

**Stephen J. DiCroce**  
**(303) 916-2536**

### **Summary of Professional Experience**

**Executive** – 37 years of progressive Human Resource experience, 26 years as a senior executive and member of the Executive Committee. Experience includes direct management responsibility for all functional areas of the Human Resource Department and experience managing multiple operating divisions, manufacturing plants and warehouse/transportation operations.

**Labor and Employee Relations** – Responsible for labor negotiations for 9 divisions of the Company operating in 12 states. Served as chief spokesperson in labor negotiations. Experienced in single-employer and multi-employer/union negotiations. Managed labor and employee relations activities for multiple business units and operating divisions. Developed and produced labor costing forecasts. Designed and developed union avoidance programs for non-represented employees. Managed and directed employment-related litigation including lawsuits, charges with governmental administrative agencies and labor arbitration.

**Compensation and Employee Benefits** – Developed and administered executive, administrative and hourly employee compensation and benefit programs including 401-K and Profit Sharing Plans, stock options, bonus plans, health, dental, vision, life insurance, LTD and pension plans. Served as Chairman and Trustee on Taft-Hartley Health and Welfare and Pension Trust Plans.

**Risk Management** – Managed and directed the activity of safety, workers compensation and general (public) liability units. Managed and directed the handling of OSHA complaints and liability claims and lawsuits.

**Recruitment/Selection** – Managed and directed the activities of the employment unit. Extensive experience in the recruitment, selection and retention of candidates for employment. Prepared affirmative action reports and analysis. Handled unemployment compensation claims.

**Training/Organizational Development** – Managed and directed the activities of the training and management development groups including succession planning, management and employee training, diversity, customer service initiatives, community involvement activities and organizational communication and development activities.

**Other Experience** – Monitored the activities of the security department. Managed labor relation communication and public relations activities. Handled governmental affairs.

**Employment Experience**

**Kroger Company  
Denver, Colorado  
2003 to 2017**

- Regional VP of Labor Relations
- Senior (Regional) Director of Labor Relations

**Ralphs Grocery Company (division of the Kroger Company)  
Las Angeles, California  
2006 to 2017**

- Group Vice President of Labor Relations

**King Soopers (division of the Kroger Company)  
Denver, Colorado  
1979 to 2003**

- Member of the Executive Committee
- Director of Human Resources/Labor Relations (1995 to 2003)
- Director Labor Relations and Benefits (1992 to 1995)
- Manager of Labor Relations (1987 to 1992)
- Labor Relations Specialist (1984 to 1987)
- Assistant to Director of Human Resources (1983)
- Assistant Employment Manager (1982)
- Employment Specialist (1980 to 1982)

**Regis University  
Denver, Colorado 80211  
1985 to present**

**Program Director – Human Resource Management Degrees and Senior Term Professor (current)** – Manage the Human Resource Degree Program. Teach courses in the Business and Economics departments: Strategic Human Resource Management, Compensation and Benefits, Employment Law, Macro and Micro Economics, Labor Economics/Relations, Managing Teams, Small Business Management, Principles of Supervision and Mediation.

**Education**

**Regis University  
Denver, Colorado 80211**

Master of Business Administration (MBA) – 1984  
Bachelor of Science – Business Administration – 1982

**Other Training**

- Annual Employment Law Updates
- Annual LERA Conference
- Program on Negotiation for Senior Executives: Harvard Law School
- Certificate in Employment Law: Institute for Applied Management Law
- Annual Employment Law Briefings – Sherman and Howard
- Basic and Advanced Trustee Institute – International Foundation for Employee Benefit Plans
- Investigating Sexual Harassment Cases
- Union Avoidance
- White Collar Organizing
- Negotiation – Karras
- Effective Supervision
- Discrimination Law
- Americans With Disabilities Act
- Family Medical Leave

**Boards and Community Activity**

- Past Board Member: Family Tree
- Trustee: Rocky Mountain UFCW Union and Employers Health and Welfare Plan. Served as Fund chairman and secretary
- Trustee: Rocky Mountain UFCW Union and Employers Pension Plan.
- Trustee: Denver Area Meat Cutters Pension Plan
- Past Jeffco Private Industry Council Member. Served as PIC chair
- Past Board Member: Porter Hospital

**Awards**

- Kroger Stock Achievement Award
- King Soopers Quiet Hero Award
- Outstanding PIC Member of the Year Award
- Excellence in Teaching Award – Regis University

**References**

Provided upon request