

## HR ExecuSummit – 2008 - Presenter Biography

### HR Audits – More than just Compliance

Ronald Adler  
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**Ronald Adler** is the president and CEO of Laurdan Associates, Inc., a veteran owned, human resource management consulting firm specializing in HR audits, employment practices liability risk management, benchmarking and HR metrics, strategic HR, employee surveys, and general HR management issues. Ron has more than 35 years of HR consulting experience working with U.S. and international firms, small businesses and non-profits, insurance companies and brokers, and employer organizations.

Ron is a consulting expert on work force, employment practices, and unemployment insurance issues to The Wall Street Journal, HR Magazine, and other publications and newspapers across the country. Ron's research findings have been used by the Federal Reserve Board, the EEOC, the National Conference of State Legislatures, NAM, the National Federation of Independent Business (NFIB), insurers, and international organizations. Ron has assisted the EEOC in its study of “Who is an applicant?”

Ron is a co-developer the Employment-Labor Law Audit™ (ELLA®), the nation’s leading HR auditing and employment practices liability risk assessment tool and is a frequent lecturer and author on HR management and workplace issues.

Ron is an adjunct professor at Villanova University’s Graduate Program in Human Resources Development and teaches a course on HR auditing, is a certified instructor on employment practices and insurance issues for The CPCU Society, conducts audio conferences for Business & Legal Reports (BLR) on HR metrics, and has conducted continuing professional education courses for the AICPA on “Assessing Employment and Personnel Policies” and for SHRM on using HR metrics.

Ron has testified before the U.S. Senate Finance Committee on unemployment insurance issues and before the U.S. Senate H.E.L.P. Committee on genetic discrimination in the workplace.

Ron is a member of the Society for Human Resource Management (SHRM), serves on SHRM’s Human Capital Measurement/HR Metrics Special Expertise Panel and on SHRM’s white paper review panel, is a consulting expert on workplace issues to SHRM’s legislative staff, has contributed materials for The SHRM Academy and the SHRM Learning System, and has represented SHRM in meetings with the EEOC.

Ron is a member of the Institute of Internal Auditors, the Human Capital Institute, the Institute of Management Consultants, the Professional Liability Underwriting Society

(PLUS), and the Maryland Association of Affirmative Action Officers. Ron chairs the Maryland Chamber's UI Subcommittee and is a member of the U.S. Chamber's Labor Relations Committee.

Ron has a B.S. degree in Finance from the University of Maryland and an M.B.A. from Southern Illinois University.

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