



**Nila K. Carrington**  
**Physician and Employee Benefit Manager**  
**Regional One Health**

A trusted, senior Human Resources Professional with more than 30 years of experience, Nila Carrington currently serves as the Physician and Employee Benefit Manager for Regional One Health. Most recently she served the City of Memphis in the role of Benefit Manager, where she implemented major changes in all benefits structure including active and retiree benefit migration to Medicare and restructuring of the legacy pension plan to a hybrid defined benefit /

defined contribution 401 A. These changes resulted in cost savings of \$20 Million in healthcare claims and reduction of over \$50 million in Pension liability.

Previously, for 28 years, Nila served ALSAC, the fundraising organization of St. Jude Children's Research Hospital in progressively responsible roles, rising to the level of Senior Vice President of Human Resources. In the VP and SVP roles Carrington oversaw strategic and operational activities for the Human Resources Division, including Executive Employee Relations, Talent Acquisition, Compensation, Benefits, Learning and Organizational Development, and HR Operations and focused on shaping ALSAC culture to drive top development and performance, and attract and foster increased engagement for all employees in ALSAC St. Jude Children's Research Hospital mission.

Carrington obtained her undergraduate degree in communications from the University of Pittsburgh, and her Executive Masters of Business Administration from the University of Memphis. She is certified by both the HRCI as a Senior Professional in Human Resources (SPHR), and by SHRM (SCP) designation. She has served on the board of the Memphis Business Group on Health, as a University of Memphis MILE mentor, and on the Commission on Ministry Council for the Diocese of West TN and is currently serving on the Vestry of St. Elisabeth's Episcopal Church.

Throughout her career, Nila has been involved in multiple cross divisional projects such as the ROH New Practice Acquisition group, PCI standard development, Business Continuity Incident Management Team, Organizational Priority Group (OPG), and Co-Chair of ALSAC's annual National Staff Meeting.