

Contact:

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For Immediate Release

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Move Over Magnum, There Are Two New PI's In Town

HR Answers, Inc. is pleased to announce that **Kathryn Dodge, PHR** and **Steve Myhre, SPHR** have acquired their Private Investigator Licenses, issued by the state of Oregon.

No matter how hard we try to treat employees well and in line with due policies, there are going to be times when someone feels they were treated unfairly. The purpose of an investigation is to gather information so that you can make a credible determination as to what happened. Types of investigations that can be critical to the success of an organization are: harassment, discrimination, sensitive employment decisions, illegal actions, performance management, falsification of records and policy, procedure rule infractions.

As investigators, Kathryn and Steve act as unbiased fact finders on behalf of the clients we have the opportunity of serving. They discover what happened, facilitate the prompt and appropriate resolution of the situation and assist the client in fairly evaluating a complex situation.

Kathryn Dodge, PHR, PI, is a Senior Consultant with 18 years of practical, professional human resources experience. Kathryn's work as a generalist covers the full range of HR services, with an emphasis in employee relations and compliance issues, as well as substantial experience in harassment and discrimination incident assessment and resolution. She also provides individual coaching for communication skills, harassment prevention/cultural sensitivity, and general management skills. In addition to her consulting work, Kathryn is an active trainer, developing and delivering presentations and training in harassment prevention, discrimination, investigations, performance management, compliance, and other HR topics. Kathryn is a certified consultant in the Birkman Method, a comprehensive assessment tool which can be used in candidate assessment, conflict resolution, and team-building. Her additional experience includes management and administration, which facilitates her philosophy that human resources must be a value-adding partner with the entire organization. She is an active member of the Portland Human Resource Management Association (PHRMA). Kathryn holds a BA in Communications from Marylhurst University and a certificate in Human Resources from Portland State University's Professional Development Center. She is certified as a Professional in Human Resources (PHR) through the Human Resource Certification Institute and holds a Private Investigator's License in the state of Oregon.

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Steven (Steve) L. Myhre, SPHR, PI, Professional Consultant, has over 11 years of experience in human resources management, plus more than five years of small business experience. Steve's background includes extensive work in the areas of compensation, employee relations, policy development, employment law, recruitment, supervisor coaching, and human resources information systems (HRIS). He holds a BS in Business Finance from the University of Idaho as well as an MBA in Human Resource Management from the University of Oregon. He is certified as a Senior Professional in Human Resources (SPHR) by the Human Resource Certification Institute, holds a provisional Private Investigator's License in the state of Oregon, and is a member of the Society for Human Resource Management (SHRM). As an adjunct faculty member at Portland Community College, Steve has taught courses in general business, business communication, and computers in business. He is also active in his community, where he serves on the Board of a local not-for-profit organization.

HR Answers, Inc. is the largest independently owned human resource consulting firm in the Northwest. As "a free-standing Human Resource department for hire," with 18 years of successful operation, the organization prides itself on the ability to serve organizations in all industries and assisting in both public and private sectors, as well as with non-profits.

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