



MISTY PELOQUIN

Director

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Misty Peloquin is a senior people and operations executive with more than a decade of experience advising organizations on workforce, compensation, and organizational design decisions that drive business performance. She has supported organizations across healthcare, manufacturing, and service-based industries through mergers and acquisitions, restructuring, rapid growth, and operational disruption, providing leadership teams with the structure and execution needed to navigate complex workforce challenges. Misty brings deep expertise in benefits and compensation administration, employee relations, HRIS design and implementation, and policy development. She has led full-cycle HRIS and applicant tracking system implementations to improve hiring efficiency, reporting accuracy, and data integrity, while supporting end-to-end HR operations including onboarding and workforce planning. Her experience includes managing employer-sponsored benefits programs, optimizing plan design to control costs, and ensuring compliance across federal and state regulations, including DOL, IRS, and OSHA requirements. Misty partners closely with executive and cross-functional stakeholders to align people strategies with business objectives, improve operational consistency, and mitigate risk.

Misty began her career in recruiting and HR coordination before advancing into HR leadership roles, including Director of Human Resources for multiple organizations. In these roles, she directed full-cycle recruiting, redesigned HR operations, and led enterprise-wide process improvements. She has developed employee handbooks, corporate compliance protocols, and standardized policies to meet regulatory and accreditation requirements, while overseeing HR operations during periods of significant change, including the development and implementation of extensive health and safety policies during the COVID-19 pandemic. Her experience also includes managing unemployment claims and regulatory filings, achieving measurable reductions in organizational liabilities, and improving overall compliance outcomes. Currently, Misty supports a range of clients with HR operations, HRIS strategy, benefits optimization, and workforce management initiatives, bringing a consistent focus on execution, compliance, and organizational effectiveness.

FUNCTION & SPECIALIZATION

- HR operations
- HR, regulatory, & workforce compliance
- Risk management & audit readiness
- M&A, restructuring, and organizational design
- Benefits & compensation strategy and administration
- HRIS strategy, implementation, & optimization
- Employee relations

REPRESENTATIVE CLIENTS & PAST EXPERIENCES

- VA Ear, Nose, and Throat
- Global Reinsurance Corporation of America
- SEE Renewal
- Riverfront Investment Group
- Phlow Corp
- Dodson Property Management
- Art180

EDUCATION, LICENSES & CERTIFICATIONS

- Society of Human Resource Management, Senior Certified Professional
- Society of Human Resources Management, Certified Professional
- Virginia Notary Public
- Member of International Society of Female Professionals
- Member of Society of Human Resource Management