



JOHNNY C. TAYLOR, JR.

PRESIDENT AND CHIEF EXECUTIVE OFFICER, SHRM

Johnny C. Taylor, Jr., SHRM-SCP, is President and Chief Executive Officer of SHRM, the Society for Human Resource Management. With over 300,000 members in 165 countries, SHRM is the largest HR professional association in the world, impacting the lives of 115 million workers every day.

As a global leader on the future of employment, culture, and leadership, Mr. Taylor is a sought-after voice on all matters affecting work, workers, and the workplace. He is frequently asked to testify before Congress on critical workforce issues and authors the weekly USA Today column, "Ask HR."

Mr. Taylor's career spans over 20 years as a lawyer, human resources executive, and CEO in both the not-for-profit and for-profit space. He has held senior and chief executive roles at IAC/Interactive Corp, Viacom's Paramount Pictures and Blockbuster Entertainment Group, McGuire Woods LLC, and Compass Group USA. Most recently, Mr. Taylor was President and Chief Executive Officer of the Thurgood Marshall College Fund.

He was appointed chairman of the President's Advisory Board on Historically Black Colleges and Universities and served as a member of the White House American Workforce Policy Advisory Board during the Trump Administration. He is a Trustee of the University of Miami, Governor of the American Red Cross, and a member of the corporate boards of Guild Education and iCIMS.

In 2020, Mr. Taylor received the Distinguished Executive of the Year Award from the Academy of Management, and in 2021 was named Professional Society CEO of the Year by CEO Update.

He is licensed to practice law in Florida, Illinois, and Washington, D.C., and is a Fellow of the National Academy of Human Resources.

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HON. DANA A. GUTIERREZ

JUDGE, SUPERIOR COURT OF GUAM

Judge Dana A. Gutierrez was sworn in as a judge of the Superior Court of Guam on July 24, 2020. Judge Gutierrez presides over General Jurisdiction cases and is assigned the Civil Docket which includes civil, domestic, probate, and family court cases.

Before her appointment, she worked in both the private and public sectors in Guam and has more than 20 years of experience in private practice in the areas of labor and employment law, business planning, corporate governance, and regulatory compliance.

She was a frequent presenter on employment issues for the Society for Human Resource Management (SHRM) Guam Chapter and has served on the SHRM Guam Chapter Board of Directors. Judge Gutierrez has also served on the Guam Bar Association Board of Governors, the Guam Law Library Board of Trustees, the Guam Girl Scouts Board of Directors, and the Guam Solid Waste Authority Board of Directors.

Judge Gutierrez chairs the Judiciary of Guam's 2020-2023 Strategic Plan Focus Area on Employee Excellence and Satisfaction and co-chairs the Judiciary's Subcommittee on Rules of Civil Procedure.

Judge Gutierrez attended the University of Southern California in Los Angeles, where she earned her B.A. in Political Science and East Asian Studies in 1993 and her J.D. from the University of Southern California Gould School of Law in 1997. She is married to David Hurchanik, and they have a son, Mateo David.

www.guamsupremecourt.com



MICHAEL A. PANGELINAN, ESQ.

PARTNER, CALVO FISHER & JACOB LLP

Mike Pangelinan has been an attorney in Guam for over 25 years. His practice focuses on commercial transactional work and corporate and employment law on behalf of hotels, media companies, retailers, wholesalers, and service industry clients throughout the Asia Pacific region. He is a partner in the law firm of Calvo Fisher & Jacob LLP, where he recently celebrated 25 years of service. CFJ has offices in Guam, Saipan, and San Francisco.

In addition, Mike also serves on a variety of boards and commissions, including the Guam Public Utilities Commission, Guam Conservatory of Arts, and Guam Sports Events, Inc. Mike has been a SHRM Guam Board member since 2021, and is currently serving as the VP of Programs of the SHRM Guam Chapter.



MEG PARANGALAN

DIRECTOR OF HR, ASIA PACIFIC, UNITED AIRLINES

Meg Parangalan joins us from Chicago, Illinois. She is United Airlines' Director of Human Resources, leading teams of HR professionals who support over 1500 employees within the Asia-Pacific region including Guam and the CNMI.

With over 25 years of expertise in aviation, Meg's United journey also included leadership roles in safety and regulatory program management, customer service solutions, and world-class airport operations. Meg is a global business leader with demonstrated success in driving growth, efficiencies, and agile and sustainable strategies across the enterprise. She is known for building high-performing teams, delivering operational success against metrics, and developing solutions to address customer and employee needs.

