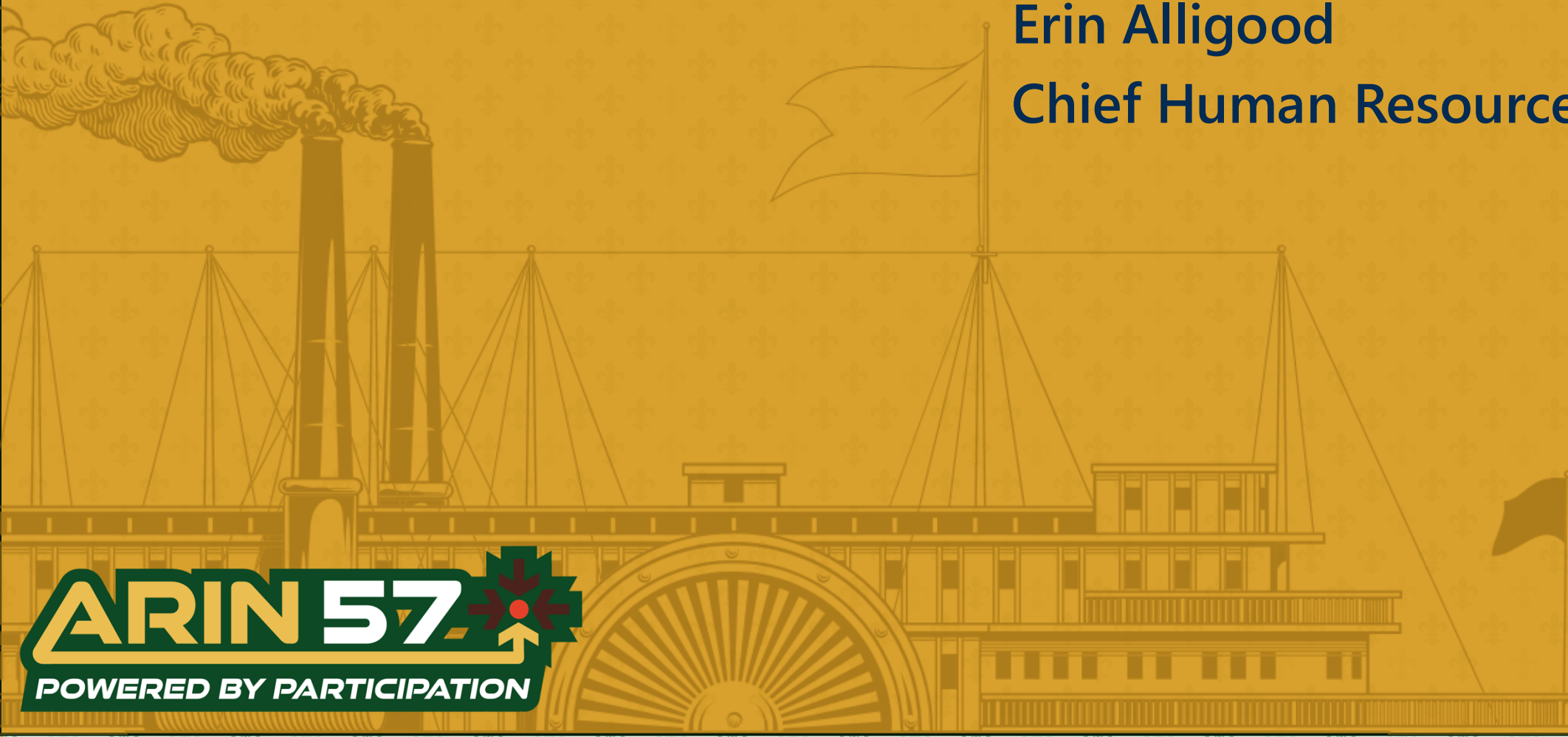


# Human Resources and Administration Report

Erin Alligood

Chief Human Resources Officer



# Meet Our Team



**Erin Alligood**  
CHRO

**Natalie Harold**  
HR Generalist

**Melissa Montgomery**  
Operations Support  
Specialist

**Mindy Engstrom**  
Office Manager

# How We Support ARIN

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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

