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Randy joined Bukaty Companies in January 2018 with 20-plus years of Human Resource Management experience in Fortune 500 and 100 companies. He has developed and facilitated numerous Management and Leadership training courses, designed Human Resource departments, designed and implemented benefits, salary and performance management programs, compliance programs and full-cycle recruiting. He has a high level of expertise in the areas of employee relations, management training compliance and performance management.

He holds a Bachelor's Degree in Psychology and a Master's Degree in Administration and is certified as an SPHR (Senior Professional Human Resource Manager) and SHRM-SCP (Society for Human Resource Management—Senior Certified Professional). He currently serves on the Board of Directors for the Kansas City Chapter of SHRM. He is a tenured adjunct Graduate and Undergraduate college instructor at Avila University, University of St. Mary (MBA program) and Webster University; designing and teaching courses in Human Resource Management, Strategic HR, Leadership, Business Management, Team Dynamics and Employee and Labor Relations.