

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 Associate Teaching Professor (2025 – present) Assistant Teaching Professor (2018 – 2025) Full-Time Instructor (2017 – 2018) Part-Time Instructor (2016 – 2017) Faculty Associate (2013 – 2016)	2013 – 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 Board of Directors Two-Term Chairman of the Board (2021, 2022)	2019 – 2026
SHRM of Greater Phoenix Board of Directors Secretary, Executive Committee (2026) President , Four Terms; Member , Board of Directors	2002 – present
Society for Human Resource Management, Arizona State Council District Director, Executive Committee Director; Chapter President	2013 – 2014; 2018; 2020 - 2025
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	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, December 2024
<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-awardedhttps://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

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)

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)

- 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

- 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) Keynote Presenter <ul style="list-style-type: none">• HR Update for Small Businesses and Start-Ups	September 2025
City of Tolleson, Arizona Keynote Presenter <ul style="list-style-type: none">• ChatGPT for HR Professionals and Business Operations	September 2025
Society for Human Resource Management of Greater Phoenix Seminar Presenter <ul style="list-style-type: none">• HR Department of One: 2025 Update for Small- to Medium-Sized Employers• https://shrmgp.org/events/EventDetails.aspx?id=1968375&group=	September 2025
Society for Human Resource Management of Greater Phoenix Seminar Presenter <ul style="list-style-type: none">• Fundamentals of Voluntary Employer Benefits• https://shrmgp.org/events/EventDetails.aspx?id=1968373&group=	August 2025
Mohave County Human Resource Association Seminar Presenter <ul style="list-style-type: none">• Human Resource Best Practice Update for 2025	August 2025
Arizona Small Business Association SCALE Regional Conference (Buckeye) Keynote Presenter <ul style="list-style-type: none">• HR Update for Small Businesses and Start-Ups	August 2025
Society for Human Resource Management of Greater Phoenix Seminar Presenter <ul style="list-style-type: none">• Using AI for Intermediate and Advanced HR Operations• https://shrmgp.org/events/EventDetails.aspx?id=1968372&group=	July 2025
Society for Human Resource Management of Greater Phoenix Roundtable Moderator <ul style="list-style-type: none">• Total Rewards Roundtable for HR Executives Only	July 2025
W. P. Carey School of Business Administration Presentation Seminar Presenter <ul style="list-style-type: none">• ChatGPT for HR Professionals and Business Operations	July 2025
Yavapai County United Way Keynote Speaker <ul style="list-style-type: none">• Human Resource Best Practice Update for 2025	May 2025
Yavapai County Distinguished Speaker Series Panelist <ul style="list-style-type: none">• Housing and Employment Community Forum (featuring municipal and county politicians and regulators)	May 2025
Yavapai County Contractors Association Panelist <ul style="list-style-type: none">• Employment Law Q & A Open Forum for County Employers	May 2025

ABBREVIATED PROFESSIONAL EXPOSURE (CONTINUED)

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

ABBREVIATED PROFESSIONAL EXPOSURE (CONTINUED)

Society for Human Resource Management of Greater Phoenix Seminar Presenter <ul style="list-style-type: none">Using AI for Intermediate and Advanced HR Operationshttps://shrmgp.org/events/EventDetails.aspx?id=1910645&group=	December 2024
Society for Human Resource Management of Greater Phoenix Seminar Presenter <ul style="list-style-type: none">Unlocking the Value of Military Talent (with Arizona Coalition for Military Families)https://shrmgp.org/events/EventDetails.aspx?id=1816954&group=	September 2024
Arizona State Society for Human Resource Management Annual Conference Double Seminar Presenter <ul style="list-style-type: none">A Data-Driven Look at Engaging and Developing the 2024 WorkerA 2024 Boot Camp for Employing and Developing Veteran Talent	August 2024
Missouri State Human Resource Association Annual Conference Seminar Presenter <ul style="list-style-type: none">A Data-Driven Look at Engaging and Developing the 2024 Worker	August 2024
Central Arizona Human Resource Association Seminar Keynote Presenter <ul style="list-style-type: none">A Data-Driven Look at Engaging and Developing the 2024 Worker	June 2024
Arizona Coalition for Military Families Annual Symposium Panelist <ul style="list-style-type: none">Employment and development issues related to veteran employment	April 2024
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 Seminar Presenter <ul style="list-style-type: none">Generational Influences on Impending Workplace Changes	February 2024
Arizona Small Business Association (“Arizona Speaks”) Seminar Moderator <ul style="list-style-type: none">Internal Revenue Service Guidance on Updated Payment Transaction Regulationshttps://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

