

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

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Eric.Knott@asu.edu

(602) 821-2212

## **SUMMARY OF QUALIFICATIONS**

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- 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**

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FinePoint HR <b>Chief Strategist, Founder</b>	2017 – present
W. P. Carey School of Business, Arizona State University <b>Associate Teaching Professor</b> (2025 – present) <b>Assistant Teaching Professor</b> (2018 – 2025) <b>Full-Time Instructor</b> (2017 – 2018) <b>Part-Time Instructor</b> (2016 – 2017) <b>Faculty Associate</b> (2013 – 2016)	2013 – present
BASIS Educational Group <b>Vice President, Human Resources</b>	2015 – 2017
Goodwill of Central Arizona, Phoenix, Arizona <b>Senior Director, Human Resources</b>	2012 – 2015
Cox Communications, Phoenix, Arizona <b>Senior Human Resource Consultant IV, Labor and Employee Relations</b>	2007 – 2012
Target Corporation, Phoenix, Arizona <b>Senior Human Resource Area Manager</b> <b>Executive Recruiting Area Manager</b> <b>Human Resource District Manager</b>	1999 - 2007

## **EDUCATION**

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

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**PROFESSIONAL AFFILIATIONS**

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W. P. Carey School of Business Faculty Council <b>Councilmember</b>	2023 – present
Arizona Small Business Association Board of Directors <b>Two-Term Chairman of the Board</b> (2021, 2022)	2019 – 2026
SHRM of Greater Phoenix Board of Directors <b>Secretary, Executive Committee</b> (2026) <b>President</b> , Four Terms; <b>Member</b> , Board of Directors	2002 – present
Society for Human Resource Management, Arizona State Council <b>District Director, Executive Committee</b> <b>Director; Chapter President</b>	2013 – 2014; 2018; 2020 - 2025
Maricopa County Workforce Investment Board <b>Board Member</b>	2010 – 2014
Keller Graduate School of Management <b>Visiting Professor</b>	2010 – 2013
University of Arizona, Eller College of Management <b>Business Consultant</b>	2009 – 2012
Maricopa Community College District (Scottsdale, AZ Campus) <b>Chairperson</b> , Cooperative Education Board	2003 – 2009

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**AWARDS AND RECOGNITION**

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<i>Arizona State University</i> <b>Professor of Impact Award</b>	May 2023, December 2024
<i>W. P. Carey School of Business</i> <b>John W. Teets Outstanding Undergraduate Faculty</b>	May 2022
• Awarded to one undergraduate faculty each academic year; student-awarded • <a href="https://news.wpcarey.asu.edu/20220503-w-p-carey-honors-faculty-john-w-teets-outstanding-teaching-awards">https://news.wpcarey.asu.edu/20220503-w-p-carey-honors-faculty-john-w-teets-outstanding-teaching-awards</a>	
<i>Arizona Business Magazine</i> <b>2022 Who's Who in Arizona Business Leadership</b>	January 2022
<i>W. P. Carey School of Business</i> <b>Dean's List for Teaching Impact</b>	April 2021
<i>W. P. Carey Magazine</i> <b>Recognized Faculty Member: "Guiding Might: Top Professors Inspire Students"</b>	April 2021
• <a href="https://wpcareymagazine.com/issue/spring-2021/guiding-might/">https://wpcareymagazine.com/issue/spring-2021/guiding-might/</a>	
<i>Arizona Society for Human Resource Management</i> <b>Al O'Connor Lifetime Achievement Award</b>	August 2019

**AWARDS AND RECOGNITION (CONTINUED)**

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*Arizona Business Magazine*  
**2019 Who's Who in Arizona Business Leadership**

August 2018

*Arizona Business Magazine*  
**2018 Who's Who in Arizona Business Leadership**

September 2017

**PUBLICATIONS**

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*ASU News*

December 2025

**Cited HR and Teaching Expert:** "Polytechnic Campus Has Always Been Home for W. P. Carey Grad"

- <https://news.asu.edu/20251216-sun-devil-community-polytechnic-campus-has-always-been-home-w-p-carey-grad>

*W. P. Carey News*

December 2025

**Cited HR and Teaching Expert:** "Student Projects Provide HR Solutions for Valley Companies"

- <https://news.wpcarey.asu.edu/20251209-student-projects-provide-hr-solutions-valley-companies>

