

C.R. "Bob" Holmes. Strategic Management Group
By Helene Lohr

So many of us start our businesses on a wing and a prayer and one day find out we're really on our way. We hire our first employees and feel "official". We do all the right things, starting with payroll and workers compensation insurance, moving on to employee benefits and one day we look around. Our staff has grown and it's time to make sure we comply with all the state and federal regulations. Are we really in compliance? Can we get in trouble? Are we properly protecting ourselves when we hire and fire? What does our employee manual say about this? Employee manual???

Larger companies hire a full time Human Resources manager who attends to all these various and sundry matters. But what about the small businessperson, with 15-450 employees, who needs somewhere to turn for assistance? Enter Bob Holmes and Strategic Management Group, a consulting firm specializing in human resources, personnel management and strategic planning issues for small to midsize companies. Their clients are in all types of manufacturing, distribution, retail and professional services corporations. Bob is the founder and has more than 20 years experience in all aspects of human resources and labor relations. He has held professional positions at major corporations such as Twentieth Century-Film Corp. and Hughes Aircraft Company, as well as raw start-ups in the airline industry and emerging growth companies in banking, retailing and the computer industry.

Strategic Management Group has represented clients at unemployment insurance hearings and in dealing with Labor Commissioner charges as well as preparing for INS audits of I-9 forms and compliance. They have drafted and revised personnel policies and provided contract recruitment services. Their on-site training, customized for clients' needs, is available in a variety of areas such as negotiating skills, customer service, and sexual harassment awareness. Additionally, they determine if a company's current benefits plan is cost effective and meeting the needs of management and workforce.

After moving to Southern California while in junior high school, Bob earned his Bachelor of Arts degree in Political Science from UCLA in 1968 and later a Certificate in Industrial Relations and a professional Designation in Affirmative Action Program Management. Following graduation, he served three years in the U.S. Army and was awarded the Bronze Star for service as a Captain in Vietnam.

Bob Holmes is no stranger to Manhattan Beach. His community and civic involvements are numerous. He was elected and served on our City Council, (including 3 times as mayor) from 1980 to 1992. Currently, Bob serves on the Advisory Board of the Los Angeles Council of the Boy Scouts of American and the Advisory Board of the Manhattan Beach Education Foundation. He is an active member of the Friends of the South Bay Youth Project and the Manhattan Beach Sister City Committee. Bob's spare time is spent body surfing, attending rock & roll and country & western concerts and traveling in Baja, Mexico.

CURRICULUM VITAE

CHARLES ROBERT “BOB” HOLMES

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EXPERT WITNESS AREAS OF EXPERTISE

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American with Disabilities

SUMMARY

Over 25 years experience in all areas of personnel, human resources, and labor relations as a corporate executive as well as an outside management consultant. Designated expert witness for both plaintiffs and defendants in State and Federal proceedings. Have successfully represented employers and clients in labor arbitrations, contract negotiations, California Unemployment Insurance Appeals Hearings, California Labor Commission Hearings, and in resolving charges with the EEOC and California Department of Fair Employment and Housing. Experience with publicly traded and privately held companies. Industry experience includes manufacturing, distribution, retail, entertainment, property and facility management, hospitality, healthcare, transportation, and professional services corporations.

EDUCATION

BA Political Science (Public Administration)
UCLA 1968

Professional Designation EEO/AAP Management
1976

UCLA

Certificate in Industrial Relations
1977

UCLA

Expert Witness Certificate
CSULB 1998

EMPLOYMENT HISTORY

PRESIDENT

STRATEGIC MANAGEMENT

GROUP

May 1995 – present
California

Manhattan Beach,

Founder and Principal Consultant for this full service human resources consulting firm. Client base includes small to midsize privately held companies in manufacturing, distribution, retail, entertainment, transportation, hospitality, property and facilities management, healthcare, and professional services corporations.

DIRECTOR OF HUMAN RESOURCES MARKETING

CENTURY COMPUTER

August 1993 – April 1995
California

Marina del Rey,

Reported to the President/CEO of this fast growing computer parts distributor. Responsible for recruitment/staffing, employee relations, training, compensation, personnel administration, safety, organizational development, and affirmative action in their U.S. and foreign operations. Also supported two diverse affiliated companies owned by same investor group.

DIRECTOR OF HUMAN RESOURCES SYSTEMS

INFOTECH COMPUTER

April 1993 – July 1993
California

Los Angeles,

Interim full-time consulting assignment with start-up national computer reseller. Company is now publicly traded on the NASDAQ as En Pointe Computer Systems.

DIRECTOR OF HUMAN RESOURCES COMPUTERS, INC.

SUN

November 1989 – April 1993
California

Carson,

Reported to President/CEO of West Coast's largest independent computer reseller. Responsibilities included recruitment/staffing, employee relations, personnel policies, benefits planning, compensation, affirmative action, health and safety, and workers' compensation.

DIRECTOR OF HUMAN RESOURCES CLAUGHRY

WINDES & MC

June 1988 – November 1989
California

Long Beach,

Recruited to join West Coast's largest independent CPA firm as their first human resources executive. Reported directly to the Managing Partner. Also functioned as a revenue center by providing external human resources consulting to the firm's diverse clients.

VICE PRESIDENT/DIRECTOR OF PERSONNEL
METROBANK

June 1985 – June 1988
California

Los Angeles,

Senior human resources executive for a profitable \$800 million commercial bank. Reported to Chairman/CEO. Responsibilities included compensation, benefits, employee relations, personnel policies, recruitment/staffing, employee communications and activities, training, EEO and payroll.

DIRECTOR OF HUMAN RESOURCES
CORP.

REGENT AIR

April 1983 – June 1985
California

Los Angeles,

Senior human resources executive for this luxury transcontinental airline. Reported to President. Responsible for all aspects of human resources including recruitment/staffing, benefits, compensation, employee relations, EEO, and preventive labor relations. Joined company as a member of start-up team. Also responsible for administrative duties at corporate headquarters.

DIRECTOR OF EMPLOYEE RELATIONS
CORP.

20TH CENTURY FOX-FILM

November 1976 – April 1983
California

Los Angeles,

Responsibilities included of labor relations, recruitment/staffing for corporate headquarters and three divisions, training and development, and employee relations. Functioned as chief company negotiator in certain union contract negotiations and as company counsel in formal labor arbitration proceedings. Responsible for all non-bargaining unit employee complaints.

OTHER RELEVANT EXPERIENCE/ACTIVITIES

Mayor, Manhattan Beach, California 7/83 to 4/84, 6/87 to 4/88 and 6/91 to 4/92

City Councilman, Manhattan Beach, California April 1980 to April 1992

Chair, Personnel Commission, Manhattan Beach Unified School District 1979 to present

Member and two term Director of Forensic Expert Witness Association 1998 to present