
RAYMOND L. EXTRACT

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SUMMARY

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

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

- Labor Negotiations and Contract Interpretation
- Human Resources Policy Development and Implementation
- Organization Planning and Manpower Development
- Recruitment and Selection of Executive and Professional Personnel
- Career Pursuit and Relocation Counseling
- 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
- Team Building for a World-Class Manufacturing Environment

PROFESSIONAL EXPERIENCE

EXTRACT & ASSOCIATES, Calabasas, CA
FOUNDER and PRESIDENT

1974 - present

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
VICE PRESIDENT, OPERATIONS

1972 - 1974

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 communications strategies in a 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
 RUTGERS UNIVERSITY - Sociology

MASTER OF ARTS
 BACHELOR OF ARTS

TEACHING and COMMUNITY AFFILIATIONS

CALIFORNIA STATE UNIVERSITY AT NORTHRIDGE MISSION COLLEGE & LOS ANGELES PIERCE COLLEGE 1972 – 2005
Adjunct Assistant Professor of Business / Management (part-time)

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