

BRYAN GLINES

Bryan Glines is the HR Compliance & Diversity Manager for CenterPoint Energy. Within this role, he ensures that the company's HR processes comply with federal, state and local laws and regulations related to Department of Labor (DOL), Department of Transportation (DOT), and Equal Employment Opportunity Commission (EEOC) programs.

Within the diversity and inclusion arena, Bryan drives change through implementing HR processes that impact the company. Developing partnerships between community outreach organizations and talent acquisition services has increased sourcing opportunities for qualified minority, female, and veteran candidates. An enhanced focus on women in leadership has shown significant progress with females being added to our executive committee and senior leadership positions.

Bryan collaborated to implement processes that have resulted in hiring between 50-90 veterans per year and having CenterPoint Energy being named by *US Veterans Magazine* as one of its Top Veteran Friendly Companies. As CenterPoint Energy's HR Policy Committee Chairman, Bryan has implemented policy changes concerning sexual orientation and gender identity which demonstrate the company's commitment to a workplace that is free from all types of discrimination or harassment. Additionally, reasonable accommodation processes for employees and candidates with disabilities have been implemented.

Bryan holds a bachelor's degree in Human Resources Management and an MBA from Texas A&M University. He has been married to his best friend, Chondra, for over 23 years and they have 3 sons. He is actively involved in his community volunteering as a Den Leader for Cub Scouts, coaching several sports, volunteering within his church, and donating blood over 50 times.