

# ARTIS JOHNSON

Senior People Operations & HR Business Partner Leader

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## PROFESSIONAL SUMMARY

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Senior HR Business Partner and People Operations leader with 10+ years of experience designing and scaling HR systems, compliance infrastructure, and employee lifecycle programs across multi-state, high-growth, and mission-driven organizations — including media, entertainment, and staffing sectors. Expert at translating people strategy into operational execution across the full HR lifecycle: recruitment, onboarding, performance management, HRIS, benefits, and compliance. Recognized for building equitable, data-informed people operations that elevate employee experience, strengthen audit readiness, and drive measurable organizational outcomes. Positioned to drive scalable, equitable People Operations in organizations requiring both strategic leadership and hands-on execution.

## CORE COMPETENCIES

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**People Operations & Systems:** HRIS (ADP Workforce Now/Taleo/Kronos/Lawson/Workday) • SOP Development • Employee Lifecycle Management • Performance Management • Benefits Administration

**Recruitment & Talent:** Full-Cycle Recruiting • Structured Interviewing • Workforce Planning • Candidate Experience

**Compliance & Risk:** Multi-State Employment Law • ADA/FMLA • Policy Development • Audit Readiness • E-Verify • I-9

**Analytics & Strategy:** People Analytics • Workforce Reporting • Retention Strategy • Process Improvement

**Leadership & Influence:** Manager Coaching • Change Management • Cross-Functional Leadership • Employee Engagement

**Employee Relations & Investigations:** Workplace Investigations (End-to-End) • Intake, Interviews, Findings Reports • Harassment, Discrimination, Retaliation Cases • Conflict Resolution & Mediation • Corrective Action & Documentation • Legal Risk Mitigation

## PROFESSIONAL EXPERIENCE

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**Senior HR Business Partner** | Offscript **Worldwide (dba REVOLT Media & TV)** *July 2025 – Jan. 2026*  
*Enterprise, Multi-State Operations (CA, GA, MD, NY, FL)*

- Directed all aspects of people operations, including payroll, HRIS, benefits, compliance, and end-to-end employee lifecycle, delivering actionable workforce analytics to executive leadership that enabled data-driven decisions and operational scalability.
- Led enterprise-wide people strategy across 10 matrixed departments, scaling onboarding, performance management, engagement, and leadership development initiatives while driving adoption of Pathway Review, The Exchange, and intranet platforms to improve collaboration and transparency.
- Owned compliance, risk management, and policy infrastructure for a distributed multi-state workforce, strengthening audit readiness including Form 5500 and nondiscrimination testing.
- Standardized people-practices across five states, ensuring equitable and consistent hiring, performance, communication, and policy application for a geographically dispersed workforce.

**Senior HR Business Partner** | TV **One, LLC (an Urban One, Inc. subsidiary)** *Feb. 2024 – July 2025*  
*Urban One Enterprise | 1,500+ Employees | 13+ States (MD, NY, IL, CA, and more)*

- Served as lead HR and People Operations partner for TV One/CLEO TV while leading programs that extended across the full Urban One enterprise (1,500+ employees, 13+ states). Managed all division-wide HR functions, collaborated with enterprise stakeholders, and directly supervised the division recruiter with extended support to Radio One recruiting.
- Improved onboarding efficiency by 50% through process redesign and HRIS optimization, significantly reducing speed-to-productivity and elevating the employee experience at scale.
- Drove ADA/FMLA compliance and enterprise training initiatives, increasing completion rates from 60% to 90% while maintaining employee-centric, legally compliant outcomes.
- Designed and launched engagement and wellness programs that strengthened organizational culture, improved retention, and promoted equitable employee experiences.
- Analyzed engagement survey data that contributed to TV One earning 2025 recognition from The WICT Network as a top company for women in media.

**HR Business Partner** | TV **One, LLC (an Urban One, Inc. subsidiary)** *Sept. 2021 – Jan. 2024*

- Provided comprehensive HR partnership across performance management, employee relations, and complex workplace matters for the Urban One enterprise workforce spanning 13+ states and 1,500+ employees.