*W. P. Carey Magazine*

December 2025

**Cited HR Expert:** "Veterans' Employment Needs Inspire New ASU Certificate for HR Professionals"

- <https://wpcareymagazine.com/issue/autumn-2025/#hrprofessionals>

National Public Radio (NPR)

April 2025

**Cited HR Expert:** "Generations Colliding at Work"

- <https://www.kjzz.org/business/2025-04-25/voices-of-arizona-gen-xers-eric-knott-hr-professional-on-generations-colliding-at-work>

*ASU News*

November 2024

**Cited HR Expert:** "New ASU Certificate to Address Veteran Underemployment"

- <https://news.asu.edu/20241101-business-and-entrepreneurship-asu-certificate-educate-hr-professionals-veteran-employment>

Arizona Commerce Authority

October 2024

**Cited HR Expert:** "Arizona Small Business Association Unveils Trucking One Stop"

- <https://www.azcommerce.com/news-events/news/2024/10/arizona-small-business-association-unveils-trucking-one-stop/>

*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"

**PUBLICATIONS (CONTINUED)**

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*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>

*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**

**PUBLICATIONS (CONTINUED)**

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*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**

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Society for Human Resource Management of Greater Phoenix

January 2026

**Seminar Presenter**

- Handling Reductions in Force and Separations Compliantly and Professionally
- <https://shrmgp.org/events/EventDetails.aspx?id=2019264&group=>

Prescott Area Human Resource Association

December 2025

**Seminar Presenter**

- Human Resource Best Practice Update for 2026
- <https://shrmgp.org/events/EventDetails.aspx?id=2005430&group=>

Arizona Small Business Association SCALE Regional Conference (Prescott)

December 2025

**Keynote Presenter**

- HR Update for Small Businesses and Start-Ups

Society for Human Resource Management of Greater Phoenix

December 2025

**Seminar Presenter**

- Harassment, Discrimination and EEO Overview for 2026
- <https://shrmgp.org/events/EventDetails.aspx?id=1968378&group=>

Arizona Small Business Association SCALE Regional Conference (Yuma)

November 2025

**Keynote Presenter**

- Managing Labor Relations and Union Exposure in 2026

Southern Arizona Human Resource Association

November 2025

**Seminar Presenter**

- Human Resource Best Practice Update for 2026

Society for Human Resource Management of Greater Phoenix

November 2025

**Seminar Presenter**

- Labor Relations Fundamentals for Non-Unionized Workforces
- <https://shrmgp.org/events/EventDetails.aspx?id=1968381&group=>

Society for Human Resource Management of Greater Phoenix

October 2025

**Seminar Presenter**

- Compensation Fundamentals for HR Professionals
- <https://shrmgp.org/events/EventDetails.aspx?id=1968377&group=>

Society for Human Resource Management of Greater Phoenix

September 2025

**Seminar Presenter**

- Overview of Compulsory Benefits Requirements for Employers
- <https://shrmgp.org/events/EventDetails.aspx?id=1968376&group=>

**ABBREVIATED PROFESSIONAL EXPOSURE (CONTINUED)**

Arizona Small Business Association SCALE Regional Conference (Bisbee) September 2025  
**Keynote Presenter**

- HR Update for Small Businesses and Start-Ups

City of Tolleson, Arizona September 2025  
**Keynote Presenter**

- ChatGPT for HR Professionals and Business Operations

Society for Human Resource Management of Greater Phoenix September 2025  
**Seminar Presenter**

- HR Department of One: 2025 Update for Small- to Medium-Sized Employers
- <https://shrmgp.org/events/EventDetails.aspx?id=1968375&group=>

Society for Human Resource Management of Greater Phoenix August 2025  
**Seminar Presenter**

- Fundamentals of Voluntary Employer Benefits
- <https://shrmgp.org/events/EventDetails.aspx?id=1968373&group=>

Mohave County Human Resource Association August 2025  
**Seminar Presenter**

- Human Resource Best Practice Update for 2025

Arizona Small Business Association SCALE Regional Conference (Buckeye) August 2025  
**Keynote Presenter**

- HR Update for Small Businesses and Start-Ups

Society for Human Resource Management of Greater Phoenix July 2025  
**Seminar Presenter**

