

DAVID ANDREW BARDES

FRACTIONAL OR FULL TIME HR CONSULTANT/EMPLOYEE

CONTACT

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SKILLS

HR Director
Risk Manager
Safety Officer
Benefits/Payroll Management
Analytics/Data Computer
Programmer
Strategic thinking
Legal/Contract Writing

EDUCATION

Northwestern University

1986

BA in Economics

The Lawrenceville School

1981

Career Series 6, 63, and 22
Registered Representative
SEC, insurance agent and
insurance consultant
licensing in 22 states.

Member SHRM

PROFILE

I recently completed a three-year project building a HR office where none existed before. Created Safety Program, workers compensation administration, employee handbooks, onboarding and offboarding processes. Completed three cycles of all HR related compliance, grew from 40 to 65 employees, implemented FMLA, grew diversity by 400%, and performed all the functions of a busy construction HR office. Handed off to a capable team.

I am looking for my next gig. I have nine years of working career left before I retire.

EXPERIENCE

HR Director
Mid American Gunitite Pools, Inc.
Erlanger, KY 41018

2021-2024

Created and operated the HR office for a busy 65-employee construction company. Key-FOB time-clocking, payroll, HRIS, legal compliance, governmental compliance, OSHA, FLMA, ADA, insurance and benefits, along with services to employees was automated with customized software. Also filled roles of Risk Manager, Safety Officer, and Fleet Manager.

President

Bardes Consulting, Inc.
Brevard, NC; Burlington, NC; Charleston, SC

2001-2020

In what started off with employee benefit, executive benefit, and compensation consulting to Fortune 100 companies, grew into general consulting to HR offices and training their staff on a wide range of HR topics and HR compliance. In one case, reviewing legal contracts, I was able to secure a \$20 million refund from an insurance plan with only one hour of consulting.

Vice President
Aon Consulting
2 World Trade, NY, NY

1997-2000

I was recruited to create Aon's nationwide voluntary benefits practice out of the World Trade Center in NYC. At the time, that address on a business card opened many doors. I personally produced \$6 million in revenue.

Vice President
DABO, Inc.
Vero Beach, FL

1990-1997

Employee and Executive Benefit Consulting and plan administration to Fortune 1000 companies.

From 1994 to 1997, I founded and sold Vero Online, one of Florida's largest BBS's that became one of the first ISP on the Internet.

Insurance Agent and Financial Planner
Hinrich's Financial Group
Charlotte, NC

1986-1990

I started my career by cold calling for the sale of life and disability insurance, but quickly moved into employee benefits, then executive benefits. Was the leading first and second year agent nationwide.

Johnson O'Connor Aptitude Testing

At age nineteen, I was tested at the Johnson O'Connor Institute with a near-photographic memory and scored 90 to 100 percentiles in inductive reasoning, foresight, and three-dimensional thinking.

HOBBIES

- Electronics, LED lighting prototyping, advanced math and computer programming.
- Eschatology of the three faiths in the God of Abraham.
- Born in Cincinnati in 1963, descendant of two Pilgrims on the Mayflower.