

# Biography



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## Kimberly D. Wylam

**Principal**

**Managing Director—HR Consulting & Benefits Administration**

**Senior Professional in Human Resources (SPHR)**

**Certified Employee Benefit Specialist (CEBS) in Pennsylvania and New Jersey**

Over the past 15 years, Kim has developed a comprehensive background within the human resources and financial arenas while maintaining a specific focus in the area of employee benefits. She is uniquely qualified to provide organizations with value-added contributions from the perspectives of both benefit plan design and administration as well as on a consultative level in support for general human resources practices.

Kim is experienced in most aspects of flexible benefit program design and administration, including financial analysis, regulatory compliance, renewal forecasting, vendor analysis and management, and plan implementation. She also specializes in providing expert analysis and consultative services in support for organizations with needs in such human resources-related areas as regulatory compliance, departmental effectiveness, policy and procedure analysis, development and implementation, compensation analysis and systems, staff retention, performance appraisal and performance-based pay systems, productivity measurement, and supervisory/managerial training and development.

Prior to joining Parente HR Services, Kim served as manager of HR Services for NatWest Bank (now FleetBoston/Bank of America). Here she coordinated employee benefits for 16,000 employees under a fully operational cafeteria plan that included 41 various managed care plans through local and national providers, two national PPO/Indemnity options, six dental plans, three vision plans and various other ancillary plans. In addition to her managerial responsibilities at NatWest, Kim served as the organization's compliance officer. In this capacity, Kim was responsible for ensuring that HR Services remained compliant with all federal, state and local standards as they related to employee and employer issues (policy, procedure, benefit and pay standards). Kim also maintained NatWest Bank's corporate policy on FLSA, FMLA and EEO procedures.

### Education

Kim received a Bachelor of Science degree in Business Management with a concentration in Human Resource Management from the University of Scranton.

### Professional Affiliations

Kim's professional affiliations include the National Society for Human Resource Management, the Employee Benefits Institute of America, the International Foundation of Employee Benefit Plans, the Tri-County Personnel Association, the American Management Association and the American Payroll Association.

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