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Owner of Southeastern Employers Association, have practiced Human Resource consulting for over 40 years. Worked with employers in EEOC and state Human Rights Commissions with Title VII discrimination charges. Worked with employers advising on wage-hour matters including equal pay and exemption requirements. Worked with employers in NLRB matters including representation hearings, contract negotiations, and grievances. Worked with employers on a daily basis advising on a wide variety of issues such as how to properly terminate an employee, layoff employees, hiring employees, and disciplining employees without getting into trouble. Assist employers in preparing employee handbooks. Member of SHRM.