# 2025-2026 Highlights

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## Compliance

- Completed favorable 401(k) audit for plan year 2024
- Completed 2026 training requirements for employees and volunteers:
  - Eliminating Harassment in the Workplace
  - Inclusion and Diversity

## Operations

- Workforce planning and lease renewal
- Management continuity planning
- Implemented new employee handbook policies

## Social

- Sponsored school supplies drive in July 2025 with Communications team
- Sponsored local toy drive in December 2025
- Diaper Drive in 2026
- Read more about these on our post on the ARIN Blog at [arin.net/blog](http://arin.net/blog)
- Hosted inter-departmental events

# ARIN Value Statements

We are Passionate  
about our Mission

Service to our Members,  
Customers, and the  
Global Community

Our People Matter

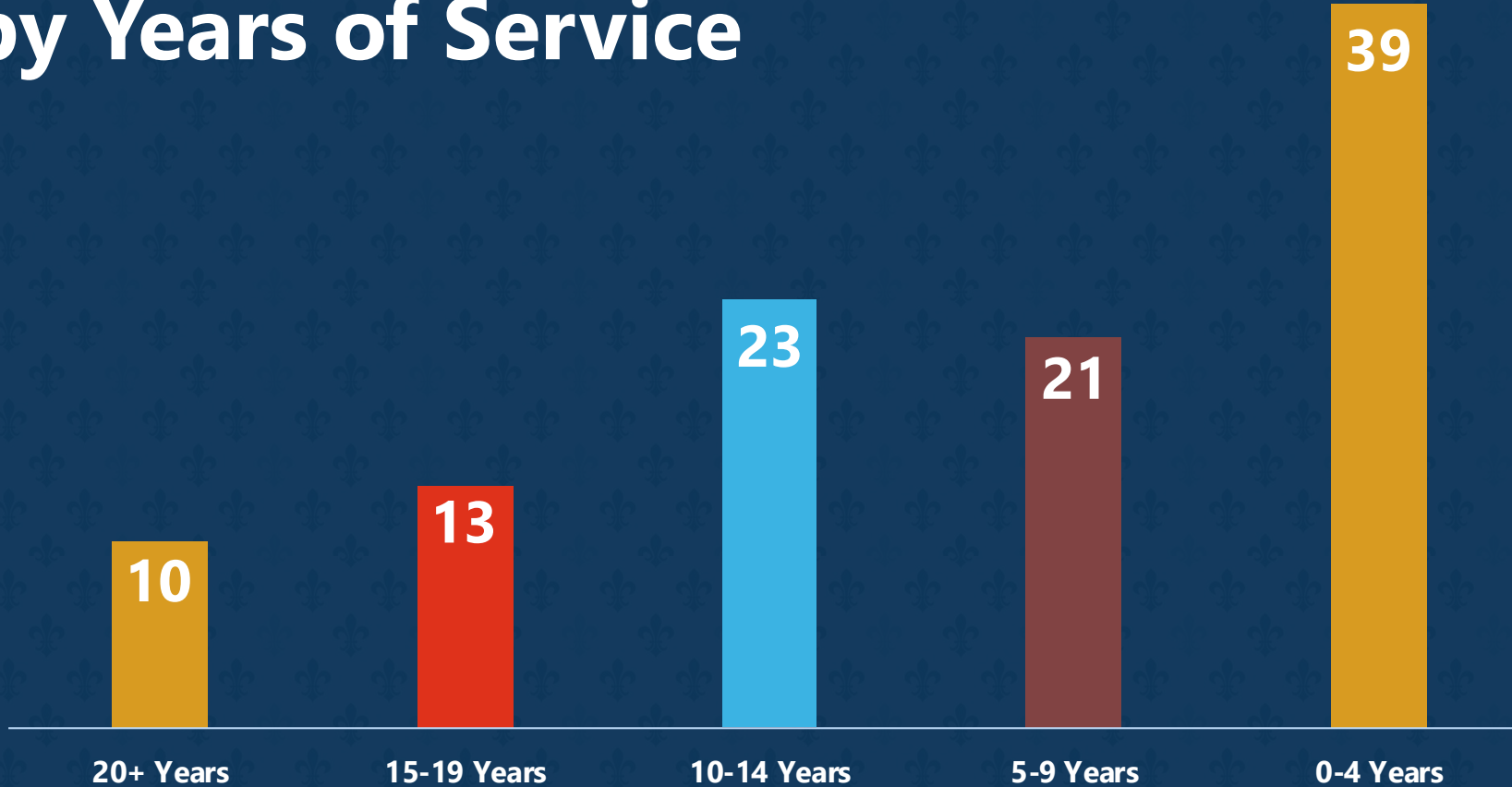
We are Accountable

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



**Thank you and  
Congratulations  
to ARIN's  
Recent Retirees!**

**Reggie Forster**

- Director, Operations in Engineering
- Six years of service

**Tammy Rowe**

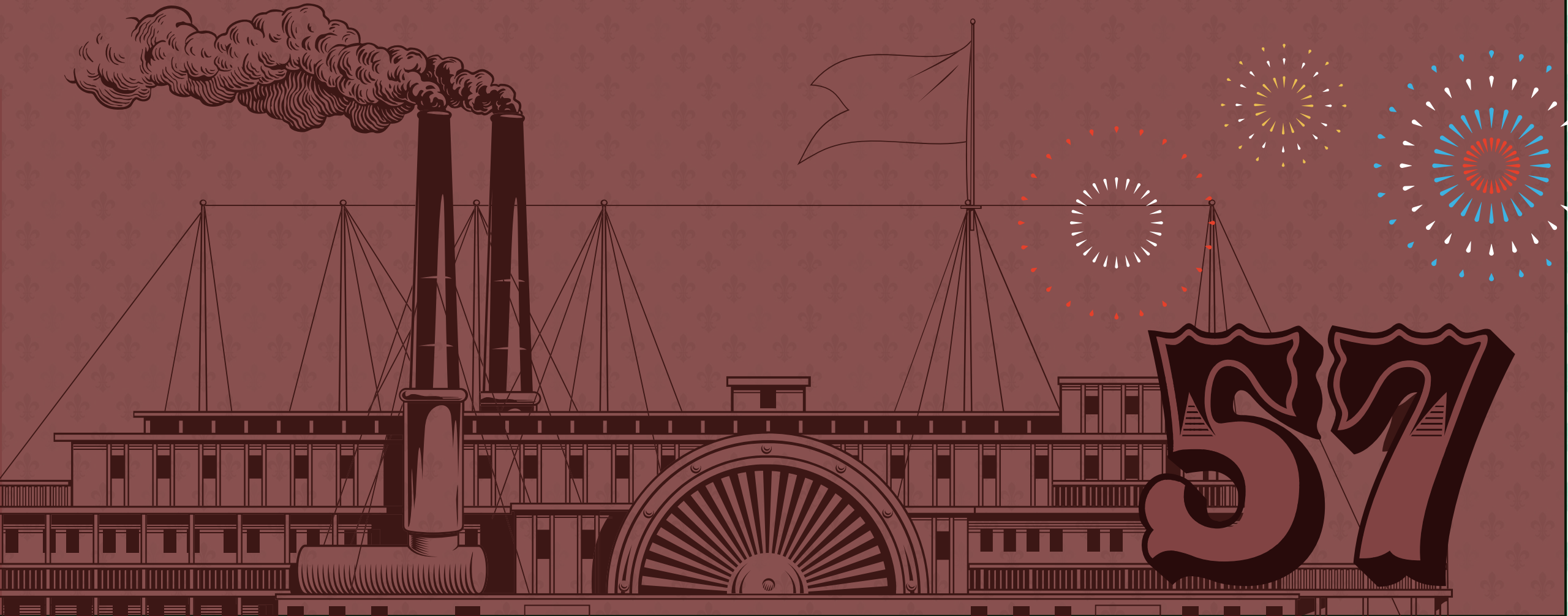
- Accounts Receivable Manager in Financial Services
- 26 years of service

# 2026 Projects



- 401(k) Audit for 2025 Plan Year
- Developing Internal Management Training through ARIN's Learning Management System (LMS)
- 2026 Salary Survey Project

# Questions and Comments?



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