- Using AI for Intermediate and Advanced HR Operations
- <https://shrmgp.org/events/EventDetails.aspx?id=1968372&group=>

Society for Human Resource Management of Greater Phoenix July 2025  
**Roundtable Moderator**

- Total Rewards Roundtable for HR Executives Only

W. P. Carey School of Business Administration Presentation July 2025  
**Seminar Presenter**

- ChatGPT for HR Professionals and Business Operations

Yavapai County United Way May 2025  
**Keynote Speaker**

- Human Resource Best Practice Update for 2025

Yavapai County Distinguished Speaker Series May 2025  
**Panelist**

- Housing and Employment Community Forum (featuring municipal and county politicians and regulators)

Yavapai County Contractors Association May 2025  
**Panelist**

- Employment Law Q & A Open Forum for County Employers

**ABBREVIATED PROFESSIONAL EXPOSURE (CONTINUED)**

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Society for Human Resource Management of Greater Phoenix	May 2025
<b>Seminar Presenter</b>	
<ul style="list-style-type: none"><li>• Harassment, Discrimination and EEO Overview for 2025</li><li>• <a href="https://shrmgp.org/events/EventDetails.aspx?id=1943890&amp;group=">https://shrmgp.org/events/EventDetails.aspx?id=1943890&amp;group=</a></li></ul>	
Society for Human Resource Management of Greater Phoenix	April 2025
<b>Seminar Presenter</b>	
<ul style="list-style-type: none"><li>• Labor Relations Fundamentals for Non-Unionized Workforces</li><li>• <a href="https://shrmgp.org/events/EventDetails.aspx?id=1921014&amp;group=">https://shrmgp.org/events/EventDetails.aspx?id=1921014&amp;group=</a></li></ul>	
Society for Human Resource Management of Greater Phoenix	April 2025
<b>Seminar Presenter</b>	
<ul style="list-style-type: none"><li>• Compensation Fundamentals for HR Professionals</li><li>• <a href="https://shrmgp.org/events/EventDetails.aspx?id=1910650&amp;group=">https://shrmgp.org/events/EventDetails.aspx?id=1910650&amp;group=</a></li></ul>	
Yavapai County Contractors Association	March 2025
<b>Keynote Presenter</b>	
<ul style="list-style-type: none"><li>• 2025 HR Best Practices for Construction and Mining Industries</li></ul>	
Arizona LeadingAge Conference	March 2025
<b>Seminar Presenter</b>	
<ul style="list-style-type: none"><li>• Adapting to the Modern Workforce: Shifting Expectations, New Best Practices, and Legal Changes</li></ul>	
Society for Human Resource Management of Greater Phoenix	March 2025
<b>Seminar Presenter</b>	
<ul style="list-style-type: none"><li>• Overview of Compulsory Benefits Requirements for Employers</li><li>• <a href="https://shrmgp.org/events/EventDetails.aspx?id=1910649&amp;group=">https://shrmgp.org/events/EventDetails.aspx?id=1910649&amp;group=</a></li></ul>	
Society for Human Resource Management of Greater Phoenix	February 2025
<b>Seminar Presenter</b>	
<ul style="list-style-type: none"><li>• Fundamentals of Employer Voluntary Benefits</li><li>• <a href="https://shrmgp.org/events/EventDetails.aspx?id=1910648&amp;group=">https://shrmgp.org/events/EventDetails.aspx?id=1910648&amp;group=</a></li></ul>	
Society for Human Resource Management of Greater Phoenix	February 2025
<b>Seminar Presenter</b>	
<ul style="list-style-type: none"><li>• HR Department of One: 2025 Update for Small- to Medium-Sized Employers</li><li>• <a href="https://shrmgp.org/events/EventDetails.aspx?id=1910647&amp;group=">https://shrmgp.org/events/EventDetails.aspx?id=1910647&amp;group=</a></li></ul>	
Society for Human Resource Management of Greater Phoenix	January 2025
<b>Seminar Presenter</b>	
<ul style="list-style-type: none"><li>• Using AI for Intermediate and Advanced HR Operations</li><li>• <a href="https://shrmgp.org/events/EventDetails.aspx?id=1910646&amp;group=">https://shrmgp.org/events/EventDetails.aspx?id=1910646&amp;group=</a></li></ul>	
Society for Human Resource Management of Greater Phoenix	January 2025
<b>Presentation Moderator</b>	
<ul style="list-style-type: none"><li>• Election Impact: What Arizona HR Leaders Need to Know for 2025</li><li>• <a href="https://shrmgp.org/events/EventDetails.aspx?id=1907290&amp;group=">https://shrmgp.org/events/EventDetails.aspx?id=1907290&amp;group=</a></li></ul>	

