

Kalen Fraser

970-402-9196 • kalen@laborbrain.com • Cashmere, WA

WORK EXPERIENCE

- Owner** **The Labor Brain Inc. (www.laborbrain.com)** – Fort Collins, CO and Cashmere, WA 2013-Present
- Founded a human resource consulting firm to help employers understand federal and state labor law enforcement pertaining to the Fair Labor Standards Act, Migrant and Seasonal Worker Protection Act, H2A guest worker program and H2B guest worker program.
- Wrote expert witness initial and rebuttal reports for H-2A defendant.
 - Created the first publicly available H2A and H2B online training programs for employers – H Brain™ Training.
 - Assisted 100+ Farm Labor Contractors and their employees with their FLC and FLCE federal and state license applications.
 - Chosen by National Council of Agricultural Employers to speak at national conference and give training to Farm Labor Contractors on registration process.
 - Conducted compliance audits of companies with liability exceeding \$50,000,000. Average cost to liability ratio for audit clients was 3%.
 - Approved as a 3rd party monitor by US Dept. of Labor Wage and Hour Division for Enhanced Compliance Agreements.
 - Designed and presented interactive labor law enforcement seminars for private companies and professional associations.
 - Provided expert technical assistance to lawyers, CPAs, professional employment organizations, and payroll firms during their clients' interactions with the US DOL Wage and Hour Division.
 - Published articles on labor law enforcement in various business newspapers.
- Federal Investigator** **U.S. Department of Labor Wage and Hour Division** – Grand Junction and Denver, CO 2009 – 2013
- Investigated hundreds of companies for federal labor law compliance. Investigations included interviewing employees and company officials (in Spanish and English), analyzing facts to determine violations, calculating back wages owed and writing in-depth narrative reports.
- Conceived investigation technique and target that collected over \$900,000.00 dollars in back wages for investigations initiated by a team of six investigators during a 4-day period in Aspen, CO in 2013. Compares to the \$2.4 million collected for the entire year of 2012 with a staff of 21 investigators.
 - Prepared several cases for litigation in conjunction with solicitors, local management, and national office representatives.
 - Selected as the first investigator in the region authorized to assess liquidated damages and as the preferred liaison for National Office delegates on field visits.
 - Trained other investigators on the job on H2B and H2A guest worker investigations and taught FLSA classroom training to new investigators. Also created and presented internal presentations on special investigation initiatives.
 - Led several team task force special investigation initiatives.
 - Created advanced Excel spreadsheets to compute large sets of back wages, damages, and penalties.
 - Designed and presented outreach sessions to groups of employers and employer associations in Spanish and English.
 - Awarded the Southwest Regional Administrator Award 2013, the Wage and Hour Administrator Individual Impact Award 2012, the Secretary of Labor Exceptional Achievement Award 2011 and 2012, and the Exemplary Performance Appraisal with Special Achievement Award FY 2011.

TEFL Teacher Trainer	<p>Peace Corps – Ciudad Darío, Matagalpa, Nicaragua 2006 –2008</p> <p>Member of first TEFL (Teaching English as a Foreign Language) Peace Corps group in Latin America. General project was to teach English as a Foreign Language in public high school classrooms with Nicaraguan counterpart teachers to improve their English speaking and teaching skills.</p> <ul style="list-style-type: none"> • Wrote Small Project Assistance grant and managed budget throughout the year. Established new relationships with local, county, and state Ministry of Education officials to achieve project objectives and obtain local revenue for project. • First TEFL volunteer to create a regional teacher organization, now a requirement of the TEFL program. Established a network of 30 local high school English teachers from 11 different communities. • Developed and enacted a 10-month series of regional workshops on creation and use of didactic materials. • Chosen to present on various technical TEFL topics to incoming Peace Corps Nicaragua groups. • Selected to organize and participate on Project Advisory Committee to evaluate and adjust project parameters for future TEFL groups.
-----------------------------	---

EDUCATION

Northwestern University, Evanston, IL
Bachelor of Arts: Political Science Major; Latin American Studies Minor

Universidad de Chile, Universidad Católica, Universidad de Diego Portales, Santiago, Chile
Thesis (In Spanish): “The Impact of Culture on Women’s Political Representation in Chile”

- Northwestern University Political Science Dept. Certificate of Achievement in Foreign Language (Spanish & Portuguese)
- Awarded Northwestern University Departmental Grant to research women’s political representation in Chile

OTHER SKILLS

- Fluent in Spanish (reading, writing, and speaking)
- Technical writing and editing
- Public speaking
- Canva
- WordPress and Wix web design
- Microsoft Word, Excel, and PowerPoint
- Adobe PDF
- Google Products (Drive, Calendar, Analytics)

VOLUNTEER EXPERIENCE

- Board Secretary and Volunteer – Cashmere Food Bank, Cashmere, WA (2021 – present)
- Foster Parent – Children’s Home Society, Wenatchee, WA (2021 – 2024)
- Creator – Indoor Playground, Cashmere, CO (2019 – 2021)
- Interviewer – Homelessness Prevention Initiative, Fort Collins, CO (2013 – 2015)
- ESL and Citizenship Class Teacher – Mesa County Public Library, Grand Junction, CO (2009 – 2011)