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Whit Smith is the President and Founder of WhitneySmith Company, a human resources consulting firm. Established in 1989, the firm currently provides human resource assistance to more than 2,500 companies across the United States and Canada.

The firm provides consulting assistance in six human resources disciplines: employee relations, recruitment, compensation, benefits, training, and safety. Industries served by the firm include banking, health care, energy, insurance, textile, retail, manufacturing, automotive, engineering, transportation, entertainment, public accounting, restaurant, wholesale, legal, nonprofit, municipalities, professional associations, education, churches, service, technology, hospitality, aerospace, printing, real estate, construction, credit unions, financial services, and savings and loan.

In more than 350 federal and state employment-related lawsuits, Mr. Smith has been designated as an expert witness or consulting expert in matters relating to Title VII discrimination, age, disability, sexual harassment, mitigation (employability and job search effort), recruitment practices, policy issues and tort claims involving negligent hiring, negligent retention and wrongful termination. He is licensed as a private investigator through the Texas Department of Public Safety and is a professional safety source to the Texas Workers' Compensation Commission.

Mr. Smith is a graduate of the University of Texas at Austin with a degree in Personnel Management and Marketing. He also completed the Southwestern Graduate School of Banking program at Southern Methodist University, and has more than 30 years of human resources experience.

Mr. Smith is active in the Fort Worth community and has served as Chairman or President of the Board of The Fort Worth Opera Association from 1999 to 2007. He currently chairs the Strategic Planning Committee. He is also a board member of the All Saints Health Foundation, Amphibian Stage Productions, and the YMCA of Metropolitan Fort Worth. He is also the Secretary/ Treasurer of the Fort Worth Chamber of Commerce. Mr. Smith is the past President of the Parenting Center and Chairman of the YMCA of Metropolitan Fort Worth. He has also previously served on the boards of United Way of Metropolitan Tarrant County and The Women's Center.