

# Human Resources and Administration Report

Erin Alligood | *Chief Human Resources Officer*



Mindy  
Engstrom



Natalie  
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Melissa  
Montgomery



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# ARIN's HR/Admin Team



Lori  
Gheitanchi



# 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



# 2022 Highlights

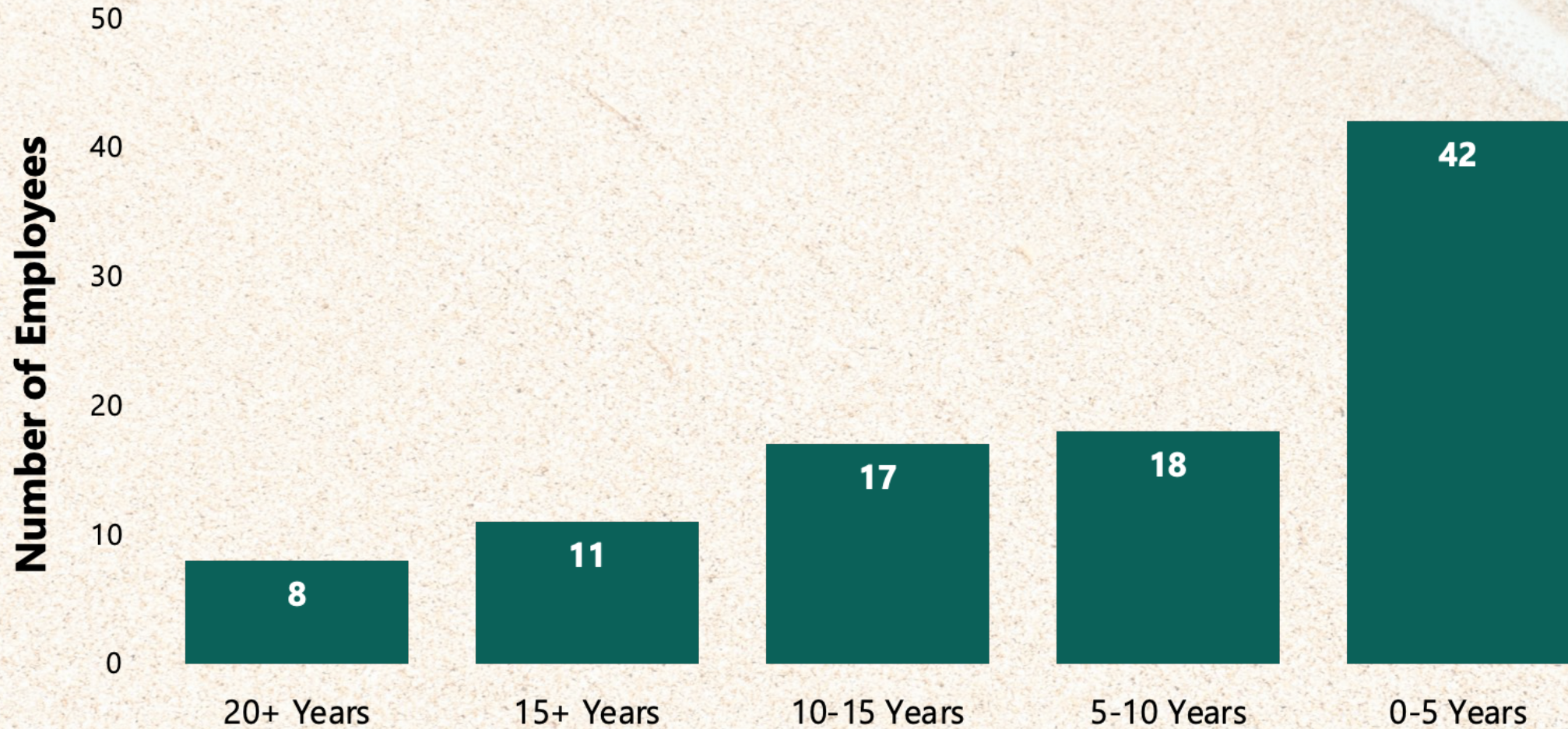
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- Onboarded new staff members
- General reopening of the ARIN office in July 2022, moving into a hybrid work environment
- Conducted mandatory annual Harassment Prevention Training for all employees and volunteers



# Average Tenure Over Eight Years



**ARIN Staff by Years of Service**



# ARIN Value Statements



- We are passionate about our mission
- Service to our members and the global community
- Our people matter
- We are accountable





# 2023 Projects

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- EEO-1 preparation
- 401(k) voluntary audit
- Succession planning
- Ombuds vendor selection
- Mandatory annual training
  - Harassment Prevention Training
  - Diversity, Equity, and Inclusion Training



Thank You

