



## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION Memphis District Office

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### Debra Finney Biography

Debra Finney is the EEOC's Memphis District Outreach & Education Manager. She has been with EEOC for 38 years, with 23 years spent as an Investigator. Her experience as an Investigator and in her current position makes her uniquely qualified to discuss the laws enforced by EEOC.

Debra's jurisdictional areas include Arkansas, Tennessee and North Mississippi. She enjoys her position as Outreach and Education Manager because she travels the district, and the country, interacting with stakeholder groups. She not only educates the audience on the laws enforced by EEOC, and their rights and responsibilities, but provides practical application and tips. A popular speaker at many conferences in and outside of the Memphis district, she engages her audiences with a casual, yet informative, style. In addition to her duties in the Memphis District, she is a frequent speaker at national training conferences and is a trainer on national training projects, both internal and external. Her many travels for work have afforded her an opportunity to explore two other passions; BBQ and blues, which conveniently go hand in hand.

Travis Nicholson is the Deputy Director for the Houston District Office where he coordinates, monitors, and provides supervision of investigations of cases filed in the District office. He was formerly a Program Analyst with the Office of Field Programs of Field Management Programs at EEOC headquarters in Washington, D.C., where he provided technical assistance to EEOC field offices, employers, advocacy groups, and other stakeholders on agency programs, processes, and initiatives.

He joined the Commission in 2009 as an Investigator with the EEOC Detroit Field Office. Prior to joining the Office of Field Programs Travis was the Outreach and Education Coordinator for the EEOC Charlotte District Office where he was responsible for the full-range of outreach and education initiatives and activities within the Charlotte District's area of responsibility.

Travis was formerly a Compliance Officer with the U.S. Department of Labor Office of Federal Contract Compliance Programs where he worked, primarily, with employers who maintained contracts with the federal government. Travis is also a proud Veteran of the U.S. Army.

**Rodney Klein**  
**U.S. Equal Employment Opportunity Commission**

**Biographical Information**

Rodney Klein graduated from the University of Texas at San Antonio, and was hired by the U.S. Equal Employment Opportunity Commission as an Investigator in 1992. Mr. Klein investigated individual complaints of employment discrimination, along with large class and systemic cases. He worked as a liaison between the EEOC and various fair employment practice agencies. And, he was the San Antonio Office's Charge Receipt Supervisor, responsible for receiving and processing all incoming discrimination complaints. Currently, Mr. Klein is the Dallas District's Outreach and Training Manager. He speaks to audiences about employment related matters, the civil rights statutes, and EEOC procedures, and he is a featured speaker at his office's yearly training seminar for employers.