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Based in SHRM's Sacramento, Calif., office.

**Areas of Expertise:** SHRM membership, member engagement, association management, HR technology, workplace issues

"The Bay Area is a very dynamic environment. HR has the potential to unleash that creativity for people and businesses, as well as make sure that they're current in terms of the latest labor law and organization design and development. It's a very complex legal environment. To give you an example, there are 21 different minimum-wage levels in the State of California—14 of those are in the Bay Area." – [University of California-Berkeley Voices Blog](#)

With more than 25 years of HR experience, Decoteau has held leadership roles at several iconic companies including eBay, The Coca-Cola Company, Motorola, Nissan Motor Corporation and General Dynamics. His HR career has taken him around the globe, working onsite with HR teams in 19 countries and on nearly every continent. He is an alumnus of Northwestern University's Kellogg School of Management in Chicago and The Coca-Cola Company's Leadership Experience program in Atlanta. He also holds a bachelor's degree in communications from California State University – Fullerton.