



CURRICULUM VITAE

Diana Franklin
Consultant

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EDUCATION

J.D., DePaul University College of Law
Chicago, Illinois

Honors and Awards: *DePaul Law Review* Editorial Board, Legal Research CALI award, and Healy Scholarship

B.A., Augustana College
Rock Island, Illinois

Honors and Awards: Dean's List, Student Government Executive Board, Alumni Academic and Theatre scholarships
Majors: English and Communication

PROFESSIONAL EXPERIENCE

Employment Practices Solutions, Inc.
Consultant

2026 - present

Conduct investigations into complaints of workplace misconduct. Provide guidance to employers on sound personnel practices, policies, and procedures. Facilitate training programs on a broad range of employment laws and issues, including investigation procedures, harassment and discrimination prevention, DE&I, effective hiring, disciplinary action and other workforce policies and practices. Provide one-on-one coaching to employees and leaders post-investigation.

Abbott Laboratories
Director, Employee Relations

2019-2026

Led strategic and operational direction of centralized Employee Relations function, managing and developing ER team and providing coaching and counseling regarding complex ER investigations, proactive labor relations, performance management, compliance and accommodations. Designed and facilitated anti-harassment, discrimination, performance management, and accommodations training. Owned and updated US and PR Employee Agreements and HR policies and led post-acquisition integrations. Leveraged AI, HR analytics and trend analyses to develop proactive ER strategies.

Walgreen Co.
Director, Employee Relations

2018-2019

Led centralized ER function supporting enterprise-wide US and Puerto Rico leaders, team members, retail operations and pharmacies. Recruited, managed and developed a team of 32 total ER team members. Acted as investigative branch of organization for allegations from both employees and customers, including implementing prompt and thorough investigations 24x7 for high-profile allegations with national media coverage. Ensured timely and thorough HR-related investigations and trainings and managed constructive discipline, involuntary terminations and appeals. Key member of Positive ER SWAT team.

Medline Industries, Inc

2014-2016

Vice President, Human Resources

Led team of 12 HR professionals, including BHR, talent acquisition, and interim benefits oversight. Lead strategic HR business partner to corporate functions, six manufacturing sites, 40 distribution centers, and transportation fleet. Successfully managed both opening and closings of key sites, including ensuring legal and regulatory compliance as well as on-site support and transition resources. Led HR integration of acquisitions, including policy alignment, training, talent identification and relocation, compensation and HRIS integration, retention strategies, and key talent knowledge transfers.

Medline Industries, Inc

2010-2014

Director, EEO, AA, and Employee Relations

Conducted investigations and resolved complex EEO and employee relations investigations. Successfully managed affirmative action plans, EEOC and NLRB charges, OFCCP audit responses, EEO-1 and bid compliance reporting, unemployment claims, and HR-related legal requests. Provided ER and employment law counsel to BHR, HR and executive management partners.

DePaul University

2000-2012

Instructor, Continuing & Professional Education

Taught both in-person and online PHR and SPHR certificate program courses, as well as two-day continuing education employment law courses, including handling medical and religious accommodations. Received "Distinguished Professional Educator" award.

Additional Experience*Assistant Inspector General - State of Illinois OEIG**EEO & AA Sr Consultant - AT&T Corporate**Augustana College Alumni Board of Directors (since 2026)***LICENSE/CERTIFICATIONS**

- State Bar of Illinois
- Northern District Court of Illinois
- SPHR
- SHRM-SCP