sales persons and \$108 billion of investment asset sales. Oversaw preparation and maintenance of business plans, budget (\$22 million) and compensation plans. Member of Combined Executive and Operating Committee.

- Designed and implemented motivating compensation plans for sales executives and salesmen.
- Developed quality indicators to monitor and measure effectiveness of sales initiatives.
- Managed major sales reporting and customer relationship management system initiative resulting in successful selection and implementation of state-of-the-art application (Onyx).

Assistant Vice President and Assistant Treasurer (Benefits, Compensation, and Payroll) (1989–1997)

Pro-actively managed all operational, regulatory and financial aspects of payroll, employee benefits, and stock ownership and options plans. Responsible for deferred compensation, incentives, DB and DC Plans (qualified and non-qualified), Flexible Spending, and funding arrangements for welfare benefit plans.

Held several progressive financial, payroll, and benefits manager level positions at Evergreen (1977 – 1989)

EDUCATION

SUFFOLK UNIVERSITY, Boston, MA

Master Business Administration

BENTLEY COLLEGE, Waltham, MA

Bachelor of Science, Accounting

TECHNOLOGY SKILLS

Microsoft Office: Excel, Outlook, PowerPoint, Word

PROFESSIONAL AFFILIATIONS

Northeast Human Resource Association (NEHRA)

New England Employee Benefits Council (NEEBC)

LICENSES

Notary Public