

Business Leaders United Employer Fly-in

Participant Biographies

October 21-22, 2013

Shirley Adams

Correct Craft
Orlando, FL

Shirley Adams, currently the director of human resources, has been with Correct Craft for 26 years holding various positions within the organization. Shirley has primary responsibilities for all corporate human resources functions, environmental health and safety, employee development and training, and benefits for Correct Craft's 320 employees which include its subsidiaries, Nautique Boats and Aktion Parks. She has her Senior Professional in Human Resources designation from the Society for Human Resource Management, an executive MBA from the University of Central Florida and received her bachelor's degree in organizational management from Palm Beach Atlantic University. Shirley also serves on the board of directors for The Grove Counseling Center and the Marine Industry Technical Education Council (MITEC) as well as being a member of numerous human resources organizations.

Correct Craft is a privately held, 87 year old manufacturer of high end waterski and wakeboard boats branded under the Nautique name. Aktion Parks owns and operates wakeboard cable parks in Orlando and Miami and is looking to expand into other areas of the country.

Gayle Agahi

Cleveland Clinic
Beachwood, OH

Gayle Agahi is the director of strategic partnerships and talent acquisition and has been with Cleveland Clinic for 13 years. She represents the enterprise on various workforce development issues throughout Ohio. Gayle established Hero Experience, the military recruitment program; Student Experience, an internship program; and Community Experience, talent pipelines focusing on diverse groups such as the disabled. She forged a robust partnership with NASA that encompasses research, operations and innovations. Within the Cleveland Clinic Health System, she has also held positions in government relations and the office of development.



Business Leaders United
for Workforce Partnerships

Gayle serves on the Cuyahoga Workforce Investment Board. She was a founding leader and the first board chairman of the Northeast Ohio Health Science and Innovation Coalition (NOHSIC). She currently serves on the board of trustees for NOHSIC and the board of trustees for Cuyahoga Valley National Park. Gayle holds an executive MBA from Baldwin-Wallace College and a bachelor's degree in English from the University of New Orleans.

Cleveland Clinic is a nonprofit multispecialty academic medical center that integrates clinical and hospital care with research and education. U.S. News & World Report consistently names Cleveland Clinic as one of the nation's best hospitals in its annual "America's Best Hospitals" survey. About 2,800 full-time salaried physicians and researchers and 11,000 nurses represent 120 medical specialties and subspecialties.

Rebecca Aguilera-Gardner

Diego and Son Printing, Inc.
San Diego, CA

Rebecca Aguilera-Gardner is the vice president of sales and marketing at Diego and Son Printing. In this role, she has acquired large contracts with corporations such as MetLife, The Ken Blanchard Companies, Karl Strauss Breweries, Metropolitan Water District, and many others. She has also helped the business to become environmentally friendly, as it is now part of the Green Supplier Network and has earned the Forest Stewardship Certification. Rebecca worked for Diego and Son Printing in her youth and, prior to rejoining the company, spent time in the radio industry as on-air talent and in sales.

Rebecca currently serves as the chair for the San Diego Workforce Investment Board. She is also the chairperson for the Elite Service Disabled Veteran Owned Business Convention and sits on the Crawford High School Advisory Board and San Diego Minority Supplier Diversity Board.

Diego and Son Printing is a family-owned small business specializing in traditional and digital printing services. The company, based in San Diego, is Forest Stewardship Council (FSC) certified with a highly skilled staff dedicated to providing high-quality products and services. Diego & Son Printing recently hosted California Governor Jerry Brown at their facility for a new workers compensation bill signing.



