



John A. Garza Biography

John A. Garza was born in La Feria, Texas, on March 27, 1944. As a young man, Mr. Garza migrated with his family from Texas to the Cherry orchards of Michigan, the state of Ohio and cotton fields of Missouri, Texas, and finally Arizona where he graduated from the 8th Grade. He dropped out of school (not by choice) to work and help his father raise his nine siblings. After his marriage in 1965, Mr. Garza continued working in the fields to support his wife and family. Mr. Garza's life took a dramatic turn in 1968, when he met Zeke Ramos of Glendale SER an affiliate of LULAC- League of United Latin Americans Citizens. Zeke Ramos from the SER Program told Mr. Garza how he could earn a high school equivalency diploma (GED) and get assistance in getting a better job. Accepting Mr. Ramos' offer, Mr. Garza earned his GED and eventually was hired at SER Job for Progress, as a Van Driver, then promoted to Job Developer and finally, as Director of Placement.

Mr. Garza went on to become a role model and mentor to the S.E.R. training program and other Hispanics in the community. This example of personal excellence was recognized by the SER National Board of Directors at the Annual SER Conference in Miami, Florida. Mr. Garza was selected as the first recipient to receive the Alumni De SER Award. The award gives recognition to the outstanding achievements of those who have participated in the SER Training programs nationally and who have achieved both professional and personal goals through their individual efforts. At the conference Mr. Edward Olmos, television and film star, paid tribute to Mr. Garza for his accomplishments and stressed that Mr. Garza was an example of what SER/LULAC was all about.

In 1978, Mr. Garza was appointed as Councilman for the City of El Mirage and as an elected official demonstrated his leadership, as Vice-Mayor for two years, Mayor for five years, and seven years as Councilman. During this period, Mr. Garza was recognized and presented with a Local Elected Officials Distinguished Service Award by the Arizona League of Cities for ten years of service and dedication to strong effective local government in Arizona. One of many of Mr. Garza's major accomplishments, as an elected official was sponsoring the passage of a resolution declaring the first Martin Luther King Holiday in the City of El Mirage, Arizona on December 10, 1987; the first City to do so, against opposition from many in the State of Arizona.

Mr. Garza's EEO/AA experience spans over three decades. On May of 2009, Mr. Garza retired from Arizona Public Service/Pinnacle West Capital Corporation where he was Manager for the Company's EEO/AA Compliance Programs. At APS/PN West He was 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.

Prior to joining APS/PN West, Mr. Garza was responsible for EEO/AA/Diversity Compliance at Digital Equipment Corporation and Compaq Computer Corporation where he worked (20 Years), as U.S. EEO/AA Diversity Manager reporting to the Company's Worldwide Human Resources Group. During

this period, Mr. Garza served as Chair and championed the LULAC National Educational Service Centers (LNESC), and to-date he continues to be a corporate resource to LULAC at the National and State level. Mr. Garza is also President of the Arizona Industry Liaison Group (AZilg) AKA: Affirmative Action Association (Quad A), an Executive Officer on the National Industry Liaison Group (NILG), HR Committee member on the SARRC HR Advisory board, and Past Chair Elect of the Maricopa County Workforce Connection's. Mr. Garza is married to Bobbie Garza, has four sons, and ten grandchildren. Mr. Garza received his Associate and Bachelor of Science Degree in Business Management from Western International University.