

## **Bradford H. Taft, MBA, CMF, SPHR, SHRM-SCP, CFLC**

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### **Curriculum Vitae – August 2022**

#### **SUMMARY**

Brad Taft has over 40 years of experience in the employment and human resources consulting fields, with an emphasis in executive recruiting, outplacement and career transition. He has co-authored two books and is an accomplished public speaker on career and workplace issues. His skills, knowledge, and experience in the employment field provide a strong foundation for his work as an expert witness providing consulting, research, analysis, and opinions in lawsuits that involve employment matters, including wrongful termination, divorce, negligent hiring, workers compensation, personal injury, discrimination, harassment, retaliation, and immigration.

#### **AREAS OF EXPERTISE**

Vocational Evaluation, Earning Capacity, Employability, Labor Market Analysis, Job Search Effectiveness, Human Resources and Employment Policies and Procedures, Discrimination, Harassment, Retaliation, Career Consulting, Job Placement Assistance.

#### **EMPLOYMENT FORENSICS**

Professional expert experience covers over 11 years of supporting more than 390 legal cases for both plaintiffs and defendants including over 300 Family Law cases, 57 Wrongful Termination lawsuits, 2 Negligent Hiring cases, 8 Civil Litigation cases, 13 Personal Injury cases, 7 Workers' Compensation lawsuits, one Wrongful Death case, and two Immigration cases. Testified in 76 trials: 70 in Superior Court of Arizona; 1 in U.S. District Court – Arizona; 1 in the 4th Judicial District Court of Colorado; 1 in the Circuit Court, County of St. Louis, State of Missouri; 1 in 6th Judicial Court of New Mexico; 1 in District Court, Clark County, Nevada; 1 in the Industrial Commission of Arizona; 11 Arbitrations; and 22 Depositions.

#### **PROFESSIONAL EXPERIENCE**

**TAFT VOCATIONAL EXPERTS LLC, Scottsdale, AZ**

**2010 to Present**

##### **Owner, Managing Director**

Provide consulting and expert witness services involving employment and human resource issues to the legal community including vocational evaluations, labor market research, earning capacity analysis, job search effectiveness evaluation, discrimination, harassment, and retaliation. Research and prepare comprehensive reports and provide depositions and testimony.

**TAFT CAREER GROUP LLC, Scottsdale, AZ  
(Formerly TAFT RESOURCE GROUP)**

**2003 to Present**

**Owner, Chief Career Strategist**

Provide corporate-retained outplacement services and career transition consulting directly to individuals serving in a variety of functions and industries.

- Assist job seekers in career planning, goal setting, resume and cover letter writing, interviewing, networking, identifying sources of job leads and job search strategy development
- Develop and deliver customized, one-on-one career transition services including entrepreneurial consulting to individuals throughout the United States
- Create and deliver presentations, webinars, teleseminars and workshop programs on a variety of career, employment and workplace topics

**SPHERION HUMAN CAPITAL CONSULTING, Los Angeles, CA 2001 to 2003**

**General Manager/Account Director**

Managed and delivered outplacement consulting and business development for the Southwest region of this international human resources consulting firm, a division of Spherion Corporation, a \$2.5 billion human resources, recruitment, technology and outsourcing company. Managed a staff of 5 in the Los Angeles office.

- Assisted displaced employees with career planning and job search training services through one on one consultation and small group workshops

**RIGHT MANAGEMENT, INC., Phoenix, AZ & Los Angeles, CA**

**1993 to 2001**

**Senior Vice President, Client Relations (Phoenix)**

**2000 to 2001**

**Vice President (Los Angeles)**

**1993 to 2000**

Managed and delivered outplacement services and business development for the three office Arizona/Nevada region of this international human resources consulting firm. Previously developed, managed and delivered outplacement services and managed client relationships in the Los Angeles and Woodland Hills, CA offices.

- Developed and implemented strategic marketing plans involving product changes, new product introductions and their successful launch into new target markets
- Managed and implemented on-site career centers
- Created and delivered consulting and sales training programs

**LEE HECHT HARRISON, INC.,** Los Angeles, CA

**1990 to 1993**

**Vice President, Client Relations**

Delivered executive and group outplacement services and managed client relations for the Los Angeles office of this national outplacement firm.

**CAREER TRANSITION GROUP, INC.,** Los Angeles, CA

**1985 to 1990**

**President**

Co-Founded this outplacement firm and was responsible for general management, human resources, program development and delivery of executive and group outplacement services.