Business Leaders United
for Workforce Partnerships

Erick Ajax

E.J. Ajax and Sons
Fridley, MN

Erick Ajax is the vice president and co-owner of E.J. Ajax and Sons, a third-generation company providing innovative metal forming solutions. Erick joined the family business in the early 1980's. He is responsible for human resources, employee safety, education, professional development and sales and marketing for his company. Under his leadership, E.J. Ajax has been recognized as one of the top ten safest companies in America and has received many national awards, as well as the Governor's highest award of honor for plant safety for the past eighteen years from the Minnesota Safety Council. He instituted policies requiring at least 100 hours of professional development and education for every employee every year. The company invests more than 5.5 percent of its annual payroll in employee education. As a result of the commitment to worker education and productivity, E.J. Ajax was able to operate profitably during the economic downturn, acquiring new customers. The company now exports approximately a third of its total production to China, Saudi Arabia and the Caribbean.

In addition to a range of other civic positions, Erick is a board member and past chair of the Minneapolis Public Schools Learning Center for Economics; a trustee of the Precision Metal Forming Education Foundation; a member of the board of advisors for Minnesota's Occupational Safety and Health Administration; and a board member for "M-Powered," a sector project involving employers, foundations, Minnesota trade associations, HIRED, and Hennepin Technical College to train entry and incumbent level workers for careers in precision metal forming.

E.J. Ajax and Sons, located in Minneapolis, MN, received the 2011 U.S. Chamber of Commerce Blue Ribbon Award, given to only 75 small businesses throughout the country that "have shown tremendous dedication to restoring jobs and prosperity despite a challenging economy." In December 2011, E.J. Ajax and Sons was among the first three companies to receive the "Metalforming Pioneer" Award from the Precision Metalforming Association Education Foundation (PMAEF). The award recognizes "companies whose success fosters and is driven by skill enhancement and advancement opportunities for their production employees."

Liza Alvarez

Vi-Chem Corporation
Grand Rapids, MI

Liza Alvarez has been the human resources manager for Vi-Chem Corporation since 2006. She has been with Vi-Chem since 1998 and has worked as both a human resources coordinator and a lab technician. Liza has experience in employee relations and



Business Leaders United
for Workforce Partnerships

engagement strategies, employment law, organizational and leadership development, and performance and talent management development.

Liza is also on the board of The SOURCE, is a board member and vice-chair of the Gerald R. Ford Job Corps and is a member of the Society for Human Resources Management. She earned a bachelor of science degree in Business Management and Sales at the University of Phoenix and is a Certified Senior Professional in Human Resources through the HR Certification Institute.

Serving customers since 1982, **Vi-Chem Corporation** has been delivering innovative TPE (Thermoplastic Elastomer), PVC (PolyVinyl Chloride) and PVC-based polymer alloy compounds to a variety of industries. They serve both North and South Americas from their Michigan headquarters. Europe and the Pacific Rim are served through various manufacturing arrangements.

Tony Bohn

Norton Healthcare
Louisville, KY

Tony Bohn is the system vice president and chief human resources officer for Norton Healthcare. In this role, Tony is responsible for the planning, organizing, implementing and strategic oversight of all human resources functions and acts as a strategic advisor to senior management, the board of trustees and various business partners regarding a full range of human resources and organizations issues. The scope of his responsibility extends to all phases of human resources including, but not limited to, employee relations, compensation and benefits, training and development, talent acquisition, workforce planning and development and employee health and wellness.

Tony has over 20 years of progressive human resources leadership experience in the healthcare arena. He holds a bachelor's degree in business administration from Bellarmine University and a master's degree in human resources development from Webster University.

Norton Healthcare is the Louisville area's leading hospital and healthcare system and third largest private employer, providing care at more than 125 locations throughout Greater Louisville and Southern Indiana. The Louisville-based not-for-profit system includes five Louisville hospitals with more than 1,800 licensed beds, five outpatient centers, 12 Norton Immediate Care Centers, 12,000 employees, approximately 500 employed medical providers, and about 2,300 total physicians on its medical staff. Norton Healthcare is the 2011 recipient of the National Quality Forum Quality Healthcare Award and the 2011 Kentucky Hospital Association Quality Award.



