



## HEATHER AMARAL

Heather Amaral is a Human Resources Consultant with Holden Law Group. She partners with clients to provide practical solutions on a variety of personnel issues, identify training and policy needs and guidance on matters related to labor and leave law compliance.

### Human Resource Experience

Ms. Amaral has over 20 years of human resource experience managing all phases of the employment life cycle - interviewing and candidate selection, training and development, employee engagement and retention, performance management and lawful separations. Ms. Amaral's professional reputation stems from her ability to promote an organization's vision and strategy while developing practices that support the dignity and respect of its team members.

Prior to joining Holden Law Group, Ms. Amaral served as the HR Director for a nationwide company specializing in consulting and field services to the utility industry. Ms. Amaral was instrumental in establishing processes to streamline decisions related to personnel issues and was the lead in-house trainer for all personnel management, supervisor development and labor law compliance subject matter. Earlier in her career, Ms. Amaral worked in both the non-profit sector and in academia, working with businesses to determine their resource needs and promoting the employment of students and alumni.

### Professional Activities and Interests

Ms. Amaral is an active member of the Society for Human Resources Management (SHRM) and has been credentialed through the Human Resources Certification Institute since 2003.

Ms. Amaral's personal interests include spending time with her family and friends while taking advantage of the area's natural beauty and abundant recreational opportunities. A self-proclaimed "bird-nerd", she enjoys hiking the local trails, camping and paddle boarding. Ms. Amaral's other interests include reading, acrylic painting and yoga.

### Education

*Human Resources  
Certification Institute*

Professional in HR – California  
PHRca Certified

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*Humboldt State University, Arcata, CA*

B.A. Psychology, concentration in  
Organizational Psychology

### Employment History

Holden Law Group  
2018-Present

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Western Environmental Consultants  
2001 – 2018

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College of Alameda  
2000 – 2001

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Full Circle of Choices  
1997-2000

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Las Trampas  
1994-1997

## PRESENTATIONS/TRAININGS/WEBINARS/ARTICLES

### **Representative Presentations & Trainings**

Harassment Prevention Training

Effective & Lawful Interviewing

Employee Engagement

Employers' School - Avoiding Disability Discrimination Liability

Employers' School - Labor Law Updates

Handbook, A Strategic Tool

Keys to Employee Retention

Labor Law 101 for Supervisors & Managers

Leading and Motivating Your Team

Leave Laws

Performance Feedback – An Easier Approach

Performance Management Training for Supervisors

Separation Without Litigation

### **Representative Webinars**

Are you ready for it? A proactive approach for employers on moving forward in a COVID-19 world.

Avoiding Employment Law/HR Landmines in our new COVID-19 reality.

### **Representative Articles**

Does Your Floating Holiday Need an Anchor?

What does the Families First Coronavirus Relief Act Mean for Employers?