

**EMERIC O. PRATT**  
**EOPRA HR CONSULTING SERVICES LLC**  
**PROFESSIONAL BACKGROUND AND EXPERIENCE PROFILE**

Over the past several years, I have developed an extensive Alternative Dispute Resolution (ADR) practice that is focused on Community, and Workplace disputes resolutions, dealing with Employee & Labor Relations (Collective Bargaining Agreements Grievances).

My initial mediation training, and advanced mediation training respectively were received from the Center for Mediation, American Arbitration Association (AAA). I later completed an advanced workplace Mediation training program offered by Hamline University in St. Paul Minnesota, through the Minnesota Office of Dispute Resolution, Bureau of Mediation Services. Following the completion of these training programs, I mediated dozens of workplace disputes [Title VII] for the State of Minnesota, Bureau of Mediation Services, and provided volunteer community mediation services for the Minneapolis Mediation Program.

As a former multistate Federal Contractor, and a “Qualified Neutral under Rule 114 of the Minnesota General Rules of Practice”, ADR ID #1164; I provided mediation services on behalf of the Milwaukee Regional Office of the U. S. Equal Employment Opportunity Commission (EEOC).

Currently certified by the United State EEOC as an Equal Employment Opportunity (EEO) Discrimination Complaint Investigator, and provided work as a subcontractor for Federal Agencies requesting workplace discrimination investigations.

With a 25+ combined years of HR Generalist experiences in private industries, including State and Federal Governments, I provided professional services in the Employee & Labor Relations arenas. As a founder and Principal Owner of EOPRA HR Services, my company provides HR professional consultative services to Small, Medium, and Large size businesses, including State and Federal Governments.

Fees are charged by the hour, and by contract agreement. Please call and/or request needs assessments and quotes.

Areas of professional practice include:

- AA/EEO Consulting
- ADA Consulting
- COBRA Audits & Reviews
- Conflict Resolution
- Contract Negotiation
- Diversity Recruitment

- EEO Discrimination Investigation
- Employee Benefits Analyses
- Employee Handbook
- Employee & Labor Relations
- INS (I-9 Document Audits)
- Interviewing Techniques
- Job Analyses
- Job Seeking/Keeping Skills
- Salary Surveys
- Workers Compensation