



Karen L. Martin, SPHR

Human Resources consultant with over 20 years of executive-level multi-state and international experience in strategic planning, organizational development, risk management, training, sexual harassment and other workplace investigations, acquisitions and mergers, employee relations as well as development and implementation of policies and procedures, commission plans, compensation programs, leave of absence and COBRA administration. Expert witness in matters related to sexual harassment and standard Human Resources practices.

Representative Industry Experience:

Ambulatory Medical Clinics	Chemical Analysis Laboratories
International Healthcare Consulting	Non-Profit Organizations
Broadcasting	Cosmetic & Skin Care Products
Telecommunications	Banking & Insurance Services
Worldwide Grocery Store Chain	Mining-Engineering/Construction/Operation
Manufacturing, Including Aerospace	Construction
Machine Shops	Law Firms
Distributors	Insurance Brokers

Representative Projects:

- Sexual Harassment and other workplace investigations.
- Due Diligence and implementation of acquisitions/mergers, including due diligence, culture integration, employee communication plans, benefit plan integration, employee training and development plans, and identification of grapevine channels.
- Organizational interventions, including executive coaching, culture changes, employee communication plans.
- Orchestration of business and/or facility closures, including WARN Act compliance, employee communication plans, severance package design, and employee terminations.
- Development of policies and procedures designed to drive organizational goals.
- Client preparation and oversight during DOL audits.
- Design and implementation of performance management systems.
- Administration of Leave of Absence programs and COBRA administration
- Supervisor training.
- Employee benefit, compensation packages, and personnel policies to align Human Resources with business strategies.
- Human Resources and Employee Benefits audits to assure compliance with laws and regulations.

Background:

Certified Senior Professional in Human Resources
National Leadership & Academic Advisory Board, Workforce Productivity Technology Council
Former VP, Leadership, Professionals in Human Resources Association (PIHRA)
Former District 9 Chair, Professionals in Human Resources Association (PIHRA)
Member, Society of Human Resources Management (SHRM)
Member, National Human Resources Association (NHRA)
HR Committee Member, Boys & Girls Club of Conejo
