

# Human Resources and Administration Report

**Erin Alligood** | *Chief Human Resources Officer*





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**Mindy  
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# Meet ARIN's HR/Admin Team



# How We Support ARIN

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Talent acquisition  
and retention

Compensation  
management

Performance  
management

Professional learning  
and development

Employee relations  
and engagement

Benefits, payroll, and  
contract administration

Legal  
compliance

Travel  
administration

Office and facilities  
management

# 2023 Highlights

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Completed 401(k) Audit for Plan Year 2022

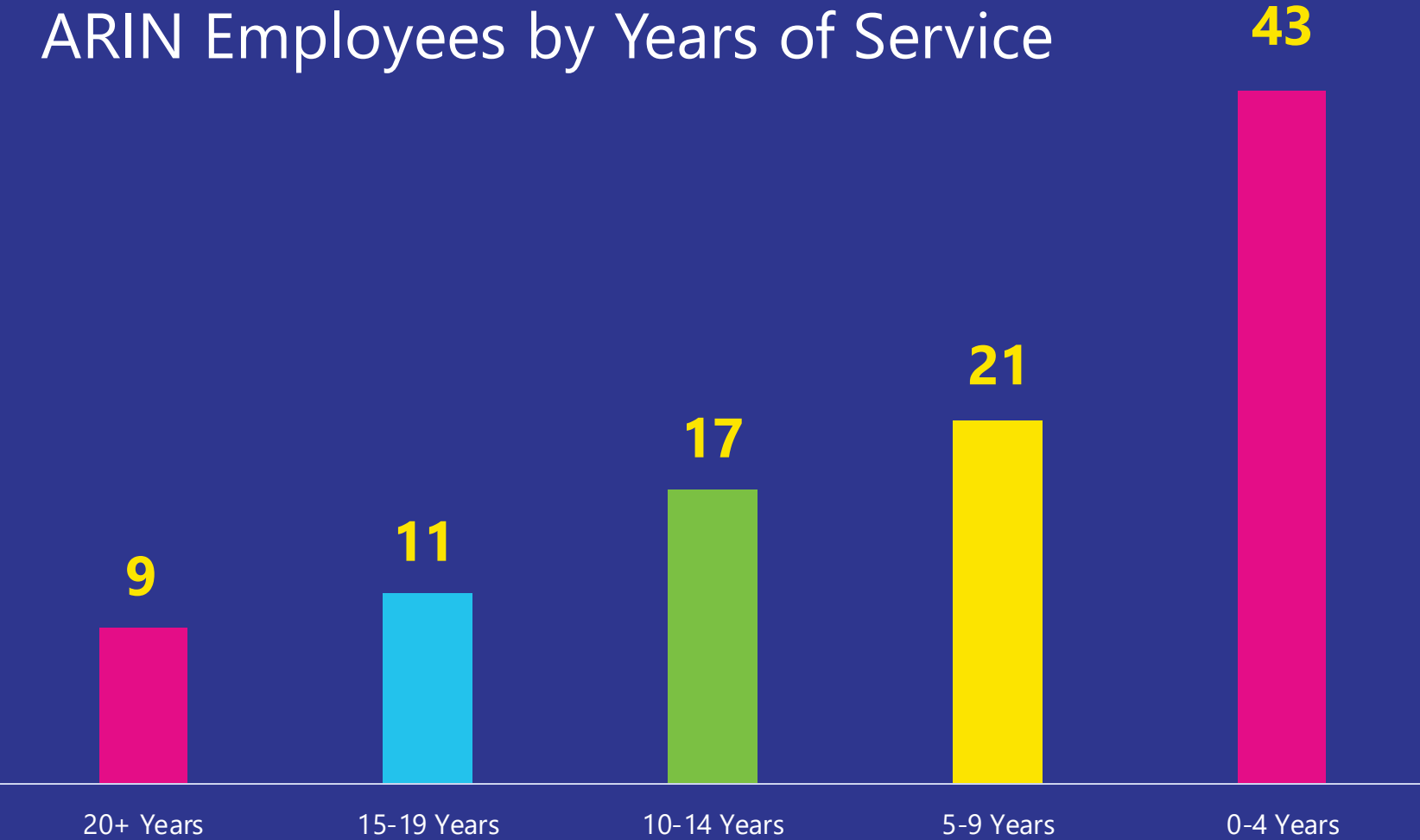
Diversity, Equity, and Inclusion

- Ombudsperson Engagement

Conducted training for employees and volunteers

- Harassment Prevention Training
- Diversity, Equity, and Inclusion Training

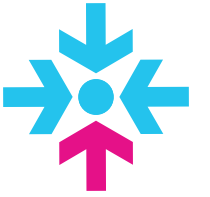
# ARIN Employees by Years of Service



**Average Employee Tenure = ~9 Years**

# 2024 Projects

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- Diversity, Equity, and Inclusion
  - EEO-1 Preparation
  - Ombudsperson
- 401(k)
  - Audit for 2023 Plan Year
  - Vendor Analysis
- Succession Planning Enhancements
- Future Workforce Planning

# Thank You

## Questions or Comments?

