



CURRICULUM VITAE

Deborah Wright, Esq., PHR, SHRM-CP
Consultant

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EDUCATION

J.D., School – Nashville School of Law, Top 16
Nashville, TN

B.A., English - Butler University
Indianapolis, IN – With Honors, English Honor Society

PhD(c) in Psychology (concentration in I/O Psychology) - Liberty University
Expected graduation 2025

PROFESSIONAL EXPERIENCE

Employment Practices Solutions, Inc.
Consultant

2024 - 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.

Stansbury Weaver, Ltd.
HR Attorney

2021 - Present

- Assess data with regard to workplace behavior to pinpoint potential risks and possible gaps in the work environment.
- Conduct comprehensive EEO investigations when applicable, overseeing the process from initiation through findings report and providing counsel on next steps.
- Manage all ER and Labor & Employment matters for small business clients, ensuring compliance and effective resolution of issues.
- Oversee high-profile employment law matters for Fortune 500 companies and prestigious institutions, including conducting audits and providing expert legal counsel on labor relations and compliance issues.
- Review, draft, update relevant policies and compliance measures ensuring adherence to state and federal and developing employee understanding.
- Facilitate training and education of sensitive ER and other employment law policies.
- Provide actionable and sound business-focused advice and counsel on all matters labor and employment to include leave assessments and compliance, onboarding, hiring, termination, compensation, ER issues such as discrimination, harassment, bullying and more.

- Advise on RIFs and assist in implementing a fair and unbiased process for permanent and temporary RIFs.
- Design and implement onboarding and training/development programs that improved employee knowledge and performance.
- Develop HR initiatives aimed at enhancing employee engagement and workplace satisfaction.

Legility Solutions/WBL

2019 - Present

Workplace Investigator/Attorney

- Lead outside Employment Investigator at Vanderbilt University engaged to conduct particularly complex and sensitive workplace investigations brought by faculty, staff and students.
- Handle high-stakes workplace investigations extreme discretion professionalism from complaint through unbiased resolutions while maintaining strict confidentiality.
- Advise senior management and HR professionals on creating diverse, equitable, and inclusive work environments, providing guidance on ADA accommodations, FMLA, and discrimination complaints.
- Develop and deliver comprehensive training programs on employment law, workplace inclusivity, and harassment prevention, fostering an inclusive culture across diverse organizational settings.
- Generate thorough and comprehensive investigative reports that distinctly outline allegations, findings, and conclusions.
- Assist and advise students in navigating Informal Resolution, special settlement discussions, or inquire of the other party on their behalf during the hearing.
- Interview witnesses to systematically gather information and meticulously review and document findings.
- Served as interim Employment Counsel, offering expert advice to HR key stakeholders on all pertinent employment matters specifically matters concerning ADA accommodation and FMLA leave requests and issues or complaints.
- Present investigation findings systematically to management, legal counsel, and other pertinent stakeholders.
- Maintain precise and detailed case records, ensuring the utmost confidentiality and sensitivity in the handling of confidential information.
- Scrutinize and assess pertinent documents, policies, and other information to substantiate and fortify investigative procedures.
- Carried out audits of Leave of Absence (LOA) and Accommodation approvals and declinations, ensuring strict adherence to compliance standards.
- Collaborated with external legal counsel on administrative charges and employment litigation, ensuring a cohesive approach to legal challenges.
- Represent clients during EEOC investigations and settlement negotiations including complaints related to disability or leave discrimination.

Littler Mendelson

2020 - 2020

CaseSmart Attorney (Charges Attorney)

- Managed claims against select multi-billion-dollar companies, overseeing the entire process from receipt to final disposition.
- Conduct investigations into allegations to ensure all evidence and data is accounted for and any mitigating documentation is processed.
- Drafted persuasive position statements, ensuring a strong defense against claims.
- Produced RFIs/RFPs and assisted in mediation when applicable, working toward the resolution of claims.
- Provided counsel and training to management throughout the claim process and upon reaching a final determination.
- Prepared thorough hand-offs to Litigation Counsel for claims that progressed to the complaint stage.

Caregivers by WholeCare

Labor & Employment Attorney

2014 – 2020

- Managed all HR and L&E matters for the company.
- Drafted persuasive position statements, ensuring a strong defense against claims.
- Responded to demand letters referencing former employee concerns.
- Provide advice and counsel to all departments and business units regarding labor and employment matters.
- Issued post-employment obligation letters and subsequent demand letters/notices of obligation.
- Conducted HR Audit and reaffirmed handbook annually.
- Addressed ER issues and concerns including training and development.
- Managed outside litigation counsel.
- Conduct PIP meetings, follow-up and termination reviews, if applicable.

- Draft, review and execute employment agreements, severance agreements, separation documents, post-employment obligation letters, handbook/reaffirmations, and other employment-related documents.
- Ensure corporate compliance prior to M&A announcement and follow up through acquisition.