**ABBREVIATED PROFESSIONAL EXPOSURE (CONTINUED)**

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Society for Human Resource Management of Greater Phoenix  
**Seminar Presenter**

December 2024

- Using AI for Intermediate and Advanced HR Operations
- <https://shrmgp.org/events/EventDetails.aspx?id=1910645&group=>

Society for Human Resource Management of Greater Phoenix  
**Seminar Presenter**

September 2024

- Unlocking the Value of Military Talent (with Arizona Coalition for Military Families)
- <https://shrmgp.org/events/EventDetails.aspx?id=1816954&group=>

Arizona State Society for Human Resource Management Annual Conference  
**Double Seminar Presenter**

August 2024

- A Data-Driven Look at Engaging and Developing the 2024 Worker
- A 2024 Boot Camp for Employing and Developing Veteran Talent

Missouri State Human Resource Association Annual Conference  
**Seminar Presenter**

August 2024

- A Data-Driven Look at Engaging and Developing the 2024 Worker

Central Arizona Human Resource Association Seminar  
**Keynote Presenter**

June 2024

- A Data-Driven Look at Engaging and Developing the 2024 Worker

Arizona Coalition for Military Families Annual Symposium  
**Panelist**

April 2024

- Employment and development issues related to veteran employment

SHRM National Talent Conference  
**Seminar Presenter**

April 2024

- Tactical Strategies for Recruiting, Retaining, and Developing Veteran Employees

Duley Bolwar Pederson Corporate Conference  
**Keynote Presenter**

April 2024

- Managing the Modern Workforce: People-Management Data and Best Practices for 2024

Strategic Services Institute, Center for Service Leadership  
**Seminar Presenter**

February 2024

- Generational Influences on Impending Workplace Changes

Arizona Small Business Association (“Arizona Speaks”)  
**Seminar Moderator**

July 2023

- Internal Revenue Service Guidance on Updated Payment Transaction Regulations
- <https://www.asba.com/events/EventDetails.aspx?id=1705493&group=>

2022 Arizona Bar Convention  
**Seminar Presenter**

June 2022

- Progressing Beyond Workplace Bias and Seats at the Table (ethics credit)

2021 Labor Law Conference, by Snell & Wilmer & SHRM of Greater Phoenix  
**Master of Ceremony**

July 2021

**ABBREVIATED PROFESSIONAL EXPOSURE (CONTINUED)**

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City of Phoenix Economic Forum (“Bagels, Breakfast, and Business”)	April 2021
<b>Seminar Presenter</b>	
• Engagement and Legal Complexities of Extended Remote Work	
Society for Human Resource Management of Northern California	July 2020
<b>Seminar Presenter</b>	
• Returning to Work in a Pandemic: The Economics and the Employment Laws	
Google for Work (Alphabet)	June 2020
<b>Seminar Presenter</b>	
• Guest of Google (Alphabet) to discuss tech employment dynamics	
Society for Human Resource Management (National)	May 2020
<b>Seminar Presenter</b>	
• Employment in Post-Pandemic America (Encore Presentation)	
Arizona Small Business Association	May 2020
<b>Seminar Presenter</b>	
• Returning Employees to Work During a Pandemic: How Hard Could This Be?	
Society for Human Resource Management of Greater Phoenix	April 2020
<b>Seminar Presenter</b>	
• Returning Employees to Work During a Pandemic	
Society for Human Resource Management (National)	April 2020
<b>Seminar Presenter</b>	
• Employment in Post-Pandemic America	
Arizona Small Business Association	April 2020
<b>Seminar Presenter</b>	
• 2-part webinar series on small business loans and workforce strategies in the age of COVID-19	
Society for Human Resource Management of Greater Phoenix	April 2020
<b>Seminar Presenter</b>	
• 2-part webinar series on workforce management strategies given new COVID-19 employment regulations	
KPHO (CBS) Phoenix Channel 5	April 2020
<b>HR Expert</b>	
• Interviewed regarding employment aspects of COVID-19 small business loans	
• <a href="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">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</a>	
Fleet Professionals (“FleetPros”) National Industry Conference	October 2019
<b>Seminar Presenter</b>	
• Top employment trends for US employers	
Arizona Society for Human Resource Management Conference	August 2019
<b>Seminar Presenter</b>	
• Employment law update focusing on ACA, unemployment, and workers’ compensation	