Meg lives in Park Ridge, IL with her husband and 3 daughters, plus their recent addition, a rescue Husky-Mix from the Chicago Canine Rescue. You'll often find Meg in various volunteer capacities from mentoring young adults to participation in activities of the Illinois Diversity Council's Education Committee and the Dressember Foundation.

meg.parangalan@united.com



DR. JUAN RAPADAS

LICENSED CLINICAL PSYCHOLOGIST, JUDICIARY OF GUAM

Dr. Juan Rapadas is a licensed clinical psychologist and has been working at the Judiciary of Guam since 2015 where he conducts both psychological and forensic evaluations for adults and juveniles. Prior to that, he was the consulting clinical psychologist at DYA for 12 years.

Dr. Rapadas is licensed to practice in Guam, the CNMI, and Hawaii. He earned his Master's degree and Ph.D. in clinical psychology at the University of Hawaii at Manoa. He also holds a Post Doctorate Master of Science degree in Clinical Psychopharmacology from Alliant International University, a Bachelor of Science degree in Biology from the University of San Francisco, and a Bachelor of Arts degree in Psychology from the University of Guam.

His research and work interests are in forensic psychology, juvenile delinquency, cross-cultural and trauma psychology, and psychopathology. Dr. Juan was born and raised in Guam, graduated from Father Duenas Memorial School, is currently married, lives in Yigo, and raised three children, two of whom are majoring in psychology in college.



STACY ELARMO

VICE PRESIDENT, PEOPLE OPERATIONS, GTA

Stacy joined GTA in 2019 and is now the Vice President of People Operations. She is a proven strategic People Operations executive with well over 15 years of experience in various technology industries. Stacy has deep experience in the Human Resources and Finance fields. She is responsible for the People Operations Infrastructure and continues to foster a healthy and productive culture at GTA. She's revolutionized GTA's HR function to one that is people centered, resilient, and a critical strategic partner in achieving the organization's business goals.

Prior to returning to Guam, Stacy led and consulted teams in organizations such as Biosite Inc., Tandem Diabetes Care, Ivera Medical, and Artefact Group. She is a disrupter and a champion of change who is focused on creating purpose, care, and connection at work. She drives a holistic approach to the employee experience and workforce development, which has resulted in being awarded by Seattle Business Magazine '100 Best Places To Work' in 2014, 2016, 2017 and 'Guam's Pika's Best Place To Work' in 2020 and 2021.

Stacy is an alumna of St. John's School. She holds a bachelor's degree in Psychology and a Minor in Japanese from the University of San Francisco. Additionally, she earned her Certificate in Human Resource Management from Cornell University in 2014. She also serves as one of GTA's Junior Achievement Advisors and is a member of the Guam Department of Labor's Workforce Development Board.



ANDRI BAYNUM, MS LPC

IHP CLINIC BEHAVIORAL HEALTH COUNSELOR

Andri has a strong foundation in the educational setting as well as therapeutic intervention with adolescents. He has facilitated counseling with adults and couples, as well as families.



Masters in Clinical Psychology
Bachelors of Arts in Education
University of Guam



IHP Clinic
Latte Treatment Center
Previously at Simon Sanchez High
School & BMS



Be the reason someone smiles. Be
the reason someone feels loved
and believes in the goodness in
people. -Roy Bennett



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FRANK CAMPILLO, MHP

HEALTH PLAN ADMINISTRATOR, CALVO'S SELECTCARE

Frank has managed Calvo's SelectCare since the development of the health plan in September 2000 and with his team has achieved the objective of making SelectCare the largest health Plan on Guam and Micronesia insuring over 44,000 members. Frank also introduced the PPO Delivery Healthcare System to Guam, the Prescription Benefit Managers (PBMs) programs, and the Prescription Mail Order programs to Guam's consumers.

Frank attended Los Angeles City College and UCLA. He received his Managed Healthcare Professional Designation from AHIP and his LUTCF Designation from the National Association of Life Underwriters. and has attended executive education seminars with AHIP, Insurance industry training programs with New York Life Insurance, and numerous insurance and healthcare-related courses and seminars.

Additionally, Frank is involved with countless community activities and affiliations such as co-charing GEDA's Economic Diversification Working Group, serving as a member of the American College of Healthcare Executives, the American Health Insurance Plans Association (AHIP), the Rotary Club of Tumon Bay, and the Advisory Council of the UOG's School of Business and Public Administration.

Frank has received various industry awards and several community service recognition awards. He has lived in Guam for 32 years and has a daughter, Vianna Marie Campillo.



HON. LEEVIN T. CAMACHO

ATTORNEY GENERAL, GUAM

Leevin T. Camacho has served as Guam's attorney general since 2019. As attorney general, Camacho has secured several historic settlements that will bring millions to combat Guam's drug problem, made it easier to get help from the Office of the Attorney General, and taken concrete steps to protect the environment, including a unanimous win before the Supreme Court of the United States in the Ordot Dump litigation.

