



Dwight Sybolt
Senior VP Human Resources

Dwight Sybolt graduated from Benedictine College with a BA degree in Business Administration, later he received his MBA from Austin Peay State University and then he received an Advanced Human Resources Degree from Boston University.

Dwight joined the Marriott Corporation in 1983 as the Vice President / Director Human Resources. During his time with Marriott, he designed human resource programs to support growth from 200 employees to more than 10,000 employees. These programs achieved employee retention rates of 95% against industry standards of 80%. Dwight was also responsible for developing recruiting programs to create a pipeline of potential employee candidates that resulted in open positions being filled in less than 30 days.

As a member of the Start-up Team, Dwight opened up operations at more than 250 new client facilities. He was the liaison regarding all union matters and under his leadership they experienced zero work stoppages and negotiated win/win collective bargaining agreements for both the company and their union employees.

In 1994, Dwight joined Crothall Services Group as the Senior VP of Human Resources and Administration where he was responsible for all HR functions including labor and employee relations (union), risk management, legal and vendor/purchasing management. Dwight designed and implemented company human resource policies to support company growth from zero employees to more than 10,000 employees. This included negotiating collective bargaining agreements for approximately 1,500 union employees at more than 10 locations.

In 2003, Dwight joined GCA Services Group as the Senior VP, Human Resources and Administration. As he did at Marriott and Crothall Services Group, Dwight was responsible for building and managing corporate HR, labor relations, risk management, and purchasing programs encompassing 20,000 employees in 37 states. He negotiated several different collective-bargaining agreements for over 3,000 union employees.

In 2007 Dwight joined Xanitos as the Senior VP of Human Resources. Dwight's solid background and extensive experience leading HR and administrative strategic planning, start-up, management and expansion in both union and non-union environments make him a valuable member of the Xanitos team.