- Developed innovative outplacement programs to meet the needs of a diverse group of employees transitioning from a major healthcare organization
- Developed and implemented all human resources policies, procedures and systems

**UNIVANCE, INC.,** Los Angeles, CA – **Outplacement Consultant**

**1981 to 1985**

**N. W. GIBSON INTERNATIONAL,** Los Angeles, CA - **Executive Recruiter**

**1980 to 1981**

**TAFT & ASSOCIATES,** Los Angeles, CA - **Executive Recruiter**

**1979 to 1980**

**GLOBAL MARINE, INC.,** Los Angeles, CA - **Treasury Associate**

**1978 to 1979**

**KORN/FERRY INTERNATIONAL,** Los Angeles, CA - **Executive Recruiter**

**1976 to 1978**

**CERTIFICATIONS**

**Career Management Fellow (CMF),** International Board for Career Management Certification

**Senior Professional in Human Resources (SPHR),** Human Resource Certification Institute

**Senior Certified Professional (SHRM-SCP),** Society for Human Resource Management

**Certified Forensic Litigation Consultant (CFLC),** Forensic Expert Witness Association

**EDUCATION**

**Master of Business Administration,** University of Southern California

**Bachelor of Arts in Communication,** University of Southern California

**VOLUNTEER LEADERSHIP & AFFILIATIONS**

National Treasurer and Southwest Region Director, Forensic Expert Witness Association

Associate Member, American Board of Vocational Experts

Member, WorldatWork (formerly American Compensation Association)

Member, Association of Career Professionals International

Member, Society for Human Resource Management

Member, Society for Human Resource Management of Greater Phoenix

Member, Arizona Total Rewards Association

Member – Airpark Toastmasters Club

Past President, Board of Directors, USC School of Business Alumni Association

**PUBLICATIONS & PRESENTATIONS**

**Books**

**Boom or Bust!: New Career Strategies in a New America** (Cambridge Media, LLC; 2006) (Co-Author)

**Return of the Boomers** (Cambridge Media, LLC; 2008) (Co-Author)

**Articles**

**The Covid-19 Pandemic's Effect on Determining the Earning Capacity of Spouses**  
*Journal of the American Academy of Matrimonial Lawyers*, Vol. 34, No. 2, May 2022

**Determining Earning Capacity in a Changing Labor Market**  
*Arizona Attorney Magazine*, January 2021

**Redefining the Attorney – Expert Relationship**  
*Arizona Attorney Magazine*, March 2019

**Do Both Sides in a Divorce Case Need a Vocational Expert?**  
*Arizona Association of Family Law Attorneys Newsletter*, Summer 2013

**Earning Capacity: Labor Market Analysis for Determining Spousal Maintenance;**  
*Arizona Association of Family Law Attorneys Newsletter*, Fall 2011

**Can America Continue to Compete in the 21<sup>st</sup> Century?;** *Career Planning and Adult Development Journal*, Fall 2008 (Co-author)

**Mature Workers: a Fine Source of Renewable Energy;** *Phoenix Business Journal*,  
December 14, 2007

**Mature Workers: Do They Really Cost More to Employ?;** *Phoenix Business Journal*,  
June 29, 2007

**A Letter to Career Consultants and Coaches on Behalf of Boomers and Traditionalists Who Need Your Expertise;** *Career Planning and Adult Development Journal*, Fall 2006 (Co-author)

**Managing Workforce Reductions;** *California Employment Law Letter*, 2/4/02 & 2/18/02

**Outplacement and Communicating Work Force Reductions;** chapters in **Downsizing**, by Ethan Lipsig; BNA Books; 1997, 1998 Update.

**Presentations**

**How Vocational Evaluation Experts Determine the Employability and Earning Capacity of Spouses**

The Ilumni Institute Raising the Bar CLE Series (Virtual)

May 25, 2022

**Expert Help You May Not Know You Need: Vocational Evaluation**

Maricopa County Bar Association – Family Law Series (Virtual)

March 18, 2022

**Moving Forward: Supporting Clients in Finding Employment and Advancing Their Careers**

Maricopa County Association of Family Mediators (Virtual)

Phoenix, AZ

February 22, 2022

**Overcoming the Challenges of Determining Earning Capacity in the Changing Labor Market: Identifying New Sources for Valid Compensation Data**

International Association of Rehabilitation Professionals Annual Conference (Virtual)

