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Sarah Charlier, SPHR, SHRM-SCP has worked in the Human Resources field for 16 years, primarily working with Professional Employer Organizations (PEOs). Serving organizations in both the non-profit and for-profit sector, Sarah has spent her career guiding small business owners and managers through complex employee relations matters, talent management and development processes, and employment regulation compliance. After starting her HR career in the horseback tour industry in Arizona, Sarah moved to Des Moines in 2005 to be close to family and currently works as the Manager, Administrative HR Operations for Aureon HR in West Des Moines. She served on the volunteer Board of Directors for the Central Iowa Society for Human Resource Management (CISHRM) from 2009 to 2016, with two years as Chapter President.