



BIOGRAPHY

Joan E. Moore, J.D., SPHR, SHRM-SCP

Joan E. Moore is the President and founder of The Arbor Consulting Group, Inc. Arbor is a national human resources consulting firm specializing in HR risk management and regulatory affirmative action compliance. Arbor works with Federal government contractors and subcontractors to preserve federal revenues and avoid liability by managing risk in OFCCP audits. Arbor also conducts HR investigations, employee relations assessments and manages conciliation agreements and consent decree implementation.

Ms. Moore is an attorney, nationally-recognized speaker, author, certified Senior Professional in Human Resources (SPHR) and Society for Human Resources Management, Senior Certified Professional (SHRM-SCP). She holds a Bachelor of Science degree in multi-disciplinary social science from Michigan State University and Doctor of Jurisprudence from the School of Law at Case Western Reserve University and is a member of the Ohio Bar.

Ms. Moore has many years of experience in the affirmative action and diversity arenas and has consulted on EEO and affirmative action issues for clients across the U.S. Her expertise is in managing difficult OFCCP affirmative action audits for successful outcomes and she has a superior track record. For the majority of the organizations where Arbor has both prepared the AAP and managed the audit, letters of compliance have been issued – the best possible audit outcome. Her combined legal/HR background positions her to work multi-dimensionally across organizations to determine the best course of action given the difficult and often complex nature of these issues.

Ms. Moore was recognized by *Crain's Detroit Business* as one of its 100 Most Influential Women. She is a frequent lecturer and seminar leader and has written several articles on a range of HR topics, including affirmative action and OFCCP audits and is a media contact for SHRM. She also is a faculty member of the National Employment Law Institute (NELI) Affirmative Action Workshop and Briefing. Ms. Moore also conducts a series of webinars on affirmative action issues, such as the new Protected Veterans and Individuals with Disabilities regulations, the internet applicant definition and how to prepare for an OFCCP audit.

In 2014, Ms. Moore was re-appointed Chair, by the Society for Human Resources Management (SHRM), of its National Ethics Hearing Committee, reporting to the Board of Directors. In addition, Ms. Moore received the Merlanti Ethics Award from the College of Business at Eastern Michigan University. She also has served on the National Organizational Development Expert Panel for SHRM, and was on the SHRM Human Resource Development Committee and the National SHRM Area III Board.

The Arbor Consulting Group, Inc.

186 E. Main Street, Suite 201, Northville, MI 48167 • Phone (248) 349-9002 • Fax (248) 349-9029

www.arborhr.com • arbor@arborhr.com