

Cynthia Lechuga

Senior Human Resources Generalist

Cynthia is an experienced Human Resources professional with a background spanning employee and labor relations, recruiting, HR operations, compliance, investigations, and leave management. Known for building trusted relationships at all levels, she brings a practical, people-focused approach to supporting employees and managers.

As Senior HR Generalist at D+H, Cynthia supports the full employee lifecycle, including recruiting, onboarding, employee relations, performance management, leaves and accommodations, benefits, and HR compliance. She partners closely with employees and managers to provide guidance, resolve issues, and strengthen the overall



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Education

California State University, East Bay:
Bachelor of Art in Sociology
5 **San Jose State University:** Master of Science in Human Resources Management

Experience

- > Employee + Labor Relations
- > HR Compliance + Investigations
- > Recruiting + Talent Acquisition
- > Leave + Accommodation Management
- > Performance Management
- > Onboarding + Offboarding
- > Benefits + Payroll Administration
- > HRIS + HR Operations
- > Employee Engagement + Retention
- > Union + CBA Compliance
- > Fluent in English + Spanish

Affiliations

- > Member: SHRM

Certifications/Training

- > **Training:** SHRM California HR Specialty Credential
- > **Training:** Certified Life and Success Coach, The Jay Shetty Certification School