

ABBY AREINOFF HARBICHT has over forty years of experience as a global human resources leader and employment lawyer. She has strengths in strategic planning, organizational development, succession planning, employee engagement, performance management and corporate cultures. Abby has provided her expertise within diverse industries, including entertainment, retail, manufacturing, construction and financial services. She is currently a practicing attorney in Prescott, Arizona specializing in employment law and human resources consulting.

Abby belongs to the California and Arizona Bar Associations. In addition, she is a member of the Arizona Employment Lawyers Association, the American Bar Association, the Yavapai County Bar Association and the National Employment Lawyers Association.

Abby graduated with a Bachelor of Science in Economics degree, cum laude, from The Wharton School of the University of Pennsylvania where she majored in Human Resources and Labor Relations. She received her Juris Doctorate degree, with honors, from Loyola Law School in Los Angeles.

Abby's law career started with Jackson, Lewis, Schnitzler and Krupman (now Jackson Lewis) in both their Los Angeles and New York offices. Following that, she spent her career working within corporations. In these corporate positions, she held dual responsibility for human resources and employment law, overseeing all matters related to employee rights and employer responsibilities. Her positions included serving as Chief Human Resources Officer for the following companies: Sony Pictures, AECOM Technology Corporation, The Disney Stores Worldwide, Charles Pankow Builders, Ltd., The National Childhood Cancer Foundation, Fox Broadcasting Company, Pacific Sunwear and Wet Seal. Abby applies her prior experience to her current practice, representing small businesses as well as protecting the rights of employees and supporting non-profits, focusing her practice in all areas of employment law including discrimination, retaliation and wrongful discharge.

Abby has been a selected speaker for the Society of Human Resource Management (SHRM), Professionals in Human Resources Association (PIHRA), the National Human Resources Association (NHRA) and the Prescott Area Human Resources Association (PAHRA). She is a recipient of the NHRA Award for Outstanding Strategic Leadership.

Abby has spent the last decade teaching Management and Business Law as an Adjunct Professor at Embry-Riddle Aeronautical University's School of Business. She volunteered as a SCORE mentor, providing consulting to small and emerging businesses. Abby volunteers time as General Counsel for several non-profit organizations and is a founding member and Vice President of Large Animal Shelters and Emergency Readiness (LASER), a volunteer organization that works with Yavapai County Emergency Management to provide safe sheltering for barn animals during emergency evacuations.

Abby's website is at www.arenoffharbichtlaw.com. Her telephone number is 626-590-1337 and email address is abby@arenoffharbichtlaw.com.

DENISE M. BLOMMEL is an attorney in Scottsdale, Arizona. She is admitted to practice in the state and federal courts of Arizona and Nevada. Her practice centers on the employer-employee relationship.

Denise is a former Field Attorney with the National Labor Relations Board and a former Assistant Chief Counsel of the Industrial Commission of Arizona. She represents employers and employees in employment and labor matters. Denise currently serves on the Industrial Commission's Youth Labor Task Force.

Denise belongs to the State Bar of Arizona, State Bar of Nevada (inactive), the American Bar Association, and the Arizona Employment Lawyers Association. She is Past President of the State Bar of Arizona's Senior Lawyers Division.

Denise was awarded the State Bar of Arizona's Member of the Year for 1998-1999 and the Arizona Employment Lawyers Association Member of the Year in 2026. She was also awarded the State Bar Employment & Labor Law Section Member of the Year in 2014. Denise is one of the authors of the State Bar's *Arizona Employment Law Handbook* and a co-author of articles in the January 2022, January 2021, and December 2013 State Bar's *Arizona Attorney* about the State Board of Education's expanded jurisdiction, COVID-19 in the Workplace, and the Affordable Care Act; and two articles in the April 1994 and April 1998 *Arizona Attorney* about Workers' Compensation, the Americans with Disabilities Act and the Family Medical Leave Act. Denise served as Chair of the Employment & Labor Law and Co-Chair of the Workers' Compensation Law Sections of the State Bar of Arizona.

Denise holds a Bachelor of Arts in Government and Economics, with Highest Distinction (Summa Cum Laude), Honors, Phi Beta Kappa and Phi Kappa Phi, from the University of Arizona. She serves on the Dean's Advisory Board to the W.A. Franke Honors College at the University of Arizona. Her law degree is from Arizona State University. Denise and her Moot Court teammates placed second in the nation in the National Moot Court competition – team, brief, and speaker.

Denise is a frequent presenter for State Bar Continuing Legal Education, government, business, educational and community groups. She taught Human Resources Law for the ASU Master of Legal Studies Program in 2014 and 2015 and was active with the former ASU Law Group.

Denise and her husband, Don Doerres, are regular presenters of "Soft Skills for a Hard World," a seminar to improve workplace communication and resolve conflict. She was a mediator with the U.S. Postal Service for 26 years. Denise and Don belong to the University of Iowa Alumni Association and are active with the Hanson Center for Communication at the Iowa College of Engineering. Denise is a life member of both the ASU and U of A Alumni Associations.

Denise served on the Board of Directors for 20 years for Girl Scouts – Arizona Cactus-Pine Council. The Girl Scouts awarded Denise the Thanks Badge in 2000; the Thanks Badge II in 2005, and the Impact Award in 2020, their highest volunteer honors. Denise and Don live in Scottsdale and are active at St. Patrick Catholic Community.

Denise's website is at www.azlaborlaw.com. Her telephone number is 480-993-3939 and her mailing address is 6945 E. Sahuaro, Suite 125, Scottsdale, AZ 85254. Her email address is denise@azlaborlaw.com.