



## ELLIE ST. JOHN

Director  
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[VCARD](#) | [LINKEDIN](#)

Ellie brings over 15 years of strategic leadership experience to Fahrenheit Advisors. She has led initiatives across private equity, non-profit, retail, and creative industries to design and implement HR systems, processes, and procedures that streamline operations, drive profitability, and elevate employee engagement and client satisfaction.

Ellie's expertise spans HRIS management, compensation, employee benefits, process improvement, and compliance with employment regulations, including ADA, FMLA, FLSA, Equal Pay, EEOC, Title VII, OSHA, and ERISA. She holds a Master's Degree in Human Resource Management from the University of Richmond.

### FUNCTION & SPECIALIZATION

- Strategic HR planning
- Organizational development/process improvement
- HRIS selection, implementation, configuration, training, and optimization
- Talent management (full life cycle recruitment and development)
- Employee relations & engagement
- Learning and development

### REPRESENTATIVE CLIENTS & PAST EXPERIENCES

- SCOUT Bags
- Tilt Creative + Production
- Journey Health & Lifestyle
- Tidewater Fleet Supply
- Quad-C
- Koalafi/West Creek Financial
- Virginia Education Association
- Comfort Zone Camp

### EDUCATION, LICENSES & CERTIFICATIONS

- MHRM, Master of Human Resource Management, University of Richmond
- BBA, International Business Administration, Temple University
- Society of Human Resource Management Certified Professional (SHRM-CP)

### PROFESSIONAL ASSOCIATIONS & COMMUNITY ORGANIZATIONS

- Exam Development Consultant, National SHRM
- Mentor, Richmond SHRM
- Mentor, Fox School of Business, Temple University