October 9, 2020

**Career Advancement**

USC Alumni Club of Phoenix Executive Event

Phoenix, Arizona

October 1, 2019

**The Challenges of Determining Earning Capacity in the Changing Labor Market**

American Board of Vocational Experts 2019 Annual Conference

Tucson, Arizona

April 13, 2019

**Show Me the Money: How to Convince the Court to Impute Income**

American Bar Association Webinar

December 12, 2018

**Show Me the Money: How to Convince Your Judge to Impute Income**

American Bar Association Section of Family Law – 2018 Fall CLE Conference

Tucson, Arizona

October 4, 2018

**Moving Forward: Supporting Clients in Finding Employment and Advancing Their Careers**

Maricopa County Association of Family Mediators

Phoenix, AZ

9/26/17

**Developing an Effective Expert Witness CV**

Forensic Expert Witness Association – Arizona Chapter

Phoenix, AZ

6/15/16

**The New Networking: It's Not Who You Know, But Who Knows You**

Paradise Valley Rotary Club

Paradise Valley, AZ

7/22/15

**What are You Worth?: Sources of Executive Compensation Data**

ExecuNet - Phoenix Networking Meeting

Tempe, AZ

6/17/14

**New Beginnings: Tapping into Vocational, Career and Educational Resources**

Maricopa County Association of Family Mediators

Phoenix, AZ

1/28/14

**Strategic Job Search**

ExecuNet – Phoenix Networking Meeting

Tempe, AZ

1/21/14

**Executive Marketing Strategy: The Dynamic Resume and More**

ExecuNet – Phoenix Networking Meeting

Tempe, AZ

2/19/13

**The New Networking: It's Not Who You Know, But Who Knows You**

Financial Executives Networking Group - Phoenix Chapter

Offices of First Western Trust

Scottsdale, AZ

1/15/13

**Sources of Hire Survey: Implications for Executive & Professional Job Seekers**

ExecuNet – Phoenix Networking Meeting

Tempe, AZ

10/16/12

**Attracting & Retaining the Best Talent by Creating an "Age - Friendly" Workplace**

2012 Arizona State SHRM Conference

Chandler, Arizona

8/28/12

**Effective Networking Communications: The Uplifting Elevator Speech**

ExecuNet - Phoenix Networking Meeting

Tempe, Arizona

1/17/12

**Effective Networking for Baby Boomers**

Tempe Career Network

Tempe, AZ

11/14/11

**The New Networking: It's Not Who You Know, But Who Knows You**

Financial Executives Networking Group - Phoenix Chapter

Tempe, AZ

7/26/11

**Public Speaking: A Critical Business Skill**

Arizona Business Travel Association Annual Education Conference

Phoenix, AZ

6/15/11

**Overcoming Myths about Hiring Older Workers**

American Payroll Association - Phoenix West Valley Chapter

Glendale, AZ

4/19/11

**Generational Recruiting Strategies**

Financial Executives International – Arizona Chapter

Phoenix, AZ

3/8/11

**The New Networking**

Career Connectors

Phoenix, AZ

9/15/10

**Generational Diversity: Four Generations Sharing the Workplace**

Grand Canyon State Electric Cooperative Association Workshop

Phoenix, AZ

5/18/10

**A Strategic Planning Model for Mature Workers' Career Transition**

Southwest Job Network Workshop

Phoenix, AZ

8/10/09

**Are You Stuck Using 20th Century Counseling Methods and in the 21st Century?**

International Career Development Conference

Los Angeles, CA

11/7/08

**Recruiting, Revitalizing and Retaining the Workforce of the Future**

Arizona State SHRM Conference

Phoenix, AZ

9/3/08

**Debunking the Myths of Employing Mature Workers**

American Society on Aging/National Coalition on Aging Annual Conference

Washington, DC

3/29/08

**Supporting the Career Success of the Aging Population**

Workforce 411 Conference  
Columbus, OH  
10/24/07

**The New “3 R’s”: Recruiting, Revitalizing and Retaining Mature Workers**

Arizona Industrial Compensation Association  
Phoenix, AZ  
9/20/07

**Rethinking Career Options for the Aging Workforce**

American Society on Aging/National Coalition on Aging Annual Conference  
Chicago, IL  
3/7/07

**Strategic Integration and Alignment of the Aging Workforce**

Alliance for Work-Life Progress Annual Work-Life Conference  
Scottsdale, AZ  
2/2/07

**Boom or Bust!: New Career Strategies in a New America**

International Career Development Conference  
San Jose, CA  
11/3/06

**Guest Lecturer** at ASU, USC, UCLA, Loyola Marymount University and Grand Canyon University