

TANISHA GASKIN-CHRISTIE, MS, PHR

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I possess over a decade of benefits plan administration & compliance experience and have successfully improved employee engagement through innovative digital wellness initiatives. I am known for fostering inclusive workplace cultures and enhancing overall employee experience through strategic partnerships and comprehensive benefits management.

WORK EXPERIENCE

May 2015 - Jul 2023

AVP Total Rewards, Benefits, Compliance and Wellness

Mitsubishi UFJ Financial Group (MUFG) / U.S. Bank at New York, NY

- Reduced \$2M wellness spend by overhauling strategy to a holistic educational platform. Ensured accurate, timely Federal and State filings, adhering to ERISA, COBRA, FMLA, and other regulations.
- Managed third-party carrier partnerships, overseeing benefit plan transactions and full cycle implementation.
- Developed 'Live Well Live Better' wellness brand, enhancing employee engagement through diverse communications.
- Led wellness rebranding during COVID, introducing virtual services and mental health interventions.
- Conducted comprehensive benefits audits, identifying cost-saving opportunities, resulting in a \$500K annual reduction.
- Pioneered digital wellness initiatives, boosting employee engagement by 30% during remote work transition.
- Partnered with cross-functional teams to deliver seamless benefits integration, improving overall employee experience.
- Championed diversity and inclusion efforts, leading NY PULSE Group to foster an inclusive workplace culture.

HELD THE FOLLOWING CONTRACT CONSULTANT ROLES FROM 2010 TO 2014

January 2014 - July 2014 & June 2013 – October 2013 * **McGraw Hill Financial Inc., New York, NY**

- Worked on rebranding project for wellness and benefits communications

August 2012 - February 2013 * **Fidelis Care of NY, New York, NY**

- Worked closely with Employee Relations and Legal with disability leaves, ensuring FMLA and ADA compliance while managing accommodation process for an employee's return to work

January 2012 - July 2012 * **A+E Networks, New York, NY**

- **Streamlined domestic partner benefits and worked on** wellness communications with a focus on Work Life Balance

September 2011- November 2011 and September 2010 - March 2011 * **Avon Products Inc., New York, NY**

- Developed and implemented Wellness and Work Life Balance program with Virgin Pulse for employees

EDUCATION * CERTIFICATIONS* AFFILIATIONS

METROPOLITAN COLLEGE OF NY, New York, NY

Human Service Administration Major/ *Master of Science Awarded Dean's List, 3.8 GPA*

ST. JOSEPH'S COLLEGE, Brooklyn, NY

Organizational Management Major/ *Bachelor of Science and Certificate in HR Management Awarded*

Society for Human Resource Management (SHRM) PHR certification earned