



Richard Reinhardt is Vice President of F&H Solutions Group LLC. He assists clients in achieving the goal of creating a more productive employee relations climate, which leads to improved performance and profits. These clients are in various industries throughout the United States along with some work being performed internationally. He uses his management knowledge, experience and various management tools to objectively assess the organizational structure so that the jobs and people are aligned with the goals of the organization. In addition, his knowledge and experience in compensation matters has resulted in the development of numerous pay plans that ensure internal and external equity of pay. Furthermore, he has aided companies in remaining union-free either by meeting the immediate threat of a union by winning the election or by helping clients implement various processes and systems which avoid the management mistakes that cause employees to seek a third party.

He has been quoted on organizational and employee relations matters in various publications, including *The Wall Street Journal*, *Forbes*, and *Business week*.

Richard earned his B.S. from the University of Tennessee and a Masters Degree from the University of Oklahoma. He performed graduate work beyond his Masters with a Ford Foundation grant, and taught at the university level prior to becoming a management consultant.

Before joining Ford & Harrison/F&H Solutions Group, he co-founded a management consulting firm that was named by *Consultants News* to be among the top 100 management consulting firms in the nation. Richard was recently honored by the Memphis Interfaith Association (MIFA) when they named their employee of the year award the “Richard Reinhardt All-star Award.”

MEMPHIS, TENNESSEE OFFICE:

795 Ridge Lake Boulevard, Suite 300

Memphis, Tennessee 38120

Direct: 901.291.1546

Fax: 901.291.1501

rreinhardt@fhsolutionsgroup.com