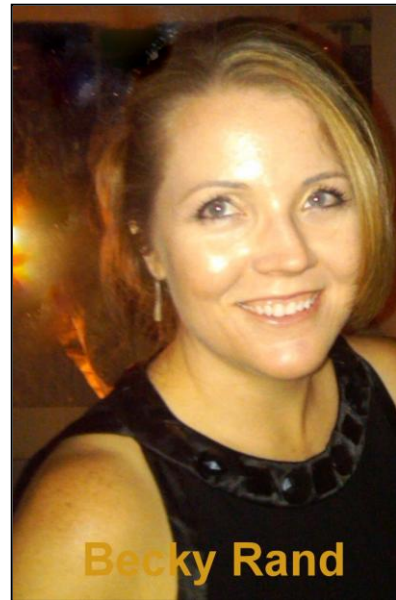


2011-2011 Board Members

Becky Rand, SPHR

*Global Compliance Manager
American Express*



Becky Rand, SPHR, has worked for American Express for nearly 14 years in various roles with increasing responsibility and scope. As a Global HR Compliance Manager, she has more than 12 years EEO/AA experience and is responsible for mitigating exposure and/or loss for American Express through the use of audits, in-depth analysis, and proactive consultative measures. In her role, she works closely with many process partners, including legal, talent acquisition, compensation, and relationship leaders.

Becky has been serving as a member of the Board of Directors for the Arizona Affirmative Action Association (Quad A) since 2007, lending professional expertise and skills to help the organization prosper and benefit other members. She was voted in to serve as the Reporting Secretary in 2009 on the Quad A Board of Directors and is still currently serving in that position. Becky has been a Quad A Member since 2002.

With a long history of service and volunteerism (both within this field and in other genres), Becky served on the Logistics Committee of the 2006 National Industry Liaison Group (NILG) Conference; was the Program Chair for the 2010 NILG Conference in Las Vegas; and is looking forward to her involvement in the 2012 NILG Conference in Hawaii.

Becky holds a Bachelor of Science degree, *cum laude*, in Hotel & Restaurant Management, from Northern Arizona University. She received her SPHR certification in 2005 and is an ardent learner with a strong thirst for knowledge, particularly in the ever-changing landscapes of human resource laws and best practices.