*Stace Anne Benu*

*NACSPAC 5-Star*

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NACS Supplier committee submission

A retail member and advocate of NACS since joining MAPCO in 2008; only to ramp up her involvement with NACS by becoming a NACSPAC 5-Star Member and chosen recruiting partner for NACS in 2023. A respected and sought out counsel of industry peers, she continuously connects, networks and provides knowledge generously to those who she engages with either via retail or supplier companies. As a Supplier Committee Member, Stace commits to continuing those efforts, working tirelessly to advocate for NACS and increasing the involvement by participating in Day On The Hill, NACS HR Forum and additional advocacy events. As a former Retail Member, now Supplier Member, Industry known Recruiting Consigliere and former Operator, Stace brings a holistic knowledge of the industry to the NACS Supplier Committee and would serve gladly.

Experience

Executive Leadership Solutions Fort Myers, FL December 2020 – Present

**Chief Placement Officer 1/2023 - Present**

**Vice President (2/2022-1/2023)**

**Sr. Executive Recruiter (12/2020 - 2/2022)**

Leadership of the most well respected search firm within the convenience store & travel center industry. Mentors, leads and guides a team of 20 which includes VP & Sr. Executive Recruiters. Provides full lifecycle recruitment, of client positions within corporate (IT, Construction & Real Estate, Accounting & Finance, Retail operations, HR & Marketing) from Entry Level Analyst to C Level, within the Convenience Store, Travel Center, and relative supplier industries.

* NACSPAC 5-Star Member responsible for the placement of Jeff Burrell (VP, Retail Engagement) & April Vanapeldorn (Director, Retail Engagement - West) with NACS.
* Well represented within Convenience Retail Leadership with multiple C-Level, Vice President & Director level placements within NACS Retail Member organizations.

Benu Talent Partners, LLC Brentwood, TN February 2017 – December 2020

**Principal**

Benu Talent Partners, LLC provided full lifecycle sourcing and recruitment, of client positions within departments such as: IT/Cybersecurity focus, Accounting & Finance, Construction & Real Estate, Retail operations, HR, Marketing & Sales) from Entry Level Cybersecurity Analyst to C Level, within: IT focused companies, small box, medium box and big box retail, oil & gas, CPG, manufacturing and restaurant.

MAPCO, Inc. /COPEC, Inc. Brentwood, TN (June 2008 – February 2017)

MAPCO was acquired by COPEC in October of 2016. COPEC, through its US subsidiary COPEC, Inc., acquired 100% equity interest in MAPCO and certain related affiliated companies for $535M.

**Sr. Manager of Talent**  September 2016 – February 2017

Leader of Talent Acquisition & Talent Management Department which partners with MAPCO CEO, COO, Vice Presidents, Directors and Regional Managers to provide professional consultation in the areas of: talent strategy, talent acquisition, HIPO identification, talent gap identification, talent industry trends, diversity & inclusion practices, organizational & leadership program development, compensation trends and best practices, succession planning, project management and employee relations.

* Established budget, ensured oversight, tracked, monitored and reported on recruitment KPI’s monthly; negotiated fees with vendors, reviewed contracts and identified cost saving opportunities.
* Expert level working knowledge of business conditions, operations and Talent Acquisition industry best practices.

MAPCO Express/Delek U.S. Holdings, Ltd Brentwood, TN June 2008 – September 2016

Subsidiary of Delek US (NYSE – DK & DKL) $8B refining, supply and retail company. Forbes 500 Company and 2nd largest employer in Middle TN. MAPCO owns 360+ stores in 7 states which operate under multiple brand names and include both branded and proprietary QSR food offerings.

**Regional Manager**  April 2016 – September 2016

Positioned as an interim leader of 77 convenience stores, including restaurant business, with an annual sales volume averaging $130M inside sales revenue & 140M gallons of fuel. The Regional Manager mentors a team of 7 district managers, 135 salaried managers, and drives the top line growth of the business.

* Positioned to rebuild fragmented operations leadership team and re-center region around organizational strategic goals while the organization was hunting for permanent replacement.
* Excellent technical development opportunity that provided hands-on operational experience.

**Sr. Manager of Talent**  June 2008 – April 2016

Leader of Talent Acquisition & Talent Management Department which partners with MAPCO CEO, COO, Vice Presidents, Directors and Regional Managers to provide professional consultation in the areas of: talent strategy, talent acquisition, HIPO identification, talent gap identification, talent industry trends, diversity & inclusion practices, organizational & leadership program development, compensation trends and best practices, succession planning, project management and employee relations.