Prior to serving as attorney general, Camacho was a solo practitioner who handled civil and criminal matters. As a private practitioner, he argued over 15 appeals before the Supreme Court of Guam, assisted the governments of Guam and the CNMI in reviewing complex environmental impact studies, and litigated land rights and environmental justice cases. He also served as local counsel in a lawsuit seeking to extend voting rights to U.S. citizens living in the territories.

Camacho attended John F. Kennedy High School, majored in English Literature at the University of Washington, and graduated from Boston University School of Law.



VINCENT CAMACHO, ESQ.

PRINCIPAL, CAMACHO CALVO LAW GROUP

Attorney Vincent Camacho is a well-known member of the SHRM Guam team. Vince is our Vice President of Legislative Affairs and a frequent presenter on a variety of legal topics. In addition to being an experienced employment lawyer, Vince also has an accounting and finance background, having spent ten years in the finance industry.

Formerly with the law firm of Carlsmith Ball, Vince is now a Principal of the Camacho Calvo Law Group. He received his B.S. from San Diego State University, his M.B.A. from the University of Guam, his Master of Laws in Taxation from Villanova University School of Law, and his J.D. from the University of Hawaii Law School.



NATALIE FRANZINI, ESQ.

ASSOCIATE, BAUMANN, XU & BLACK, LLC

Natalie Franzini is an associate at the law firm of Baumann, Xu & Black, LLC, and has been with the firm since the summer of 2021. Natalie specializes in immigration matters, including family-based immigration, employment-based immigration, and asylum and removal defense. Prior to joining the firm, she started her own private practice in Washington state where she focused on legal writing for asylum cases.

Born and raised in California, Natalie moved to Guam in 2021 with her husband. She completed her Juris Doctor in 2020 at UC Hastings College of the Law in San Francisco, California. She also holds a B.A. in Liberal Arts from Saint Mary's College of California.

Natalie is a member of the Washington State Bar Association. She is also a member of the Pacific American Inns of Court and the American Immigration Lawyers Association.



SHANE F.T. BLACK, ESQ.

PARTNER, BAUMANN, XU & BLACK, LLC

Shane F.T. Black is a partner at the law firm of Baumann, Xu & Black, LLC, and has been with the firm since Fall 2010. Besides specializing in immigration and business matters, he has experience in criminal law, family law, real property, and probate. Prior to joining the firm, he served as an Assistant Attorney General of Guam and worked in private practice in the state of Oregon.

Born and raised in Guam, Shane returned home in 2007 after completing his Juris Doctor in 2006 at Lewis and Clark Law School in Portland, Oregon. He also holds a B.A. in Economics from the University of Colorado at Boulder.

Shane is a member of both the Guam Bar Association and the Oregon State Bar Association. He is also admitted to practice before the U.S. District Court and the U.S. Ninth Circuit Court of Appeals. He is also a member of the Pacific American Inns of Court and the American Immigration Lawyers Association.



DR. ALEXANDER ALONSO

CHIEF KNOWLEDGE OFFICER, SHRM

Alexander Alonso, PhD, SHRM-SCP is the Society for Human Resource Management's (SHRM's) Chief Knowledge Officer leader research, insights, and innovation functions, as well as the SHRM Foundation. His career portfolio includes a multi-million dollar set of revenue streams based upon practical thought leadership designed to make better workplaces for a more inclusive world. In fact, Dr. Alonso was recognized as an inaugural member of the Blue-Ribbon Commission on Racial Equity in the Workplace, a coalition designed to foster equitable and inclusive cultures. His research has been featured in numerous outlets including USA Today, NBC News, BBC, CNN, and more. He has served as a member of several speakers bureaus with more than 400 speaking engagements over the last decade being called "one of the most effective communicators of data in recent memory by HR Magazine.

His works have been recognized for their contribution to real-world human capital issues. They include being recognized with SIOP's 2007 M. Scott Myers Award for Applied Research in the Workplace for developing the federal standard for learning and development of healthcare providers; a 2009 Presidential Citation for Innovative Practice by the American Psychological Association for designing performance management systems; and the 2013 SIOP Distinguished Early Career Contributions for Practice Award for extensive applied research on the link between human resource management and organizational sustainability.

Throughout his career, he has published works in peer-reviewed journals, authored several chapters on community-based change initiatives in workforce readiness, and authored books like *The Price of Pettiness*, *Talking Taboo: Making the Most of Polarizing Topics*, and *Defining HR Success: A Guide to the SHRM Competency Model in Practice*. Alex also serves as a columnist analyzing major trends in the workforce for TIP and HR Magazine. He has served on several professional society boards including as president for the Personnel Testing Council of Metropolitan Washington Area. Alex currently serves on the SIOP Foundation Board of Trustees, the North American HR Management Associations (NAHRMA) board, and the Zeal Capital Advisory board. He is a Fellow of SIOP, Division 14 of the American Psychological Association having earned his doctorate from Florida International University