



## Raymond A. Parker, SPHR

Raymond A. Parker is President and co-owner of PHRST & Company, Inc., a human resource management outsourcing firm working nationally and internationally. Pronounced "first", the company provides **P**rofessional **H**uman **R**esource **S**ervice **T**eams in a flexible, a la carte mode to assist organizations with all seven HR areas: employment practices, management practices, health-safety-security, compensation & benefits, employee & labor relations, human resource development and staffing & recruiting practices.

Ray began his management career in 1972. He earned life certification as a Senior Professional in Human Resources (SPHR). Ray's background includes a lengthy career with United States Steel Corporation in senior level HR assignments in the steel, chemicals and energy industries at locations around the U.S. In private business and with Pannell Kerr Forster, CPAs, Ray provided expertise to national and international companies on organization design and development. Ray authored and directed the national Telecommunications, Electronic Computing and Electronic Component (TEE) Compensation and Benefits Survey for Fortune 100 companies across the USA. In 1984 Ray and Dr. Claudia J. Parker founded PHRST & Company, Inc. in Texas, and later incorporated it in the state of Florida.

Ray joined Ryder System, Inc. to direct the human resource planning function and to provide customer service, human resource services and strategic planning to client organizations nationally. Later Ray joined Rodime, PLC, a disk drive producer as an Officer and Vice President to direct HR activities in Asia, Europe and North America. At the same time he was General Manager for North America Operations. Ray joined ADP's TotalSource division, a professional employer organization (PEO), to expand the full service human resource capability and to build and direct human resource services nationally for 20,500 employees. In 1997 Ray Parker rejoined and expanded PHRST. In 2001 PHRST achieved national and international acclaim for its work with organizations affected by 9-11 events. Later in 2001 Ray was named Senior Vice President – Human Resource Outsourcing with SOI, a PEO, to lead the Strategic HR Division in providing enhanced human resource management to multi-industry small, medium and large organizations nationally and internationally for some 1,000 clients and 42,000 worksite employees.

Ray has experience in all areas of human resource management and concentrations in international HR, labor relations and compensation. His latest book, *HUMAN RESOURCE HANDBOOK, A Desktop Guide To Effective Employee Management, 2<sup>nd</sup> Edition*, was published in July 2008. Ray speaks and writes widely on HR topics. Ray negotiated national union labor contracts, conducted 140+ arbitration cases and established national labor-management relations precedents. He developed Fortune 100 company compensation and benefits plans, provided strategic planning and organization development to various companies, he advised the U.S. Navy on organization design and compensation, and he implemented international organization and compensation plans. Ray gained extensive international experience via in-country assignments in Europe and Asia. Ray was selected as Spokesperson for the Society for Human Resource Management (SHRM) post 9-11 to guide businesses worldwide in recognizing, responding to and dealing with violence and crises. As such, Ray assisted organizations worldwide, he was televised nationally and he was cited extensively.

Ray earned his BS degree in Motivational Research Psychology and did MBA work at Pennsylvania State University. He earned a Masters degree in Counseling Psychology at The College of New Jersey. Ray was appointed to the adjunct Labor Relations Faculty at the Wharton School of Business, he was Adjunct Professor of Labor Relations at the University of South Florida and at the University of Texas. Ray served on the Graduate School Board of Directors for Florida Southern College. He participated on various Governors' Task Forces in areas of organization development and design and he served on the United Kingdom and Singapore Economic Development Boards for organization design and development. Ray was a Board of Directors member for St. Jude Children's Research Hospital, and an Executive Board Member with the Epilepsy Foundation of South Florida. Ray worked with and supported USAID in Mexico and the Democratic Republic of the Congo and consulted for the World Health Organization. He is active with the Disabled American Veterans, American Legion and community groups. Ray is a highly decorated, retired U.S. Army Airborne Ranger, Special Operations Forces officer with command and infantry combat experience in the U.S. and Viet Nam.