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JOHN A. GARZA
Manager, Workforce Services
(AA/Diversity)
ARIZONA PUBLIC SERVICE COMPANY

John A. Garza is Manager of Workforce Services (AA/Diversity) for the Corporate Human Resources-Shared Services Group of Arizona Public Service Company. He is responsible for providing strategic direction and leadership in the development of programs and processes to align workforce requirements with diversity, equal employment opportunity (EEO) and affirmative action (AA) programs in ensuring compliance with current legal requirements.

Mr. Garza has over 25 years experience in Diversity programs, Affirmative Action and Equal Opportunity, in addition to leadership positions as U.S. Human Resource Manager. As a Manager he provides leadership and subject matter expertise to APS Human Resources and Line Managers to address and resolve Diversity/EEO/AA issues.

Mr. Garza represents Arizona Public Service Company on the boards of such organizations as the Arizona Affirmative Action Association (President-AAAA), the National Industry Liaison Group (NILG-Executive Officer) and Chair-Elect for the Maricopa Workforce Connections (MWC),

Prior to joining Arizona Public Service Company, Mr. Garza was responsible for Diversity and EEO/AA Compliance at the U.S. level for Compaq Computer Corporation and Digital Equipment Corporation. Mr. Garza started his Human Resources career in 1981 at Digital's manufacturing facility in Phoenix, Arizona as an EEO/AA/Employee Relations Human Resources Generalist. In 1990, Mr. Garza was promoted to Corporate U.S. EEO/AA/Diversity Regional Manager reporting to the Worldwide Human Resources Group. Mr. Garza earned an Associates and Bachelor of Science in Management degree at Western International University in Phoenix, Arizona.