

Biographical Sketch

Jennifer Newingham
President



Specialization

Jennifer Newingham, PHR, SHRM-CP, is the President of MALY CONSULTING LLC, a consulting firm specializing in compliance and the demographic and statistical analyses required by the Department of Labor's Office of Federal Contract Compliance Programs (OFCCP). She is a frequent trainer, lecturer and speaker on the technical aspects of workplace equal employment opportunity and affirmative action (EEO/AA). Ms. Newingham manages the MALY functional consulting team through the full client AAP life cycle including assisting clients either onsite or offsite during compliance reviews with the OFCCP, and advises clients on general EEO/AA regulatory issues. Her firm's website, www.malyconsulting.com, is known to be one of the most reliable, trusted sources of EEO/AA/AAP information on the Internet.

Business Background

Prior to joining MALY CONSULTING LLC, Ms. Newingham held human resources management positions with Boeing Employees' Credit Union (BECU) and the County of Sonoma, CA. Ms. Newingham served as Sonoma County's Equal Employment Opportunity Officer and Sr. Recruitment Analyst, conducting investigations for all complaints of discrimination and sexual harassment for Sonoma County. As Employment Manager for BECU, Ms. Newingham oversaw the development of affirmative action programs and all recruiting and hiring activities. She has extensive knowledge and experience in recruitment and statistical testing.

Ms. Newingham's education and broad experience in human resources and recruitment provide a pragmatic background in understanding the systems and procedures needed in a Human Resources department for successful development of Affirmative Action Programs.

Education

- Bachelor of Arts, Liberal Arts - Evergreen State College, Olympia, WA
Emphasis: Human Resources Management

Ms. Newingham maintains her PHR and SHRM-CP certifications and EEO/AA expertise through continuing education and training sponsored by the National Employment Law Institute and the Society for Human Resources Management (SHRM).

Affiliations

Ms. Newingham's current memberships include the Society for Human Resource Management (SHRM), the Charlotte, NC Area Liaison Group, the Anderson Area Chamber of Commerce, and Greenville, SC SHRM.