

## Ernie Strate

515-283-8010

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DES MOINES OFFICE

Ernie Strate leads the human resources team. He brings more than 20 years of experience in talent management, employee engagement, and organizational development. Passionate about fostering a positive workplace culture, Ernie focuses on recruiting top legal talent, supporting professional growth, and ensuring compliance with employment regulations.

From the beginning of his career, Ernie learned the value of clarity in all his interactions. Ernie's undergraduate criminal justice program emphasized clear communication—both written and oral—for reporting, presenting cases, and collaborating with stakeholders, including law enforcement and attorneys. These skills are directly transferable to interacting effectively with employees, management, and external partners, as well as handling sensitive employee matters.

A combination of extensive experience in law firms and a solid foundation in criminal justice equips Ernie to navigate the complexities of HR in a law firm setting. His background enables him to understand both the legal environment and the human element. This ensures HR functions are effectively managed. At the same time, he maintains ethical standards, legal compliance, and a supportive workplace culture. Ernie leads with authority, empathy, and integrity.

Ernie is inspired by helping employees achieve their personal and professional goals. Whether it's guiding individuals through career development, providing resources for skill-building, or mentoring people through challenges, Ernie finds fulfillment in directly impacting their success and well-being.

Outside of work, Ernie enjoys attending concerts.

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## PROFESSIONAL & COMMUNITY AFFILIATIONS

**Association of Legal Administrators**

**Society for Human Resource Management (SHRM)**



## EDUCATION

- Western Illinois University (B.S., criminal justice)