

Eric Knott, MBA, PHR, CLRL, SHRM-CP

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SUMMARY OF QUALIFICATIONS

- Senior leader for global HR division at \$155M, high growth, top-ranked international business
- Senior leader for HR division at a 2012, 2013, and 2014 “Best Place to Work” (*Phoenix Business Journal*) business
- Founded HR consulting firm *FinePoint HR* in 2017 with consistent, strong annual sales growth and a global client list
- Oversaw HR operations for 5,400 employees, directed 36 exempt HR professionals, and developed company-wide, streamlined operational best practices for a Fortune 30 corporation
- Past chairman of the board of the Arizona Small Business Association; four-term president of Phoenix’s HR association; recognized HR expert in Arizona’s business and media communities

PROFESSIONAL EXPERIENCE

FinePoint HR Chief Strategist, Founder	2017 – present
W. P. Carey School of Business, Arizona State University Assistant Teaching Professor Lecturer Faculty Associate	2014 – present
BASIS Educational Group Vice President, Human Resources	2015 – 2017
Goodwill of Central Arizona, Phoenix, Arizona Senior Director, Human Resources	2012 – 2015
Cox Communications, Phoenix, Arizona Senior Human Resource Consultant IV, Labor and Employee Relations	2007 – 2012
Target Corporation, Phoenix, Arizona Senior Human Resource Area Manager Executive Recruiting Area Manager Human Resource District Manager	1999 - 2007

EDUCATION

Society for Human Resource Management, Alexandria, Virginia SHRM – Certified Professional (SHRM-CP)	2015 - present
Michigan State University, School of Labor and Industrial Relations, East Lansing, Michigan Certified Labor Relations Leader	2010 - present
University of Arizona, Eller College of Management, Tucson, Arizona Master of Business Administration	2008
Human Resource Certification Institute, Alexandria, Virginia Certified Professional in Human Resources (PHR)	2001 – present
Arizona State University, Tempe, Arizona Bachelor of Arts, Psychology	1999

PROFESSIONAL AFFILIATIONS

W. P. Carey School of Business Faculty Council Councilmember	2023 – present
Arizona Small Business Association Past Chairman of the Board, Executive Committee (2023) Board Member	2019 – present
SHRM of Greater Phoenix, Phoenix, Arizona Past President, Executive Committee (2023) President, Four Terms; Member, Board of Directors	2002 – present
Society for Human Resource Management, Arizona State Council District Director, Executive Committee (2023 – present) Director; Chapter President	2013 – 2014; 2018; 2020 - present
Maricopa County Workforce Investment Board Board Member	2010 – 2014
Keller Graduate School of Management Visiting Professor	2010 – 2013
University of Arizona, Eller College of Management Business Consultant to Executive MBA Program	2009 – 2012
Maricopa Community College District (Scottsdale, AZ Campus) Chairperson, Cooperative Education Board	2003 – 2009

AWARDS AND RECOGNITION

<i>Arizona State University</i> Professor of Impact Award	May 2023
<i>W. P. Carey School of Business</i> John W. Teets Outstanding Undergraduate Faculty <ul style="list-style-type: none">• Awarded to one undergraduate faculty each academic year; student-awarded• https://news.wpcarey.asu.edu/20220503-w-p-carey-honors-faculty-john-w-teets-outstanding-teaching-awards	May 2022
<i>Arizona Business Magazine</i> 2022 Who's Who in Arizona Business Leadership	January 2022
<i>W. P. Carey School of Business</i> Dean's List for Teaching Impact	April 2021
<i>W. P. Carey Magazine</i> Recognized Faculty Member: "Guiding Might: Top Professors Inspire Students" <ul style="list-style-type: none">• https://wpcareymagazine.com/issue/spring-2021/guiding-might/	April 2021
<i>Arizona Society for Human Resource Management</i> Al O'Connor Lifetime Achievement Award	August 2019

AWARDS AND RECOGNITION (CONTINUED)

Arizona Business Magazine August 2018
2019 Who's Who in Arizona Business Leadership

Arizona Business Magazine September 2017
2018 Who's Who in Arizona Business Leadership

