



## Karen Meder Holland

— Director of Human Resources

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**Weltman** ▶  
Weltman, Weinberg & Reis Co., LPA

An HR veteran of the services industry, Karen has collaborated with executives to develop and implement HR strategies to lay the foundation for future growth.

Karen is a results-driven human resource (HR) executive with over 19 years of experience in strategic leadership positions. Her accomplishments include the creation of HR departments for new organizations and re-establishing HR functions in companies that found themselves growing too quickly to maintain compliance. In addition, Karen is known for navigating complex work environments to create a culture where everyone can contribute their best.

In her new role at Weltman, Karen is excited to collaborate with leadership to understand the firm's goals to recalibrate strategies related to staffing, recruiting, and retention. She will analyze, develop, and implement progressive and proactive programs utilizing best practices to motivate, incentivize, and reward employees for effective performance. Karen looks forward to providing guidance on HR processes and cultivating effective communication to keep employees well-informed on all aspects of HR.

Karen earned an MBA with a concentration in HR from Baldwin Wallace University (Summa cum laude, 2018) and a BBA from Cleveland State University in Management & Labor. She also holds the SHRM-Senior Certified Professional credential and is licensed by the Ohio Department of Insurance in all major lines. Karen continues her passion for learning while currently working on her Doctor of Business Administration degree in Human Resources at Liberty University.

In previous roles, Karen has always strived for excellence. She held a transformational role responsible for designing and implementing talent attraction and retention strategies amid the COVID-19 pandemic. In revisiting best practices, she realigned human capital activities to improve operations in light of ever-evolving business goals and market needs. Karen's devotion to creating a culture of highly engaged people left a marked difference in the workplace and community. She has also spearheaded the evolution of the HR infrastructure, emphasizing policy interpretation and revision, wage and hour law, employee relations, Title VII investigations, compensation, employee benefits, and HRIS implementation.

Karen resides in Middleburg Heights, Ohio, and has eight children, four in-state and four out-of-state. When she isn't working or studying, Karen enjoys spending time with her family and her schnauzer!

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## Education

- ▶ MBA, Baldwin Wallace University, 2018
- ▶ BBA, Management & Labor, Cleveland State University

## Honors & Distinctions

- ▶ Senior Certified Professional (SHRM-SCP)
- ▶ Licensed by the Ohio Department of Insurance in all major lines

## Affiliations

- ▶ Society for Human Resource Management (SHRM): Member
- ▶ Cleveland Society for Human Resource Management (Cleveland SHRM): Member
- ▶ College and University Professional Association for Human Resources (CUPA-HR): Member