

Human Resources and Administration Report

Erin Alligood
Chief Human Resources Officer





Erin Alligood (and Cosmo)



**Lori Gheitanchi
(Our Chef and Baker)**



Mindy Engstrom (and Penny)



Natalie Harold (Our Foodie)



Melissa Montgomery (Our World Traveler)

Meet the Team (and a few of our favorite things!)



How We Support ARIN



Talent acquisition
and retention

Compensation
management

Performance
management

Legal
compliance

Employee relations
and engagement

Benefits, payroll, and
contract administration

Professional learning
and development

Travel
administration

Office and facilities
management

2024-2025 Highlights

401(k) Related items

- Completed favorable audit for plan year 2023
- Transitioned to new recordkeeper and administrator – T. Rowe Price

Completed Training

- Harassment prevention training for employees and volunteers
- Management and inclusion training series for people managers
- Inclusion training for employees – Read our "Inclusivity at ARIN: Building a Supportive Organization and Community" post on the ARIN Blog at arin.net/blog

Other Projects

- Conducted biannual salary survey
- Implemented volunteer-wide Code of Conduct
- Sponsored local toy drive for the 2024 holidays – Read our "ARIN Organizes Holiday Toy Drive for Local Families" post on the ARIN Blog at arin.net/blog
- Value Statement employee workshop

ARIN Value Statements

- We are Passionate about our Mission
- Service to our Members, Customers, and the Global Community
- Our People Matter
- We are Accountable

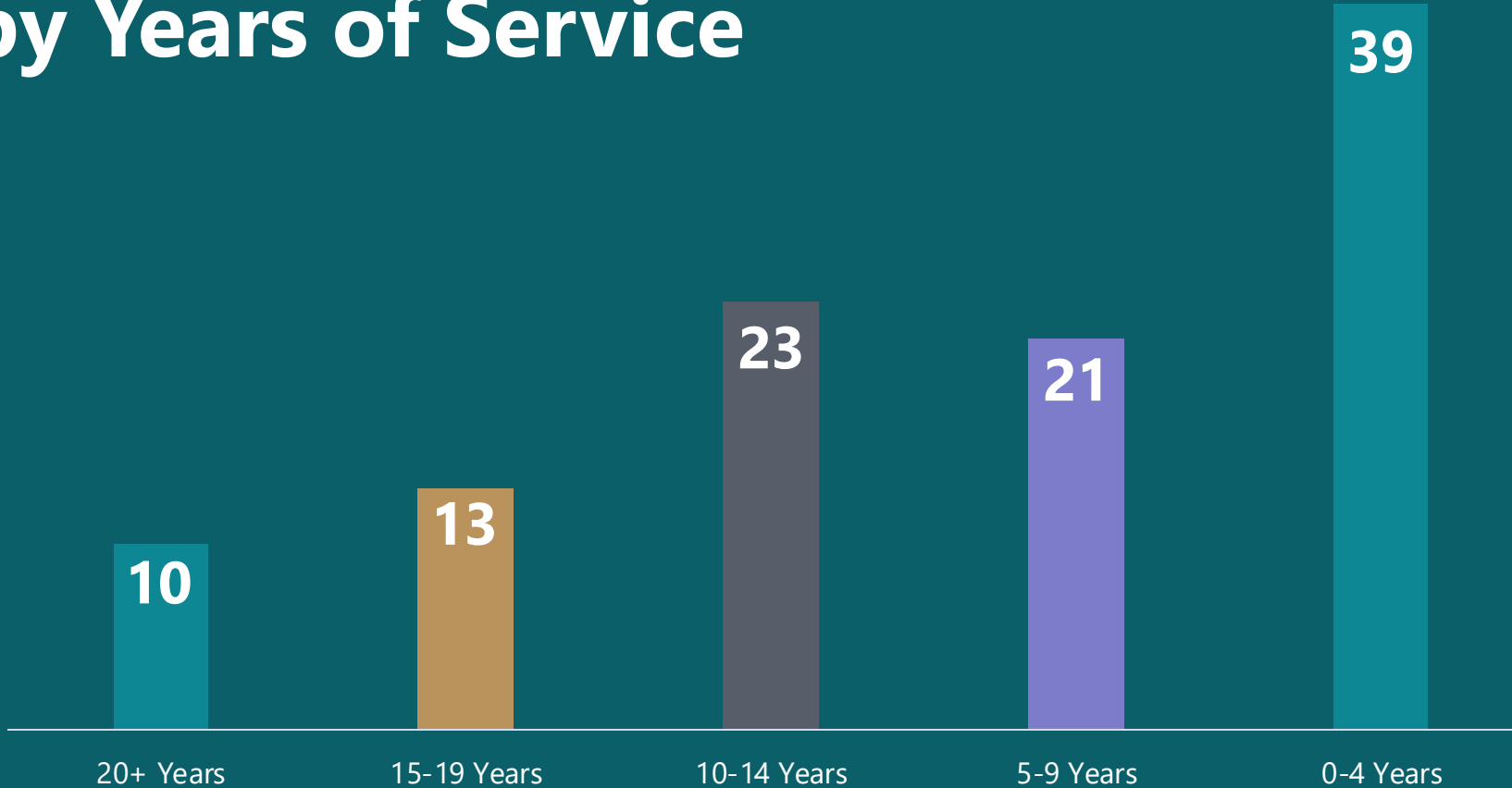
Read the full Value Statements on our website:

<https://www.arin.net/about/welcome/careers/#arin-value-statements>





ARIN Employees by Years of Service



Average Employee Tenure = 9 Years
106 Total Employees



2025-2026 Projects

- Inclusion and diversity initiatives continue
 - EEO-1 preparation
 - Continue to provide ombuds service at ARIN Meetings
 - Look for additional blogs from John Curran at arin.net/blog
- 401(k) Audit for 2024 Plan Year
- Future Workforce Planning





Questions and Comments?
Thank you