ABBREVIATED PROFESSIONAL EXPOSURE (CONTINUED)

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
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 loanshttps://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

ABBREVIATED PROFESSIONAL EXPOSURE (CONTINUED)

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
Arizona Coalition for Military Families Seminar Presenter <ul style="list-style-type: none">Presented with ADP and Intel on strategies for effective integration of veterans into corporate roles	April 2019
Legal and Legislative Action Conference Keynote Presenter and Moderator <ul style="list-style-type: none">Presented on employment laws and HR strategy; moderated employment law discussion	January 2019
Virginia G. Piper Foundation Keynote Presenter <ul style="list-style-type: none">Presented on HR best practice trends and employment law update for 2018 to Arizona non-profit CEOs	September 2018
Arizona Society for Human Resource Management Conference Seminar Presenter <ul style="list-style-type: none">Presented workshop on the strategic deployment and utilization of valid and reliable behavioral assessments for selection and development in the workplace	August 2018
United States Air Force Seminar Presenter <ul style="list-style-type: none">Employment update for veterans; entering HR careers from the military	July 2018

ABBREVIATED PROFESSIONAL EXPOSURE (CONTINUED)

Arizona Medical Group Management Association Seminar Presenter <ul style="list-style-type: none">• “2018 Employment Law and Economic Climate Update”	June 2018
Arizona Department of Economic Security (AZ@Work Annual Conference) Keynote Presenter <ul style="list-style-type: none">• Coming workplace changes related to generational shifts in employee demographics	June 2018
Arizona Coalition for Military Families Seminar Presenter <ul style="list-style-type: none">• Presented on impacting barriers to veteran employment in corporate roles	April 2018
Employment Law Conference for Society for Human Resource Management of Greater Phoenix Master of Ceremony	April 2018
Arizona Coalition for Military Families Televised Interview <ul style="list-style-type: none">• Television interview discussing role of HR in recruiting, developing, and managing veteran talent	January 2018
Arizona Society for Human Resource Management Conference Seminar Presenter <ul style="list-style-type: none">• Presented workshop on generational changes in human capital management	September 2017
Society for Human Resource Management of Greater Phoenix Seminar Presenter <ul style="list-style-type: none">• Presented on updates in employment law and the implementation of Prop. 206	May 2017
Society for Human Resource Management of Greater Phoenix Seminar Presenter <ul style="list-style-type: none">• Presented on corporate mentoring, succession planning, and hi-po development	April 2017
Society for Human Resource Management of Greater Phoenix Dinner Seminar Presenter (Keynote) <ul style="list-style-type: none">• Presented an employment law update: new EEOC guidance, AZ Proposition 206, etc.	March 2017
Arizona Community Foundation Conference Keynote Presenter <ul style="list-style-type: none">• Presented to college scholarship recipients about the Arizona economy and job market	February 2017
Nobus Senior Executive Conference Keynote Presenter <ul style="list-style-type: none">• Presented on the role of technology in HR metrics and strategic HR leadership	September 2014
Arizona Society of CPAs Keynote Presenter <ul style="list-style-type: none">• Presented workshop on state of the Arizona economy and workforce planning initiatives	December 2013
Arizona Department of Economic Security Keynote Presenter <ul style="list-style-type: none">• Two-hour presentation for government leaders regarding employment law and a best practice update	June 2013