Business Leaders United
for Workforce Partnerships

Samuel E. Bottum
Snap-on Incorporated
Kenosha, WI

Sam Bottum is the general manager of Innovation Works at Snap-on Incorporated (NYSE: SNA). As part of his role, Sam supports the company's involvement in Skills for America's Future and other initiatives to promote the "upskilling" of the nation's workforce. Amplifying technical education to build America's workforce skills is a key focus area for Snap-on. Sam's experience cuts across both start-up and established entities in the nonprofit, government and for-profit sectors. He has served in general management and innovation leadership roles at General Mills Inc., PepsiCo, Mobiquity LLC (acquired), Boundless Readers and the Chicago Department of Housing. He holds a B.A. in Asian history and government from Connecticut College and an M.M./M.B.A. from the J.L. Kellogg School of Management at Northwestern University. He is also a graduate of Leadership Tomorrow, a cross-sector community leadership program in Seattle.

Sam currently serves on the boards of three nonprofit organizations: the Robert F. Kennedy Children's Action Corps, a national leader in child welfare and juvenile justice that includes preparing young adults for work; Thresholds, a dynamic provider serving people with severe mental illness that includes supported employment; and Boundless Readers, a high-caliber professional development organization focused on improving public schools and developing children into lifelong readers and learners. In addition, he serves on the board of Inplex LLC, a for-profit custom plastic extrusion manufacturer.

Snap-on Incorporated is a leading global innovator, manufacturer and marketer of tools, equipment, diagnostics, repair information, and systems solutions for professional users performing critical tasks. Products and services include hand and power tools, tool storage, diagnostics software, information and management systems, shop equipment and other solutions for vehicle dealerships and repair centers, as well as for industries including aviation, aerospace, agriculture, construction, government and military, mining, natural resources and power generation. Founded in 1920, Snap-on is a \$2.9 billion, S&P 500 Company headquartered in Kenosha, Wisconsin.

Karthik Chandramouli
Skills for Chicagoland's Future
Chicago, IL

Karthik Chandramouli is chief operating officer and EVP of Skills for Chicagoland's Future, where he manages client services and talent acquisition teams to provide corporate clients with demand-driven talent sourcing and pipeline training solutions.



Business Leaders United
for Workforce Partnerships

Previously, Karthik was CEO and founder of Kula, a mobile commerce startup, where he developed and launched an iPhone app that featured advanced mobile payments and location services. This followed 16 years of driving breakout change as a corporate entrepreneur and transformation leader at Toyota and Motorola.

Karthik began his career with Toyota, where he led multiple New Venture initiatives, eCommerce strategy and corporate planning. At Toyota, Karthik developed specialized expertise in the Toyota Production System (TPS). He introduced this Lean Management model to the wireless/telecom industry when he moved to Motorola in 2005. Karthik was promoted to be Motorola's Global Lean Champion in 2007, implementing TPS at 14 factories, spanning 15,000 employees in ten countries.

Karthik is a graduate of the Harvard Kennedy School and was selected as a Woodrow Wilson Fellow.

Skills for Chicagoland's Future is a signature initiative of Chicago Mayor Rahm Emanuel and Cook County Board President Toni Preckwinkle that is designed to close the workforce skills gap, drive business growth and get unemployed Cook County residents back to work. Launched in September 2012, it is the first "regional adaptation" of the successful national organization Skills for America's Future, which works to foster partnerships between businesses and community colleges to ensure workers are trained with employer-needed skills.

Armando Chapelliquen

Jos. H. Lowenstein & Sons, Inc.
Brooklyn, NY

Armando Chapelliquen is the director of operations for Jos. H. Lowenstein & Sons, Inc., a specialty chemical manufacturing company based in Brooklyn, New York since 1897. He also serves as vice president of East Williamsburg Valley Industrial Development Corporation, a non-profit industrial development corporation that promotes the development and retention of manufacturing jobs in the Brooklyn-New York area, serving over 500 businesses.

