

Making it all humanly possible

Comprehensive Human Resource Solutions.

For many entrepreneurs and HR Managers, keeping up with a dynamic workforce while reacting to continuous changes in today's regulatory and economic environments is a daunting experience. Without the right resources and capabilities, the human resources function can become a significant drain on company time and money.

MagnaHR Is Here To Help.

MagnaHR provides comprehensive human resources management tailored to specific company needs. For small- to medium-sized employers, we offer a variety of human resources outsourcing and administrative services. And any company, regardless of size, will benefit from our top-notch HR consulting and investment services.

Many of our products and services work in tandem with our exclusive Human Resource Information System (HRIS) and Employee Self-Service (ESS) application — developed to streamline all the elements of the complex HR function. Through the effective integration of these functions, we enable our clients to reduce administrative costs and increase regulatory compliance while improving the delivery and value of the human resources function. The result? HR processes, practices, technology and staff that work together toward a more efficient business.

Our Founders.

Richard J. Hughes, CEBS

President and Chief Executive Officer

Richard Hughes has built an extensive human resources career with a diverse base of top tier companies. Prior to forming **MagnaHR**, Mr. Hughes served as the Global Employee Benefits Manager for Elsag Bailey Process Automation (ABB Asea Brown Boveri). There, Mr. Hughes developed some of the most innovative employee benefit programs and automated the delivery of human resources, employee benefits and payroll throughout the organization. Mr. Hughes began his human resources career with Ernst & Young as a Human Resources Manager and was recruited by Fidelity Investments to work as a Senior Account Manager in a new practice group called Large Plan Services, which later became known as Fidelity Employer Services — Fidelity's HR Outsourcing and Administration division. He also founded his own HR Consulting business which was later merged into **MagnaHR**.

Mr. Hughes holds a BS in Finance from Miami University and an MBA in Accounting and Financial Information Systems from Cleveland State University. He has attained certification as a Certified Employee Benefits Specialist (CEBS) and he holds a number of securities and insurance licenses.

David W. Norgard, Esq.

Executive Vice President and Chief Operating Officer

Over the course of a career spanning more than 30 years, David Norgard has served in a number of HR executive and senior management positions. Mr. Norgard served as the Vice President of Human Resources with world-wide responsibility for Elsag Bailey Process Automation (ABB Asea Brown Boveri) where he successfully integrated more than 30 operating units acquired by the company. He was elected to the Board of Directors for Elsag Bailey's Japanese joint venture company as well as several of its U.S. subsidiaries. Subsequently, he served as Great Lakes/Midwest Cluster Team Leader, Merger & Acquisition Integration for Deloitte & Touche's Human Capital Advisory Services. Previously, he held several positions in Picker International (Marconi Medical Systems) including Director of Employee Relations and Labor Counsel. He has earlier experience with the Warner & Swasey Company in Labor Relations and Human Resources Management. Mr. Norgard has worked extensively in the international HR arena with special emphasis throughout Europe, South America and Japan.

Mr. Norgard holds a Juris Doctorate from Cleveland State University, an MA in Industrial and Labor Relations from the University of Iowa and a BS from Pittsburg State University. He is admitted to both the Ohio State and Federal Bar and is a member of the Ohio State Bar Association and the American Bar Association, Labor Law Section.