BND Construction

HR/ER Manager

2001 – 2014

- Conducted full cycle recruiting from advertisement through onboarding.
- Ensured compliance in offer letters, onboarding, appraisals, employee relations, integration, exit interviews.
- Trained all company personnel on all company programs.
- Prepared, advised and completed merger with larger custom builder.
- Assisted in Unemployment, EEOC, Workers' Compensation hearings/inquiries.
- Investigated employee relations issues, claims, complaints and worked with outside counsel on external matters; provided training on the same.
- Ensured compliance in offer letters, onboarding, appraisals, employee relations, integration, exit interviews.

JC Bradford

HR /Technology Training Specialist

2000 – 2001

- Traveled throughout the US to conduct HR and Tech training in branches prior to mergers and layoffs.

Willis

HR Training Specialist

1999 – 2000

- Help launch and administer the Willis University, the Career Development Center and the Executive Development Center

LICENSE/CERTIFICATIONS

- Certified Federal EEO Investigator (MD-110)
- Rule 31 Listed Civil Mediator (Tennessee ADR Commission)
- Member – SHRM, MTSHRM, TBA, SIOP
- Licensed Attorney, Tennessee

BOOK

Navigating Workplace Investigations: An Introductory Guide for HR Professionals, 2024

ARTICLES

- *Managing Workplace Conflict: Simple Strategies for Effective Resolution*
- *Psychology of Interviewing Witnesses: Enhancing Accuracy Through Psychological Techniques*
- *Understanding Bias in Workplace Investigations: A CBT-Inspired Approach*
- *Accommodating Disabilities in the Workplace: A Psychological Perspective*
- *EEOC is Looking at You, Construction Industry*
- *How to Interview Witnesses: Strategies, Techniques, and Legal Considerations*
- *Redefining Competition: The FTC's Ban on Non-Competes and What it Means for Businesses*
- *Mental Health First Aid for HR Professionals: Why It's Crucial for Workplace Well-Being*
- *Dealing with Retaliation Fears in Workplace Investigations*
- *CBT Skills for Managers: How HR Can Help Enhance Team Support and Communication*
- *Why Timely Workplace Investigations Matter*
- *The Importance of Conducting a Corporate HR Audit: Mitigating Legal Risks*
- *Navigating the Diversity Maze*
- *Evaluating the Efficacy of Internal Investigation Procedures*
- *Assessment Tools – Useful, But Be Careful*
- *New FLSA Regulations – ARE YOU READY?*
- *Employee or Independent Contractor? Does It Really Matter Anyway?*
- *Immigration and Customs Enforcement (ICE) Inspections Are on the Rise: Are Your I-9 Forms Ready?*
- *Franchisors – Under Attack by the NLRB?*
- *FLSA Overview of Minimum Wage and Overtime*

- *Wages and the FLSA Overview – Understanding Employers’ Responsibilities for Wage, Overtime, Etc.*
- *Slow to Hire; Quick to Fire – Protecting Your Business from Termination Liability Using an HR Consultant? That’s Great, but Don’t Ask Them to Cross the Line*
- *Sexual Harassment – Not Just a Big Employer’s Problem*
- *Assessment Tools – Useful, But Be Careful*
- *Interviewing a Candidate – Implied Contract*
- *Automated HRIS Systems, Especially for the Uber Small Business*
- *ADR – Reasonable Accommodation, Telecommuting*
- *Psychological vs. Implied Contracts in Organizations*
- *Interviewing a Candidate – Asking Age*
- *Workplace Investigations – What to Expect*
- *Training Specialist Certificate Program Implementation Proposal*
- *HR Analytics and the HR Department*

SPEAKING ENGAGEMENTS

- *Conducting Workplace Investigations: A Practical Guide for HR and Legal Professionals*, THRC
- *Mediation: The Why, The How, The Workplace*, THRC
- *Protecting and Preparing your Workforce*, Residential Resources
- *Contracts, Business and Employment Law*, Skanska/HCA Building Blocks Program
- *Growing and Protecting Your Business*, Belmont University’s Foundations in Entrepreneurship Class
- *Steps to Protect and Grow your Business*, CEO Mastermind, Brentwood Chapter
- *What Every Business Owner Should Know to Succeed*, FemFessionals, Nashville Chapter
- *What Successful Entrepreneurs are Doing to Grow and Protect Their Businesses* NAWBO Nashville
- *When Did You Stop Believing You Could Fly?* Ladies Who Launch Network,
- Talk Radio’s **On The Homestretch** with Debbie Alan, there were nine on-air appearances geared toward inspiring and empowering women in business
- **Talk of the Town** Nashville Channel 5, Special Guest
- **Talk of the Town**, Nashville Channel 5, Special Guest