



CURRICULUM VITAE

Trisha Smith
Consultant

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EDUCATION

Master of Labor & Human Resources
The Ohio State University
Columbus, OH

Bachelor of Business Administration, Human Resources
Ohio University
Athen, OH

PROFESSIONAL EXPERIENCE

Employment Practices Solutions, Inc.

2025 - present

Consultant

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.

Cardinal Health, Inc

February 2024 – March 2025

Sr Director, Ethics & Compliance Investigations

I expanded my investigations responsibility with this move out of HR to assume all compliance and ethics hotline investigations supporting our global operations. With this move, I brought with me my team of ACC investigators who managed all Title VII and employee relations investigations and assumed other compliance headcount that managed forensics and hotline management.

Sr Director, Advice & Counsel Center/HR Services

April 2016 – February 2024

I led the employee relations function, referred to as the Advice & Counsel Center (ACC), which consisted of a team that responsible for overseeing employee relations issues, conducting investigations, responding to state and federal agency charges, providing accommodation/leave related support, and updating/creating HR policies. Additionally, I led two HR Services teams that were responsible for HR process ownership and creating efficiencies, while ensuring compliance, and for maintaining the user experience and content for the myHR portal in Service Now®.

Sr Consultant, Organizational Health & Labor Relations

October 2013 – April 2016

As an internal consultant, I collaboratively worked with leadership teams through multi-faceted, onsite engagements to build stronger culture and work environments that are positively engaged. I proactively monitored and assessed workplace situations and environments to identify and mitigate potential labor risks, as well as work with leadership teams and HR to build awareness and capability.

Director, Human Resource Service Center

August 2012 – October 2013

I led and directed four teams within the myHR Service Center, which consisted of general call handling, payroll call handling, records management, and leave management.

Manager, Advice & Counsel Center

May 2009 – August 2012

I provided leadership and direction to a team of Employee Relations experts. I was responsible for conducting investigations and responding to state and federal charges, as well as coordinating all communications, including negotiations, with agency investigators.

Abbott Laboratories

January 2006 – May 2009

Manager, Employee Relations

I served as a consultant and advisor to managers, employees, and HR to assist with employee relations matters, including, but not limited to, performance management, disciplinary actions, investigations, charges and attorney letters, policy development and interpretation, and terminations.

T. Marzetti Company

March 2003 – December 2005

Manager, Human Resources

I managed the day-to-day HR responsibilities for the Allen Division production facility.

Big Lots, Inc.

June 1999 – August 2002

Recruiter & Sr Human Resources Specialist

I was initially responsible for recruiting exempt-level management for stores across the United States. I assumed generalist responsibilities for the corporate headquarters employee client group.