

ABOUT CHRIS SHULMAN

With 14 years of practicing primarily labor and employment law, including 6 years servicing the HR Department of a 1400-employee, multi-state, non-profit organization (where he still works today on a contract basis), Chris Shulman now spends most of his time training & consulting for HR/EEO clients, mediating and arbitrating in numerous fora, performing EEO investigations, and writing Federal Agency "Final Agency Decisions".

Chris graduated from Stetson College of Law in 1991 and continues to broaden his scope of knowledge and experience through his involvement and affiliation with numerous professional associations. These include memberships in The Association for Conflict Resolution, Florida Supreme Court Mediator Ethics Advisory Committee and Diplomate of The Florida Academy of Professional Mediators. He is also a Hearing Officer for the Hillsborough County Childcare Licensing Board, a Juvenile Arbitrator and a Teen Court Judge, and continues to teach at the graduate level to students studying for their Masters Degree in Human Resources and Business Administration as well as law students. He has mediated or heard upwards of 1600 matters to date.

Interested in obtaining a CV, checking our on-line calendar for availability or downloading a Fee Schedule? Just visit our website at www.eeo-solutions.com or send us an email to info@eeo-solutions.com

IF YOU WOULD LIKE TO KNOW HOW EEO SOLUTIONS, INC. CAN HELP YOUR COMPANY MANAGE RISK, CONTACT US!

To discuss your needs, reserve dates, or if you would like scheduling assistance or pricing, please contact us by phone at 813-935-9922 or send us an email to info@eeo-solutions.com

We provide services at your location or ours, depending on ***your*** requirements.

**EEO Solutions, Inc. provides
Employment Dispute
Resolution Services
to clients recognizing the
need to curtail the expense
and uncertainty of litigation.**

We are conveniently located only 20 minutes from Tampa Int'l Airport and 15 minutes from downtown Tampa. Our central location allows us to serve all of the Gulf Coast, North and Central Florida regularly. For corporate or ADR service engagements, we will provide our services at your location(s) anywhere in the country.



**MEDIATION & ARBITRATION
EEO TRAINING, CONSULTING
AND INVESTIGATIONS
DISPUTE RESOLUTION CASE
MANAGEMENT**



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WHY DOES YOUR ORGANIZATION NEED TO FOLLOW PROPER EEO PRACTICES?

A number of recent U.S. Supreme Court's cases show a renewed focus on proper investigation of EEO matters. Many companies recognize the need to conduct such investigations, but simply lack the resources to conduct them on their own. EEO Solutions, Inc. conducts these investigations fairly, promptly, and cost-effectively.

HOW CAN YOUR ORGANIZATION ENSURE ONGOING COMPLIANCE AND REDUCE RISK?

The key to compliance & risk management is prevention. The surest way to prevent EEO Harassment is through regular Harassment Prevention Training. With periodic training, you can minimize those behaviors that pose the greatest risk. Additionally, having a neutral third party look at a proposed discharge can help ensure legal defensibility. EEO Solutions, Inc. provides all of these services, at a fraction of the cost of traditional means, with a more personalized approach.

We want to be your Full Service EEO Compliance and Dispute Resolution Provider

WHAT DO OUR CLIENTS SAY?

"Mr. Shulman seeks fair and creative resolutions in difficult litigation matters. I have found him to be a very effective mediator."

Stephen M. Todd. Esq. - Attorney in Tampa, FL

"Chris Shulman's EEO trainings and Employee Relations consulting have been invaluable. Our staff has immediately put to use the information presented in the trainings, and our managers have come to rely on his input with respect to employee relations thus decreasing our risk. The investigations he has conducted have been professional, timely, thorough, and affordable. I will continue to use his services and recommend him to others."

Betty Martin-Lewis - VP HR, Eckerd Youth Alternatives, Inc., Clearwater, FL

"I have worked with Chris Shulman as a mediator in several cases. Each time, he has exhibited an even-handed empathy for the parties while engaging the parties with aggressive creativity. He is clearly enthusiastic about the mediation process, and I will use him whenever I have the opportunity."

Management Attorney in Tampa, FL

"Mediator Chris Shulman is excellent. He is top notch and level headed. He has good common sense, understands emotion, and I will definitely use him again."

In House Counsel for a large corporation with an internal mediation program.

MENU OF SERVICES

- Mediation & Arbitration
- Ongoing Availability on an as-needed basis for EEO & Employee Relations questions (by phone or email)
- Harassment Prevention Training
- HR/EEO Investigations
- Supervisory Discipline Training
- EEO Investigation Training
- HR/EEO Law Update
- HR Policy and Employee Relations Practices Review
- Personnel Handbook Review
- Federal Sector Investigations and Final Agency Decision Writing
- Dispute Resolution Case Management Training and Administration