- Spearheaded implementation of ADP Workforce Now, elevating HRIS capabilities, reporting accuracy, and lifecycle data integrity across the organization.
- Leveraged workforce analytics to identify trends, reduce process inconsistencies, and drive fairness in people decisions.
- Increased retention by 25% through targeted engagement, morale-building, and proactive conflict-resolution strategies.
- Managed the full employee lifecycle, including onboarding, benefits, COBRA, and offboarding, with rigorous attention to compliance and workflow consistency.

**Career Pause — Family Caregiving** | *Washington, DC Metropolitan Area* *Aug. 2020 – Aug. 2021*  
 Stepped away from full-time employment to provide primary care for aging grandparents during the COVID-19 pandemic. Maintained professional development and industry engagement during this period.

**Division Director** | Hire**One Staffing Agency** *Jan. 2019 – Aug. 2020*

- Directed people operations, workforce management, and high-volume employee lifecycle processes in a co-employment staffing model supporting hundreds of workers.
- Managed quarterly payroll averaging \$500K; partnered with executives to support company growth, operational continuity, and strategic decision-making.
- Maintained division as the second-highest revenue producer, accounting for 60% of total staffing hours; guided the division through successful acquisition by Array Technologies.
- Utilized workforce analytics to inform hiring strategy, workforce planning, and operational execution.

**Regional Manager | Staffing Manager** | Hire**One Staffing Agency** *Nov. 2016 – Dec. 2018*

- Led multi-branch staffing operations — recruitment, onboarding, workforce management, and client delivery — in high-volume environments across the region.
- Drove 14% year-over-year revenue growth (to \$1.6M), achieved 10% uplift in department hours (78.5K in 2018), and secured six major client renewals totaling \$760K in additional revenue.
- Improved onboarding, training, and placement processes, boosting retention rates and reducing time-to-fill across managed branches.

**Community Developer/Case Manager** | Prince **George’s County Health Dept.** *Mar. 2016 – Oct. 2016*

- Managed casework for at-risk youth, developing individualized plans to foster emotional and social development in collaboration with probation officers and mental health professionals.
- Designed and facilitated workshops on anger management, decision-making, and coping skills; contributed to a 15% reduction in recidivism among program participants.

## SPEAKING & INDUSTRY ENGAGEMENTS

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### “Turning Turbulence into Triumph: Leading Teams Through Transformational Change”

Conference Speaker — NAMIC Annual Conference (39th), 2025. Delivered actionable strategies for leading teams through organizational transformation, mitigating burnout, and sustaining performance during change.

### “Finding — And Retaining — The Employees You Need Now”

Invited Panelist — Big TV Conference (Synopsis), 2023. Shared strategic talent acquisition and retention insights alongside panelists from A+E Networks and SeeHer, emphasizing empathy, transparent communication, and inclusive workplace culture.

### Virtual Job Event

Panelist — Synopsis, 2023. Shared expertise in scalable HR systems, data-driven talent strategies, and workforce engagement for distributed teams.

## EDUCATION

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**Master’s in Clinical and Counseling Psychology (Coursework Completed; Degree Not Conferred)** *2016*  
 Capella University, Minneapolis, MN • Focus: Counseling Ethics, Multicultural Competence, Advanced Counseling Techniques

**Bachelor of Science, Experimental Psychology** *Aug. 2014*  
 University of South Carolina, Columbia, SC

## CERTIFICATIONS & CREDENTIALS

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- **Strategic Human Resources Leadership Certificate** — eCornell / Cornell University (2025)
- **Workplace Investigations Training** — Led by Internal & External Employment Counsel, Urban One (2024–2025)
- **Effective Facilitation & Managing People Programs** — The School of Labor & Employment Relations, Pennsylvania State University (2023)
- **Advanced HR and Legal Compliance Training** (2022)
  - FLSA Compliance: Advanced Skills for Wage and Hour Management — BLR/HRHero
  - HR Investigations Workshop: Legal & Effective Inquiries — National Institute of Business Management
- **HR Generalist Certification** — HRTrainingCenter.com (2022)
- **Certified Staffing Professional (CSP)** — American Staffing Association
- **E-Verify Certified** — U.S. Department of Homeland Security