* Mentored, led and guided MAPCO Recruiting Team in full lifecycle recruitment of all positions within corporate and field retail operations.
* Developed and led talent acquisition strategy, within separate business units by analyzing business unit strategy, partnering with leaders to identify current talent gaps and developing a recruitment and organizational development strategy aligned with company performance goals and departmental needs. Consistently communicated & counseled leadership throughout processes.
* Curriculum development and implementation of ‘Leadership Essentials’ Mini MBA Program, in partnership with Belmont University’s Center for Executive Education, for Corporate Support Center and Operations Leadership.
* Development of MAPCO’s Career Path Program (Talent Management & Career Growth from Hourly Associate to Multi-Unit & Corporate Positions) which incorporates operational KPIs in line with corporate goals, management competencies, training opportunities and certifications as a pathway of internal career growth.
* National Association of Convenience Stores SME for Leadership and Career Development
* Interviewed for NACS Magazine Oct. 2015 “Finding the Leader” re: Leadership Essentials, Career Path Program and providing training and development for our future leaders.
* Project Manager and corporate SME for PeopleAnswers Pre-Employment Assessment and Applicant Tracking System (Vetting, Contract Negotiation, Project Mgmt., Companywide Live Training & Implementation.
* Partnered with COO to develop Talent Pool Identification Process which evaluated, ranked & provided professional development plans for HIPO leaders within Delek/MAPCO.
* Stakeholder in Delek US Holdings, Ltd Tuition Reimbursement Program exploration. Sole partnership with CHRO in development process.

Advanced Career Professionals Nashville, TN (May 2007 – June 2008)

**Senior Regional Director**

Privately owned niche’ recruitment firm that specializes in recruiting in the Restaurant Industry.

 (Clientele included: O’Charley’s, Cracker Barrel, Logan’s, Texas Roadhouse, J. Alexanders, Stoney River, Amerigo’s, Puleo’s, Demos’, in addition to multiple QSR brands such as, Arby’s, Wendy’s, Capt. D’s,….)

* Responsible for business development and day- to-day operations of high-volume recruiting office.

Crow Company (i.e. Author & Keynote Speaker – Robin Crow) Franklin, TN (August 2006 – May 2007)

**Marketing Manager**

Music industry personality, Studio Owner, Entrepreneur, Author and Keynote Speaker

Volume Entertainment Magazine (Volume Mag) Destin, FL (February 2002 – August 2006)

**Publisher**

National music publication featuring National and Regional artists distributed exclusively on the Jagermeister Music Tour as the “Official Magazine of the Jagermeister Music Tour. Ranked in the Top 5 of US distributed rock magazines for volume, distribution & sell-thru.

 Education

Belmont University (Jack C. Massey Graduate School of Business)

Leadership Essentials Mini MBA Program - Completed Jan. 2016

American Intercontinental University

Bachelor of Business Administration w/Concentration in HR Management – Graduated July 2012

Wicklander-Zulawski Certified – Interviewing & Interrogation

Harvard Negotiation

Technology: MS Office Suite ~ Ceridian, PeopleAnswers, SuccessFactors & ADP HRIS Platforms

Behavioral Assessment Proficiency: Enneagram, PeopleAnswers, Judgment Index, Strength Finders, & Myers-Briggs

Referrals

"Stace Anne is a great person to work with in the oil, gas and C-store industry. She is very knowledgeable and has great connections w/ talented people and prominent companies. She recommends and vets highly skilled candidates for various level roles up to and including C-suite. She's also very personable, funny, and highly skilled at placing candidates. I'd highly recommend her to candidates and companies to work alongside."

Jeff Burrell - Vice President, Retail Engagement, NACS

"I have had the immense pleasure of working with Stace in the past. Stace is an expert in her field, giving 100% to every aspect of her job. Her directness, take charge attitude and passion to get the job done has always been something I admire in her. Stace fights for what is right, she always does so with integrity and class. Her communication, follow-up, attention to detail commands trust in her industry and respect of her peers. I would absolutely work with Stace in the future if given the chance."

April Vanapeldorn - Director, Retail Engagement-West, NACS

"Stace is the best recruiter I have ever worked with in my 25 year career. She does an exceptional job of showcasing candidates skill sets and matching them with employer needs and wants. I highly recommend Stace for her knowledge of our industry and for her ability to bring key people together."

Luis G. Rodriguez - Chief Operating Officer, Majors Management