PUBLICATIONS

InBusiness Magazine November 2023
Author: The Data's In: The Secret Sauce for Making Hybrid Work Work

- <https://inbusinessphx.com/special-section/the-datas-in-the-secret-sauce-to-making-hybrid-work-work>

Phoenix Business Journal May 2022
Featured Editorial Author: "Arizona Senators' Independent Leadership Protects Small Businesses"

- <https://www.bizjournals.com/phoenix/news/2022/04/25/arizona-small-business-no-tax-increase.html>

National Public Radio (NPR) November 2021
Cited HR Expert: "White House Orders Workplace Vaccinations; Arizona Officials Vow Fight"

- <https://azbigmedia.com/business/white-house-orders-workplace-vaccinations-arizona-officials-vow-fight/>

National Public Radio (NPR) November 2021
Cited HR Expert: "Labor Shortage for Arizona Businesses"

Arizona Republic September 2021
Featured Editorial Author: "Methane Fee Is Really a Tax on Consumers Who Use Natural Gas"

- <https://www.azcentral.com/story/opinion/op-ed/2021/09/22/methane-fee-really-energy-tax-consumers-who-use-natural-gas/8385526002/>

Arizona Republic July 2021
Featured Editorial Author: "More Boom Times Are Ahead, Thanks to Ducey's Tax Cuts"

- <https://www.azcentral.com/story/opinion/op-ed/2021/07/14/arizona-boom-times-ahead-thanks-gov-duceys-bold-tax-cuts/7934456002/>

Arizona Republic July 2021
Cited HR Expert: "Arizona Municipal Employees Less Diverse than Cities"

- <https://www.azcentral.com/story/news/local/tempe/2021/07/06/arizona-city-employees-less-diverse-than-cities-and-towns/4970764002/>

InBusiness Magazine December 2020
Author: "The 2021 Workplace"

- <https://inbusinessphx.com/partner-section/the-2021-workplace#.YCTHcmhKjD4>

ASU Now August 2020
Cited HR Expert: "Searching for a Job During a Pandemic"

- <https://asunow.asu.edu/20200827-searching-job-during-pandemic>

InBusiness Magazine June 2020
Author: "Returning Employees to Work During a Pandemic" (cover story)

- <https://inbusinessphx.com/partner-section/returning-employees-to-work-during-a-pandemic-whats-so-hard-about-that#.Xuf5w0VKjD4>

PUBLICATIONS (CONTINUED)

- InBusiness Magazine* June 2019
Author: “Ever-Changing World of Small Business Employment” (cover story)
• <https://issuu.com/mediapublishersgroup/docs/inbusiness-june-06-01-2019-issuu-1>
- Phoenix Business Journal* May 2018
Cited HR Expert: “Cover Story: Phoenix’s Low Cost of Living Means CEOs Take a Hit in the Wallet”
- National Public Radio (NPR) April 2018
Cited Expert in News Story Regarding Labor Relations: RedForEd Movement
• <http://fronterasdesk.org/content/638043/trade-unions-stand-solidarity-arizona-redfored-movement>
- The Daily Courier* (Arizona daily newspaper) April 2018
Cited HR Expert: “‘Ban the Box’ Is It Working?”
- Arizona Public Broadcasting Station (PBS) November 2017
Cited HR Expert: Arizona HR Expert: ‘Time Will Tell’ If High-Profile Sexual Harassment Allegations Impact Number of Claims”
• <https://cronkitenews.azpbs.org/2017/11/22/arizona-hr-experts-reevaluate-sexual-harassment-policies/>
- A Recruiter’s Guide to Job Hunting*, AuthorHouse Publishing March 2012
Author
- Society for Human Resource Management (SHRM) Magazine* March 2008
Cited HR Expert: “SHRM Chapters Help Members Get Ready for Arizona Immigration Law”
• Article discussed impact of current immigration legislation on Arizona employers

