



Aimee N. Kircher, Esq., SPHR

ASSOCIATE

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Employment Counseling & Litigation for Management

Aimee N. Kircher is an employment attorney for KDG Human Resources Solutions (KDG HRS), and is also a certified Senior Professional in Human Resources (SPHR).

Aimee has a unique combination of over twenty years of senior level human resources leadership and business operations experience which has enhanced her ability to link business strategies to people & employment strategies in her counseling of business clients and human resources professionals. Prior to joining KDG HRS, she provided broad based human resources leadership and consulting solutions and operations leadership for businesses located in California.

Her strategic approach to employment related matters is based upon prevention and counseling allowing for an effective balance of risk management with the ability to operate a successful business.

In addition to providing practical counseling and representation on behalf of management, Aimee is a frequent speaker and trainer on a variety of employment and human resources related topics both in-house and as a community partner.

Practice Focus:

- HR Audits
- Compliance Training
- RIF Strategy & Implementation
- Conflict Resolution
- Workplace Investigations
- Policy Development
- Compensation Program Review & Development
- Employee Handbooks
- Performance Management
- Sexual Harassment Training

Education and Certification

Juris Doctor, John F. Kennedy University School of Law, 2010
 Senior Professional in Human Resources (SPHR)
 Witkins Award for Academic Excellence: Torts
 Bachelor of Arts, Sonoma State University

Professional Experience

Klein, DeNatale, Goldner, Cooper, Rosenlieb & Kimball, LLP, 2010-present
 KDG HR Solutions, 2010 - present
 Mendocino Companies, 2000-2009
 Mervyns California, 1991-2000

Professional Associations

- State Bar of California & American Bar Association
- Fresno County Bar Association & California Women Lawyers
- Society for Human Resource Management (SHRM)
- SHRM of Tulare and Kings County
- Human Resources Association of Central California (HRACC)
- California Association of Workplace Investigators (CAOWI)

Community & Leadership

- Board Member, Institute for Family Business, Craig School of Business, Fresno State University
- Board Member, Legal Counsel, Fresno Women's Network
- Fresno County Women's Chamber of Commerce
- Greater Fresno Area Chamber of Commerce
- Clovis Chamber of Commerce
- PHR/SPHR Certification Study Group Facilitator

Presentations

- Harassment and Discrimination in the Workplace
- Safety & Security Responsibilities of the HR Professional
- Avoiding, Answering and Resolving DFEH Discrimination Claims
- Pre-Employment Screening, Checking & Testing
- The Ghost of Christmas Past: How Holiday Parties and Bonuses Can Come Back and Haunt You
- HRACC Special Interest Group: Brand New to HR
- Effective Discipline & Documentation
- How to Implement HIPAA



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