
JILL CASCARANO

Phone: 617.413.1603 | Email: JillCascarano16@comcast.net | Website: www.jillcascarano.com

QUALIFICATIONS SUMMARY

Benefits and Wellness Program Management. Plan Administration. Communication Strategy. Content Creation.

HR BENEFIT COMPETENCIES

Big Picture/Strategic Thinker/Versatile Subject Matter Expert

- Comprehensive Benefit Plan Design and Program Administration.
- HR and Benefits Compliance Regulations and Procedures.
- Benefits Strategy Development and Vendor Negotiation.
- Communication, Content Creation, and Employee Training.
- Fostering Strong Business Relationships with all Customers.

PROFESSIONAL EXPERIENCE

AGERO, INC., Medford, MA

Benefit Communications Consultant (Full-Time Contract)

2016 - 2017

- Created formal benefits and wellness strategy and content that effectively engaged and excited 4,000+ U.S. and Canadian employees on their benefits, health programs, and total wellbeing.
- Implemented successful corporate design with customized health strategies and education campaigns.
- Partnered with stakeholders to execute effective methods that drove specific actions and behavior change. Utilized appropriate mix of communication channels across six locations.
- Developed key success outcome metrics reporting for HR leadership team.

INDEPENDENT CONSULTING SERVICES

Benefits and Wellness Consultant

2015 – 2016

- Provided benefits, health, and wellness strategy, planning, and communications for several start-up firms.

NEW ENGLAND WOMAN MAGAZINE, Upton, MA

Healthy Lifestyle Feature Writer, Copy Editor (Part-time)

2015 – 2016

- Wrote and copy edited feature articles and publisher's notes for monthly publications.

MBTA COMMUTER RAIL, Boston, MA

Benefits Project Manager

2004 – 2014

- Efficiently managed cost-effective benefit offerings and programs achieving substantial, progressive savings.
- Successfully developed corporate benefit and wellness strategy, customized programs, and health trainings.
- Proactively negotiated plan renewals partnering with vendors, benefit brokers, and internal stakeholders.
- Created benefit and wellness communications for 2,000+ employees across 50 rail locations.
- Produced marketing collateral for events, trainings, implementations, upgrades, and conversions.

KIDDE PLC INC., Marlborough, MA

Senior Health & Welfare Associate

2001 – 2004

- Effectively researched, proposed, and implemented cost effective health plan design and program changes.
- Successfully managed program administration, communications, compliance, and overall strategy.
- Crafted, proofread, and edited health content for an 8,000 employee population across 25 U.S. sites.
- Developed and managed health campaigns, wellness initiatives, and communications.

BLUE SHIELD OF CALIFORNIA, Woodland Hills, CA Senior Human Resources Coordinator	2000 – 2001
J. BAKER, INC., Canton, MA Benefits Specialist	1999
EMERSON AND CUMING, Canton, MA Organizational Development Assistant	1996 – 1999
LEHMAN MILLET, INC., Boston, MA Media Planner	1991 – 1995

AFFILIATIONS AND VOLUNTEERING

- Member of NEEBC, NEHRA, IFEBP, WWCMA, and National Wellness Institute.
- Committee Member, Peer Support Mentor, Crohn's & Colitis Foundation (NE Chapter).
- Program Events Volunteer for Worksite Wellness Council of Massachusetts (WWCMA).

EDUCATION HISTORY

Emmanuel College, Boston, MA
Master of Arts, Human Resource Management

University of Massachusetts, Amherst, MA
Bachelor of Arts, Communications, English Minor

The Chapman Institute, WellCert Program
Certified Wellness Program Manager (Level 2)

The Institute for Integrative Nutrition
Certified Integrative Nutrition Health Coach