ABBREVIATED PROFESSIONAL EXPOSURE

- Arizona Society for Human Resource Management State Conference August 2024
Seminar Presenter (conference’s only multiple seminar presenter)
• The Future of Work: How to Attract, Retain, and Engage Gen Z, Remote, and Hybrid Workers
• Tactical Strategies for Recruiting, Retaining, and Developing Veteran Employees
- Missouri Society for Human Resource Management State Conference August 2024
Seminar Presenter
• The Future of Work: How to Attract, Retain, and Engage Gen Z, Remote, and Hybrid Workers
- Central Arizona Human Resource Management Association Meeting June 2024
Keynote Presenter
• Leading and Developing Employees Across Generations
- Arizona Small Business Association’s Fireside Chat Series May 2024
Seminar Series Presenter
• Six seminars for state small business owners on employment topics (i.e., selecting benefits brokers, benefits and compensation best practices for 2024, etc.)
- Arizona Coalition for Military Families Annual Symposium April 2024
Panelist
• Employment and development issues related to veteran employment

ABBREVIATED PROFESSIONAL EXPOSURE (CONTINUED)

SHRM National Talent Conference Seminar Presenter <ul style="list-style-type: none">Tactical Strategies for Recruiting, Retaining, and Developing Veteran Employees	April 2024
Duley Bolwar Pederson Corporate Conference Keynote Presenter <ul style="list-style-type: none">Managing the Modern Workforce: People-Management Data and Best Practices for 2024	April 2024
Strategic Services Institute, Center for Service Leadership W. P. Carey School of Business, Arizona State University Seminar Presenter <ul style="list-style-type: none">Generational Influences on Impending Workplace Changes	February 2024
Internal Revenue Service (IRS) Guidance on Updated Payment Transaction Regulations Arizona Small Business Association and the IRS Seminar Moderator <ul style="list-style-type: none">https://www.asba.com/events/EventDetails.aspx?id=1705493&group=	July 2023
2022 Arizona Bar Convention Seminar Presenter <ul style="list-style-type: none">Progressing Beyond Workplace Bias and Seats at the Table (ethics credit)	June 2022
2021 Labor Law Conference, by Snell & Wilmer & SHRM of Greater Phoenix Master of Ceremony	July 2021
City of Phoenix Economic Forum (“Bagels, Breakfast, and Business”) Seminar Presenter <ul style="list-style-type: none">Engagement and Legal Complexities of Extended Remote Work	April 2021
Society for Human Resource Management of Northern California Seminar Presenter <ul style="list-style-type: none">Returning to Work in a Pandemic: The Economics and the Employment Laws	July 2020
Google for Work (Alphabet) Seminar Presenter <ul style="list-style-type: none">Guest of Google (Alphabet) to discuss tech employment dynamics	June 2020
Society for Human Resource Management (National) Seminar Presenter <ul style="list-style-type: none">Employment in Post-Pandemic America (Encore Presentation)	May 2020
Arizona Small Business Association Seminar Presenter <ul style="list-style-type: none">Returning Employees to Work During a Pandemic: How Hard Could This Be?	May 2020
Society for Human Resource Management of Greater Phoenix Seminar Presenter <ul style="list-style-type: none">Returning Employees to Work During a Pandemic	April 2020
Society for Human Resource Management (National) Seminar Presenter <ul style="list-style-type: none">Employment in Post-Pandemic America	April 2020

ABBREVIATED PROFESSIONAL EXPOSURE (CONTINUED)

