

**Igor Shegolev, SPHR** is a seasoned compensation and human resources practitioner with more than three decades of leadership experience across government, nonprofit, and private sectors. He has held executive roles in compensation and HR management, with expertise in designing and managing compensation systems, job classification frameworks, and HR information systems.

Igor is the founder of HR Know LLC, a total rewards consultancy, and currently serves as a Technical Advisor with CPS HR, a Sacramento-based consulting firm. He has also taught graduate business courses at Troy University and the University of Phoenix, where he was honored with the University of Phoenix “Distinguished Faculty” award.

He holds a master’s degree in education (1986) and a master’s degree in business science in HR Management (1996, Troy University, AL). A frequent speaker at Society for Human Resource Management (SHRM) and business chapter events, Igor is recognized for his thought leadership and contributions to advancing compensation practices.