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### Mark F. Fiala, CEBS, SPHR, SHRM-SCP

Mark is the President of Organizational Architecture, Inc. and brings over twenty years of strategic human resources leadership to provide you with solutions to your business' needs in talent management. As a member of senior management himself, Mark has led the Human Resources functions in both privately-held and public companies with revenues exceeding \$500 million. Mark understands your needs and can provide solutions to help you achieve your organization's goals.

Prior to Organizational Architecture, Mark held senior human resources positions in the retail, specialty chemical and mortgage industries. Additionally, he has experience in the insurance and health care industries.

Before his career in the private sector, Mark served in the United States Navy as an intelligence officer.

Mark is a graduate of Cleveland State University and majored in Political Science. He earned his Master of Business Administration degree from the Fisher College of Business at the Ohio State University.

He holds the designations of Certified Employee Benefits Specialist [CEBS], Senior Professional in Human Resources [SPHR], and the Society for Human Resources Management Senior Certified Professional [SHRM-SCP].