Arizona Small Business Association Seminar Presenter <ul style="list-style-type: none">• 2-part webinar series on small business loans and workforce strategies in the age of COVID-19	April 2020
Society for Human Resource Management of Greater Phoenix Seminar Presenter <ul style="list-style-type: none">• 2-part webinar series on workforce management strategies given new COVID-19 employment regulations	April 2020
KPHO (CBS) Phoenix Channel 5 HR Expert <ul style="list-style-type: none">• Interviewed regarding employment aspects of COVID-19 small business loans• https://www.azfamily.com/news/continuing_coverage/coronavirus_coverage/scam-sba-website-adds-to-confusion-over-small-business-loans/article_c227f458-78e6-11ea-b5ca-97f54603bedd.html	April 2020
Fleet Professionals (“FleetPros”) National Industry Conference Seminar Presenter <ul style="list-style-type: none">• Top employment trends for US employers	October 2019
Arizona Society for Human Resource Management Conference Seminar Presenter <ul style="list-style-type: none">• Employment law update focusing on ACA, unemployment, and workers’ compensation	August 2019
Arizona Society for Human Resource Management Conference Seminar Presenter <ul style="list-style-type: none">• AI, blockchain, and advanced technology integrating with HR strategy	August 2019
Society for Human Resource Management of Greater Phoenix Keynote Presenter <ul style="list-style-type: none">• Employment strategy and trends for 2020 for Arizona employers	July 2019
Arizona Total Rewards Association Keynote Presenter <ul style="list-style-type: none">• Job analysis and compensation benchmarking across industries	July 2019
Arizona Construction Innovation Conference Panel Presenter <ul style="list-style-type: none">• 2019/2020 employment trends in the construction industry; presented with a home builder and bank	July 2019
Eye Bank Association of America Seminar Presenter <ul style="list-style-type: none">• Leadership strategy and development in medical offices and hospitals	June 2019
Arizona Total Rewards Association Keynote Presenter <ul style="list-style-type: none">• Compensation strategy and compensation law update for 2019 for Arizona employers	May 2019
United States Department of Veterans Affairs Seminar Presenter <ul style="list-style-type: none">• Presented to military family members on the employment market and job hunting strategies	April 2019

ABBREVIATED PROFESSIONAL EXPOSURE (CONTINUED)

- Arizona Coalition for Military Families April 2019
Seminar Presenter
- Presented with ADP and Intel on strategies for effective integration of veterans into corporate roles
- Legal and Legislative Action Conference January 2019
Keynote Presenter and Moderator
- Presented on employment laws and HR strategy; moderated employment law discussion
- Virginia G. Piper Foundation September 2018
Keynote Presenter
- Presented on HR best practice trends and employment law update for 2018 to Arizona non-profit CEOs
- Arizona Society for Human Resource Management Conference August 2018
Seminar Presenter
- Presented workshop on the strategic deployment and utilization of valid and reliable behavioral assessments for selection and development in the workplace
- United States Air Force July 2018
Seminar Presenter
- Employment update for veterans; entering HR careers from the military
- Arizona Medical Group Management Association June 2018
Seminar Presenter
- “2018 Employment Law and Economic Climate Update”
- Arizona Department of Economic Security (AZ@Work Annual Conference) June 2018
Keynote Presenter
- Coming workplace changes related to generational shifts in employee demographics
- Arizona Coalition for Military Families April 2018
Seminar Presenter
- Presented on impacting barriers to veteran employment in corporate roles
- Employment Law Conference for Society for Human Resource Management of Greater Phoenix April 2018
Master of Ceremony
- Arizona Coalition for Military Families January 2018
Televised Interview
- Television interview discussing role of HR in recruiting, developing, and managing veteran talent
- Arizona Society for Human Resource Management Conference September 2017
Seminar Presenter
- Presented workshop on generational changes in human capital management
- Society for Human Resource Management of Greater Phoenix May 2017
Seminar Presenter
- Presented on updates in employment law and the implementation of Prop. 206
- Society for Human Resource Management of Greater Phoenix April 2017
Seminar Presenter
- Presented on corporate mentoring, succession planning, and hi-po development

ABBREVIATED PROFESSIONAL EXPOSURE (CONTINUED)

- Society for Human Resource Management of Greater Phoenix March 2017
Dinner Seminar Presenter (Keynote)
- Presented an employment law update: new EEOC guidance, AZ Proposition 206, etc.
- Arizona Community Foundation Conference February 2017
Keynote Presenter
- Presented to college scholarship recipients about the Arizona economy and job market
- Nobus Senior Executive Conference September 2014
Keynote Presenter
- Presented on the role of technology in HR metrics and strategic HR leadership
- Arizona Society of CPAs December 2013
Keynote Presenter
- Presented workshop on state of the Arizona economy and workforce planning initiatives
- Arizona Department of Economic Security June 2013
Keynote Presenter
- Two-hour presentation for government leaders regarding employment law and a best practice update