



## Frank J. DiBernardino

Managing Principal  
Vienna Human Capital Advisors, LLC

A highly accomplished Human Resources strategic advisor, Frank has 35+ years of experience working with organizations in manufacturing, health care, pharmaceuticals, chemicals, transportation, financial services, petroleum and academia, among others. Over Frank's career his clients included: Bristol-Myers Squibb, Boeing Helicopter, Campbell Soup, Sunoco, Tesoro Petroleum, Quaker Chemical, Reader's Digest, Amdahl, Duke University, Johns Hopkins University, NYU, Tulane University, Memorial Sloan-Kettering Cancer Center, Robert Wood Johnson University Hospital, First Union (now Wells Fargo), Norfolk Southern Corporation, Wawa and Buck Consultants, among others.

Recognized as a trusted advisor to executive management, Frank has deep expertise in human resource program strategic planning for large and mid-size organizations. He is highly skilled in helping client organizations link rewards (compensation and benefits) to organizational objectives, maximize the value of their investment in rewards, and craft customized solutions to unique problems. His background includes strategic planning, client relationship management, consulting practice leadership, labor negotiations, underwriting, staff development, and line management.

Prior to forming Vienna Human Capital Advisors in 2003, Frank was a Principal at Mercer Human Resource Consulting, a \$1 billion global human resource consulting firm. Frank was also a founding Principal at Foster Higgins, a global employee benefits consulting firm. During his career, Frank served as the national practice leader in both Health & Welfare and Flexible Compensation practices and developed sophisticated strategic planning tools to enable clients to reliably measure the financial impact of benefit and compensation alternatives.

An author and developer of the patented Vienna Human Capital Index™, Frank for the first time, isolated the total investment in human capital and quantified the ROI, Productivity and Liquidity of the people investment. A decision support tool, the Vienna Index™ is a premier reporting tool for the head of HR in the C-suite and board room.

Frank recently published a book entitled: *Optimize Human Capital Investments: Make the “Hard” Business Case*, and he has had articles published in Directors & Boards magazine, Directors & Boards E-Briefing and People & Strategy (HRPS peer review journal) on measuring the economic value of companies investment in human capital.

A creative and resourceful thinker, Frank pioneered the concept of Personal Financial Security as the overarching theme for a 10-year public policy strategic plan adopted by The American Benefits Council.

Frank has served on the Board of Directors of the American Benefits Council, the Employers Council on Flexible Compensation, and the Editorial Advisory Board of **Benefits Quarterly**. In addition, Frank is a founder and past President of PEBA, the Penjerdel Employee Benefits and Compensation Association.

Frank is an active member of the following business organizations: Society for Human Resource Management (SHRM), Philadelphia Society on People & Strategy (PSPS), Greater Philadelphia Senior Executive Group (GPSEG) and the Business Leader Network.

Frank has been awarded the professional designations of Certified Employee Benefit Specialist (CEBS) and Chartered Life Underwriter (CLU).

Frank has lectured frequently on human resource, employee benefits and compensation issues to organizations such as:

- The Conference Board
- American Benefits Council
- American Management Association (AMA)
- Society for Human Resource Management (SHRM)
- World at Work

- College and University Personnel Association (CUPA)
- National Association of College and University Business Officers (NACUBO)
- Employers Council on Flexible Compensation (ECFC)
- Risk & Insurance Management Society (RIMS)
- Financial Executives Institute (FEI)
- Greater Philadelphia Senior Executive Group (GPSEG)
- Business Leaders Network (BLN)
- Philadelphia Society on People & Strategy (PSPS)