



## **Shannon Lands, SPHR, SHRM-SCP, CMA**

### **HR**

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Shannon serves as the manager of human resources and related consulting services. She began her career in 1994 and has served as an HR administrator and consultant for a variety of small to mid-sized companies. Her primary areas of experience include developing policies and procedures, ensuring legal compliance, administering benefits, recruiting, conducting performance assessments, and advising on wage and benefit structures as part of the firm's Human Resources.

### **Education**

M.B.A. - University of West Florida

B.A. Accounting - University of West Florida

### **Certifications**

Senior Professional in Human Resources (SPHR)

SHRM-SCP (SHRM-SCP)

Certified Management Accountant (CMA)

### **Professional Affiliations**

Society for Human Resource Management (SHRM) - National Member

Institute of Management Accountants - National Member

### **Community Affiliations**

Pensacola Area Chamber of Commerce

United Way of Escambia County

Greater Pensacola Chapter of Society for HR Management



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