



Craig Pratt, SPHR, Craig Pratt & Associates, Inc.
Human Resources Consultant, Curriculum Vitae

Forensic Experience

- Trial-qualified expert testimony (48 trial appearances, 1990-2005)
- Retained human resources management expert for plaintiffs and defendants in more than 550 Federal and California Superior Court cases during 1990-2005 period, including the landmark sexual harassment case, *Ellison v. Brady*
- Retained fact-finder in large-scale, in-depth investigations of race discrimination, sexual harassment and hostile work environment complaints.

Management Consulting Experience

Craig Pratt & Associates, Inc. 1986-present Oakland, CA
Interim HR Director
Consultant in all areas of human resources management policy, procedure and practice including:
• development of employee policies • recruitment/selection
• training managers and supervisors • fair employment practices

Drake Beam Morin Inc. 1986-87 San Francisco, Walnut Creek

Corporate Experience

The Standard Oil Company 1979-1986 San Francisco, CA, Denver, CO, Dallas, TX
Titles: Regional Manager, Employee Relations
Regional Manager, Personnel Support Services & HRIS
Division Human Resources Manager
Research and Development Center Employee Relations Manager
Webb Division Exploration and Production Employee Relations Supervisor
Senior Recruiter

Hallmark Cards 1976-1979 Santa Ana, CA
Titles: Area Sales Employment Manager, Account Manager.

Carnation Foods, Inc 1975-1976 San Leandro, CA
Title: Account Representative

Education

MSW (Administration) **University of California, Berkeley** June, 1975
Thesis: Manpower Utilization in Public Agencies; Internship: Management Training
AB (Honors), Social Welfare, **University of California, Berkeley** August, 1973
Distinguished Undergraduate of the Year

Teaching/Training

Adjunct Professor, School of Management
2006 John F. Kennedy University, Pleasant Hill, California

Conference Presenter
2002 & 2004 Annual Conference Speaker, Society of Human Resources Management
2002 Hospital Human Resources Management Association
2002-2003 SHRM Audio-cast Presenter & "Chat/Forum" Host

Facilitator
Lorman Education Services, Speaker/Trainer, 2001-2006

Northern California Human Resources Council - SPHR/PHR Preparation Program
1996-97, 2000-2001 Certification Training Program

Craig E. Pratt, SPHR • Human Resources Consultant • Curriculum Vitae • January, 2006 version • 248 Third Street, #739 • Oakland, CA 94607 • (510) 625-1520 • FAX (510) 868-0254 Note: This curriculum vitae is prepared for distribution via the Internet (HYPERLINK"<http://www.expertinhr.com>") and should be independently verified by phoning 510-625-1520

Witness Preparation Training Videotape

American Bar Association Summer, 1998

(Section of Litigation and Section of Employment and Labor Law)

Conducting Harassment/Discrimination Investigations

Alameda County Bar Association Summer, 1998

Certification/Licensing

Senior Professional Human Resources Certification awarded by the Human Resources Certification Institute.

California Private Investigator's License "Managing Agent" # PI-21713

Professional Affiliations

Task Force Chair, California State Council, Society of Human Resources Management "Cal-certification" Project

National Board of Governors (Elected Fall, 1999-2002), Consultants' Professional Emphasis Group, Society for Human Resources Management (SHRM)

Northern California Human Resources Association (NCHRA)

Board of Directors and Corporation Secretary, Mira Vista Golf and Country Club

Legislative Testimony

April, 2, 2001 California Assembly Business and Professions Committee at the request Of the Professionals in Human Resources Ass'n. (PIHRA)

June, 2001 California State Senate Business and Professions Committee

Military

United States Marine Corps, 1965-1967

Vietnam Era Veteran

Print Publications

HR Techniques for ADA Compliance

SHRM White Paper, Society for Human Resources Management, August 2005

A Litigator's Guide to Human Resources Management Trial Testimony: What an Attorney Should Expect, Daily Journal, March 25, 2005.

The Disruptive Employee: Preventing Every Manager's Nightmare Scenario, Workplace Violence Prevention Reporter, Vol. 10, Number 2, March, 2004

A Slippery Slope: When Office Romances are a Manager's Business, Workplace Violence Prevention Reporter, Vol. 10, Number 3, April, 2004

"Conducting Workplace Harassment Investigations: How to be Fair, Thorough and Legal" (co-authored with Amy Oppenheimer) Alexandria, VA Society for Human Resources Management, May, 2002

Before You Sue Your Boss, San Francisco Examiner, May 6, 1999

Writer, Editor, Publisher

The Practical People Manager Newsletter

Human Resources Expert/Consultant

Some Tips for Coping with New ADA Rules, San Francisco Chronicle, July 13, 1992

(SB-198) Tips for Complying with the New Law, San Francisco Chronicle, June 26, 1991