



Tom Harmening is a Management Consultant for F&H Solutions Group LLC. He has specialized in labor relations communications for most of his career. Tom served on many negotiation teams and has clients in the health care, manufacturing, insurance, transportation, utility, gaming, service, aerospace and retail trade industries. He has extensive experience in dealing with difficult labor negotiations, strikes, walkouts, corporate campaigns and unionization issues.

For seven years prior to joining F&H Solutions Group, Tom worked for the international public relations firm of Hill & Knowlton, where he built the largest labor relations communications team in the nation. During the 2003 Iraq War, Tom served as an internal communications counselor to the world's largest oil company, ensuring that the flow of oil to the West was not interrupted by internal strife. He spent the duration of the war in Saudi Arabia, Bahrain and the United Arab Emirates, where he devised communications strategies and plans that are still in use today. Tom is also the former head of corporate communications for Michigan Consolidated Gas Company, the Tennessee Valley Authority and Burlington Northern Railroad.

Tom regularly speaks to national audiences on labor communications issues and has authored numerous articles in national publication on effective employee communications. He has received numerous awards for effective communications.

Tom holds undergraduate and graduate degrees in communications from Indiana University.

Washington, DC Office:

1300 19th Street, NW

Suite 700

Washington, DC 20036

Direct: 202-719-2028

Fax: 202-719-2077

tharmening@fhsolutionsgroup.com