

Erica K. Wyatt, M.Ed., PHR, SHRM-CP

(303) 725-2785
ericakwyatt@gmail.com
linkedin.com/in/erica-wyatt

C-level executive, human capital leader, and trusted advisor with experience in agriculture retail, mining, technology, manufacturing, and oil and gas. Recognized expert in human resources process design and improvement with over 20 years of experience. Through leadership and collaboration, successfully partner with executive team and board members to gain organization excellence. Earned reputation for common sense, consultative approaches to human capital with a keen understanding of applying financial and operational metrics to drive business strategy.

Corporate Board Experience:

Intrepid Potash, Inc., NYSE: IPI, Denver, CO - Performed through the role of Chief Human Resources Officer with regular participation in and active contributions to quarterly board meetings.

- Collaborated with the Compensation Committee Chair and CEO on presenting committee materials. Partner with executive compensation consultants to develop executive compensation and equity programs to drive outcomes tied to corporate strategy.
- Led recruitment strategy and efforts for successfully hiring first new Board member in over ten years. Collaborated with the board to identify key skillsets necessary.
- Led and presented succession planning to Nominating and Corporate Governance Committee.
- Served on and actively contributed to company ESG and corporate governance committees.

Women's Leadership Foundation Boardbound Program – 2020/2021 Cohort, Denver, CO

Corporate Leadership Experience:

GreenPoint Ag Holdings, LLC, Decatur, AL, April 2021 to Present, *\$1.4B revenue, 1100 employees*
Top 7 wholesale and retail agronomy company servicing farms and rural businesses in the areas of crop nutrients, crop protection, seed, and professional products.

Vice President of Human Resources, April 2021 to Present

Reporting to the President & CEO, serve as the first enterprise leader of the human resources function for the newly formed company. Responsible for driving talent, performance, change management and cultural transformation strategies for our growing organization. Key accomplishments include:

- Integration of the workforce and culture of four organizations as a result of M&A activities.
- Implemented several new talent management and compensation systems, initiatives, and programs not previously in place.
- Built HR team from scratch while introducing a more strategic approach to HR not previously experienced with predecessor companies.

Intrepid Potash, Inc., NYSE: IPI, Denver, CO, August 2007 to April 2021

At time of departure: \$200M revenue, 450 employees / Peak: \$450M revenue, 1000 employees
Intrepid delivers high quality minerals essential in agriculture, animal feed and the oil and gas.

Chief Human Resources Officer, December 2018 to April 2021

Reporting to the CEO and key partner to the executive team, responsibilities included leading and implementing human resources strategy, recruitment initiatives, benefits and compensation programs, payroll management, and employee development initiatives. Key accomplishments include:

- Implemented and maintained first leadership training program, first succession planning program, and several supervisor training programs.
- Partnered with CEO to create and lead new bonus program coming out of market downturn.
- Led company's multi-state COVID-19 safety and risk mitigation response persevering to keep company operational throughout the pandemic; led company's \$10M PPP loan process from initial application through forgiveness.
- Led multiple restructuring and layoff efforts during potash downturn that brought a 55% reduction in overall headcount.
- Implemented a more sophisticated recruitment program as Intrepid experienced a 50% growth in revenue resulting in a 40% net increase in headcount.
- Led several successful system implementations.
- Created and implemented career path program realigning compensation/development processes.
- Led a cross-functional team through the establishment of an industrial maintenance program that provides Associates' degrees for skilled trades at the local college.
- Brought consistency to HR processes across sites acquired from other companies.

Other positions at Intrepid Potash include: Vice President of Human Resources, Sr. Director of Human Resources, and Director of Human Resources.

DISH Network/EchoStar Satellite, NASDAQ: DISH, Englewood, CO, July 1999 to August 2007

At time of departure: \$11B revenue, 23,000 employees

As a Fortune 250 company, DISH provides television entertainment and award-winning technology to millions of customers.

Director of Human Resources

Led HR operations for field service employees across the U.S. through the direction of a team of 45 HR professionals. Partnered with senior leadership on a regular basis to implement new and ongoing human capital initiatives in a high-growth and dynamic environment. Key accomplishments include:

- Chosen as participant in and contributed to the design of the first succession planning/leadership development program.
- Involved in strategy planning with union organization efforts.
- Directed multiple large-scale recruiting initiatives that increased the employee base by 50% as DISH's revenue grew over 600% during tenure.
- Implemented formalized career path program for greater employee base that included compensation re-grades and a new level of advancement.
- Contributed to the 40% decrease in turnover of the organization through manager education, improved hiring practices, and implementation of retention improvement plans.

Other positions at DISH Network/EchoStar included: Sr. Human Resources Manager, Regional Human Resources Manager, Human Resources Generalist, and Technical Recruiter.

Education and Certifications:

M.Ed., Organizational Performance/Change Management – Colorado State University, Denver, CO

B.A., Sociology – Indiana University, Bloomington, IN

PHR certified since May of 2000; SHRM-CP certified since June 2015