Armando holds a degree in chemical engineering from Universidad Nacional del Callao in Peru. He has over 30 years of manufacturing and management experience, specializing in production of a wide range of dyestuffs and pigments for industries such as paper, fabric, leather, fur and hair.

Jos. H. Lowenstein & Sons, Inc. has been providing the world of fashion with brilliant, trend-setting colors for the fur, hair and leather industries all over the world. From a modest paint store in Brooklyn, New York to the technologically driven, quality



Business Leaders United
for Workforce Partnerships

dyestuff manufacturer it is today, JHL is one of the few chemical manufacturers remaining in New York priding itself on providing its customers with state-of-the-art dye products and impeccable, personalized service. Customers range from multinational, world-renowned corporations to small, privately held companies.

Walt Czzyrnik

Mid-South Independent Electrical Contractors Association
Bartlett, TN

Walt has been the executive director of the Mid-South Independent Electrical Contractors Association (IEC) since October 2000. During this time he has managed two different apprenticeship programs: the four-year Electrical Apprenticeship Program and the two-year Voice, Data, and Video Apprenticeship Program. These programs are registered with the Department of Labor, the Bureau of Apprenticeship Training, and Veterans Affairs (VA) for veterans to receive their VA benefits. The Electrical Apprenticeship program is registered with the American Council on Education for the apprentices to receive up to 37 college credits. At any one time, there are between 120 to 150 apprentices in the programs he manages. While serving in his current role, he has also been on the board of directors for the Workforce Investment Network, Area 13 for the past three consecutive years.

Prior to joining the IEC, Walt earned his licenses for the Security Exchange Commission and the National Association of Securities Dealers where he became the compliance officer for the state of Tennessee for Prudential. He spent over 20 years at the beginning of his professional career in the United States Marine Corps. The majority of his tenure was spent in aviation electronics and avionics training. The last several years of his military career was spent within Combat Engineers as a First Sergeant in a line company and was selected to become the First Sergeant in the “Engineer & Support Company”. The two most senior awards he earned during his military career were the Meritorious Service Medal and the Naval Commendation Medal. He retired from the Marines out of Camp Pendleton, CA in 1996 from the Combat Engineer Battalion, 1st Marine Division.

The Mid-South IEC is a volunteer membership organization incorporated in 1992 to serve entrepreneur electrical and low voltage contactors and their employees. It is a chapter of a national organization established in 1957 representing almost 3,500 members with more than 60 chapters nationwide. The Mid-South IEC serves over 100 members and partners who employ electrical and low voltage workers in West Tennessee, Northern Mississippi and Eastern Arkansas. Mid-South IEC aggressively works with the industry to establish a competitive environment for the merit shop—a



Business Leaders United
for Workforce Partnerships

philosophy that promotes the concept of free enterprise, open competition and economic opportunity for all.

Scott Ellsworth

Tipco Punch, Inc.
Hamilton, Ohio

Scott Ellsworth is vice president of U.S. operations for Tipco Punch, Inc. Scott holds a bachelor's degree in industrial engineering from the University of Louisville, and has over 25 years of experience at a variety of manufacturing firms both large and small. His career began as an Advance Manufacturing Engineer at GE Appliances and progressed to include management positions at a variety of companies including Danaher Tool Group, Elliott Turbomachinery, Siemens Energy and Automation and Danly IEM.

As a founding member and chairman of the Southwest Ohio Manufacturers Consortium, Scott has been heavily involved in working with local manufacturers to develop a program to improve the quality of entry level employees in Southwest Ohio. A partnership between local Southwest Ohio Manufacturers and Butler Tech has proven successful in providing a pool of qualified workers to member companies. This work earned Tipco a *2009 Investing in People Award* from the Workforce One Investment Board of Southwest Ohio. In addition, Scott is the chairman of the Partners for a Competitive Workforce's Advanced Manufacturing Career Pathway team.