**ABBREVIATED PROFESSIONAL EXPOSURE (CONTINUED)**

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Arizona Society for Human Resource Management Conference	August 2019
<b>Seminar Presenter</b>	
• AI, blockchain, and advanced technology integrating with HR strategy	
Society for Human Resource Management of Greater Phoenix	July 2019
<b>Keynote Presenter</b>	
• Employment strategy and trends for 2020 for Arizona employers	
Arizona Total Rewards Association	July 2019
<b>Keynote Presenter</b>	
• Job analysis and compensation benchmarking across industries	
Arizona Construction Innovation Conference	July 2019
<b>Panel Presenter</b>	
• 2019/2020 employment trends in the construction industry; presented with a home builder and bank	
Eye Bank Association of America	June 2019
<b>Seminar Presenter</b>	
• Leadership strategy and development in medical offices and hospitals	
Arizona Total Rewards Association	May 2019
<b>Keynote Presenter</b>	
• Compensation strategy and compensation law update for 2019 for Arizona employers	
United States Department of Veterans Affairs	April 2019
<b>Seminar Presenter</b>	
• Presented to military family members on the employment market and job hunting strategies	
Arizona Coalition for Military Families	April 2019
<b>Seminar Presenter</b>	
• Presented with ADP and Intel on strategies for effective integration of veterans into corporate roles	
Legal and Legislative Action Conference	January 2019
<b>Keynote Presenter and Moderator</b>	
• Presented on employment laws and HR strategy; moderated employment law discussion	
Virginia G. Piper Foundation	September 2018
<b>Keynote Presenter</b>	
• 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
<b>Seminar Presenter</b>	
• 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
<b>Seminar Presenter</b>	
• Employment update for veterans; entering HR careers from the military	

**ABBREVIATED PROFESSIONAL EXPOSURE (CONTINUED)**

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Arizona Medical Group Management Association <b>Seminar Presenter</b>	June 2018
• “2018 Employment Law and Economic Climate Update”	
Arizona Department of Economic Security (AZ@Work Annual Conference) <b>Keynote Presenter</b>	June 2018
• Coming workplace changes related to generational shifts in employee demographics	
Arizona Coalition for Military Families <b>Seminar Presenter</b>	April 2018
• Presented on impacting barriers to veteran employment in corporate roles	
Employment Law Conference for Society for Human Resource Management of Greater Phoenix <b>Master of Ceremony</b>	April 2018
Arizona Coalition for Military Families <b>Televised Interview</b>	January 2018
• Television interview discussing role of HR in recruiting, developing, and managing veteran talent	
Arizona Society for Human Resource Management Conference <b>Seminar Presenter</b>	September 2017
• Presented workshop on generational changes in human capital management	
Society for Human Resource Management of Greater Phoenix <b>Seminar Presenter</b>	May 2017
• Presented on updates in employment law and the implementation of Prop. 206	
Society for Human Resource Management of Greater Phoenix <b>Seminar Presenter</b>	April 2017
• Presented on corporate mentoring, succession planning, and hi-po development	
Society for Human Resource Management of Greater Phoenix <b>Dinner Seminar Presenter (Keynote)</b>	March 2017
• Presented an employment law update: new EEOC guidance, AZ Proposition 206, etc.	
Arizona Community Foundation Conference <b>Keynote Presenter</b>	February 2017
• Presented to college scholarship recipients about the Arizona economy and job market	
Nobus Senior Executive Conference <b>Keynote Presenter</b>	September 2014
• Presented on the role of technology in HR metrics and strategic HR leadership	
Arizona Society of CPAs <b>Keynote Presenter</b>	December 2013
• Presented workshop on state of the Arizona economy and workforce planning initiatives	
Arizona Department of Economic Security <b>Keynote Presenter</b>	June 2013
• Two-hour presentation for government leaders regarding employment law and a best practice update	