



**LEMONT F. NEAL, SPHR**  
**HUMAN RESOURCES ASSOCIATE DIRECTOR**  
**FARM and FOREIGN AGRICULTURAL SERVICE AGENCY**

LeMont F. Neal, SPHR is the Human Resources Associate Director of the Farm and Foreign Agricultural Service (FFAS) mission area. Mr. Neal will provide strategic oversight and administration for FFAS in addition to leading senior HR managers within the Division in delivering the full span of human resources programs.



With more than 20 years of HR federal experience, Mr. Neal comes to FFAS from the U. S. Securities and Exchange Commission (SEC) where he served for ten years as a Supervisory Human Resources (HR) Specialist overseeing major programs and services including benefits administration, talent acquisition, and compensation. In 2004, Mr. Neal was recognized in the SEC's Performance Accountability Report for his efforts in streamlining HR operations and services using first generation automated services for staffing and benefits. Mr. Neal served as the SEC's Office of Human Resources representative on the interagency team to establish a Financial Regulatory Pay Comparability Survey in response to the U.S. Government Accountability Office requirements. Recently he served as the SEC's principal HR contact instrumental in coordinating the award of the Commission's new Supplemental Benefits Program contract, which introduces domestic partner benefits to the SEC in 2010.

Mr. Neal began his career in Human Resources with the U. S. Customs Service where he staffed a variety of law enforcement positions. Afterwards, Mr. Neal was promoted by the U. S. Department of Justice (DOJ) and became responsible for a full range of position staffing and classification services in addition to providing expert HR services for various legal and financial occupations. He also staffed political appointees and Senior Executive Service positions for DOJ.

Mr. Neal's talents were further utilized by The Resolution Trust Corporation where he served as Acting Chief of the Executive Resources and Special Programs and the leader of various work teams. He provided classification and staffing services for various financial industry positions including contract specialist, women and minority owned business specialists, and management analysts. Mr. Neal utilized this experience as a HR consultant with the U. S. Equal Employment Opportunity Commission (EEOC). He coordinated, administered and delivered a wide array of HR services for Executive Leadership, Administration, and District Offices. He led EEOC's first nation-wide

recruitment and staffing drive for Alternative Dispute Resolution professionals and led audits on EEOC-wide merit staffing initiatives.

An advocate of lifetime learning, Mr. Neal served as a part time adjunct faculty member for the University of Maryland University College. He actively serves as a part-time adjunct faculty member at Prince George's Community College where he enjoys teaching the SHRM Learning System (PHR/SPHR) Test Preparation Courses and SHRM HR Essentials Courses.

Mr. Neal holds a Bachelors of Arts Degree in English, with a minor in Public Administration from the University of Maryland Baltimore County and a Master of Science in Human Resources Management from American University. Mr. Neal also holds the SHRM, Senior Professional in Human Resources certification.