



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

### Forensic Experience

- Trial-qualified expert testimony (67 trial appearances, 1990-2010)
- Retained human resources management expert for plaintiffs and defendants in more than 850 Federal and California Superior Court cases during 1990-2010 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.

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### 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

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### 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

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### 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

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### Teaching/Training

**Adjunct Professor, School of Management**  
2006-2008 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

**SHRM-referred Opinion Resource 1999-Present**

Radio stations, business press, public press

**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

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**Certification/Licensing**

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

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

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**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

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**Legislative Testimony**

April, 2, 2001 California Assembly Business and Professions Committee speaking for  
Professionals in Human Resources Ass'n. (PIHRA)

June, 2001 California State Senate Business and Professions Committee

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**Military**

United States Marine Corps, 1965-1967

Vietnam Era Veteran

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**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