

JOEL D. DUNCAN

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SUMMARY

Senior executive with 30 years of sales and operational experience in the B2B space. Noted for successes in leading organizational change and accelerated growth. Specific experience with multi-state expansion, increasing profit margins, corporate reorganization, and employee engagement. Other management experience includes all aspects of strategic and operational planning, complete P & L responsibilities, mergers & acquisitions, sales and marketing.

PROFESSIONAL EXPERIENCE – Executive Roles

- **6/2019 – Present, Independent Consultant, Tyler, TX**
Primary Engagement serving as Strategic Business Advisor for PrismHR, Inc. Hopkinton, MA.
- **12/2018 – 6/2019, Farrell’s Extreme Bodyshaping (FXB), Inc., Urbandale, Iowa.**
Interim President
FXB is a leading fitness franchise program headquartered in Urbandale, IA. Current serving over 70 franchise locations in six states.
- **03/2007 – 07/2018, Aureon HR, Inc. (Formerly Merit Resources, Inc.) Des Moines, Iowa.**
CEO/President
Aureon HR is an Iowa based Professional Employer Organization (PEO), Staffing, and HR Outsourcing Services Company serving over 700 small businesses representing and serving over 30,000 employees in 42 States. Forecasted gross revenue for 2018 of \$1.1 Billion. Aureon HR is a business unit of Aureon. Aureon is a privately owned Des Moines, Iowa based business solution provider offering communications, technology, human resources, contact center, and consulting services to the small to mid-sized business market since 1989. As CEO/President, maintain accountability for all organizational direction and financial performance for Business Unit. Report to Board of Directors and serve on Executive Committee of parent company.
- **01/04 – 03/07, Selective HR Solutions, Inc. (SHRS), Sarasota, Florida**
Senior Vice President, field operations
SHRS, formerly Modern Employers, Inc., was a wholly owned subsidiary of Selective Insurance Group (SIGI) of Branchville New Jersey. SIGI is a publicly traded regional property and casualty insurer founded in 1925 with operations in 21 states. As Senior Vice President, field operations maintain accountability for all sales and marketing efforts, HR service delivery, and quality program management for the organization.
- **08/99 - 12/03, Selective HR Solutions, Inc. (SHRS), Sarasota, Florida**
Vice President, sales & marketing
As Vice President, sales & marketing, maintained accountability for all Sales and Marketing efforts of the organization.
- **11/96 - 07/99, Modern Employers Inc. (MEI), Bradenton, Florida**
Vice President of Operations
MEI was a regional PEO with primary operations in the southeast. MEI provided human resource outsourcing to 600 clients representing 11,000 employees. As Vice President of Operations (MEI) maintained accountability for Risk Management, Underwriting, and Payroll Processing.

EDUCATION

- 1984 – 1987, Ouachita Baptist University, Arkadelphia, Arkansas - BS Business Administration (Minor: Economics) secured

DESIGNATIONS

- Completed prerequisite requirements for Senior Professional in Human Resources (SPHR) designation. Received designation in December 2004.
- Completed Leadership Development Course (LDP) at the Center for Creative Leadership in Greensboro, NC in May 2004.
- Completed prerequisite requirements for Certified Professional Employer Specialist (CPES) designation. Received designation November 1998.

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PROFESSIONAL MEMBERSHIPS & AFFILIATIONS

Shivvers Manufacturing, Inc., Corydon, IA.
 Serve on Board of Directors 2019 – Present

Hertz Associates Limited, Nevada, IA
 Serve on Board of Directors 2019 - Present

Des Moines Area Community College (DMACC) Foundation
 Served on Board of Directors 2012 - 2014

Employers Assurance Accreditation Corporation (ESAC)
 Served on Board of Directors 2010 – 2011 (2 year)
 Served on Board of Directors 2017 – 2018 (1 year)

National Association of Professional Employer Organizations (NAPEO)
 Served on Board of Directors 2010 – 2011 (1 year)
 Served on Board of Directors 2008 – 2009 Term (2 year)

Rotary Club International
 Member, Des Moines AM Rotary, District 6000, 2009 - 2015
 Board Member, 2009-2010
 Chairman, Community Service Committee, 2009-1010

Greater Des Moines YMCA
 Served on Board of Directors 2016-2018. (2 Year)
 Member of Finance Committee