Tipco Punch and its parent company Tipco, Inc. in Canada are a multinational manufacturer and distributor of tooling components and special small lot, high precision machined parts. Today, Tipco employs more than 100 people in four different countries and continues to invest in the very latest manufacturing technologies. Industry-wide, Tipco is considered the leader in manufacturing technology, ensuring customers of high quality products at competitive prices.

Jeffery Frederick

Syngenta
Greensboro, NC

Jeffery Frederick is a strategic business partner for Syngenta. In this role, he serves as a member of the leadership team for their designated business functions and helps drive Syngenta towards being an "Employer of Choice". Prior to joining the team at Syngenta, Jeffery served as a regional human resources manager with PPG Industries.

Jeffery has over 18 years of progressive human resources experience in the field of human resources management. His background includes experience in staffing,



Business Leaders United
for Workforce Partnerships

training, benefits, compensation, labor relations, safety, worker's compensation and employee relations. His experience spans such industries as aerospace, chemicals, biotech, furniture and insurance. Jeffery is a graduate of Leadership Davidson County and currently serves as a Governmental Affairs Chair for the Human Resources Management Association of Greensboro. He holds a bachelor's degree in management from North Carolina A&T State University.

Syngenta is one of the world's leading companies with more than 27,000 employees in some 90 countries dedicated to bringing plant potential to life. The company's ambition is to bring greater food security in an environmentally sustainable way to an increasingly populous world by creating a worldwide step-change in farm productivity.

Miles Free

Precision Machined Products Association
Brecksville, OH

Miles Free is the director of industry research and technology for the Precision Machined Products Association (PMPA). His responsibilities include providing regulatory, statistical and financial, and engineering and technology assistance to members. As staff liaison for PMPA President Darlene Miller on the President's Council for Jobs and Competitiveness, Miles provided materials and reporting in the areas of regulatory relief and skilled workforce. He contributed to the development of the Right Skills Now Program which provides a model of engagement for employers, community colleges, and national associations to create a means to provide qualified individuals with a fast track entry into an advanced manufacturing career.

Miles serves on the board of the Ohio Academy of Science and teaches in the MBA program at the DeVille School of Business at Walsh University, where he also developed and teaches an online class in Quality and Performance Management. He has authored almost 200 articles on manufacturing, technical, and economic subjects; his blog, *Speaking of Precision*, recently surpassed half a million views for its technical, economic and career content.

Precision Machined Products Association is an international trade association representing the interests of the precision machined products industry. Through PMPA membership, companies have a distinct competitive advantage over their global competitors, with daily access to a full range of programs and services designed to help them meet their operational challenges and focus on new business opportunities.



Business Leaders United
for Workforce Partnerships

Anthony (Tony) George

Anderson Electrical Contractors, Inc.
Memphis, TN

Tony George is co-owner of Anderson Electrical Contractors, Inc. with his brother, Frank. He began his career with a four-year apprenticeship immediately out of high school in 1966, progressed through the ranks to journeyman, studied to obtain his Master's License in Tennessee in 1981, and joined Anderson Electric as a partner by 1982. His pursuit of excellence in his chosen trade led Tony to obtain his Master's License in the state of Mississippi in 1992 and in Arkansas in 1993.

Tony's appreciation of the importance of skilled training in his trade was evident since the 1970's as he taught the Apprenticeship Program of IBEW Local #474 for seven years at night, while working full-time as a journeyman electrician during the day. His dedication to education in the electrical trade continues today as Tony has served as the chairman of the Apprenticeship & Training Committee of the Mid-South Chapter of the Independent Electrical Contractors (IEC) from 2009 until the present. He was appointed to the Shelby County Electrical License Board in 2009, for which he continues to hold his seat. His leadership in the electrical industry is demonstrated by his tenure as a member of the board of directors of the Mid-South Chapter of the IEC from 2001 until the present, its vice-president from 2004 to 2006, and as its president from 2007-2008.

Anderson Electrical Contractors, Inc. is a mid-size electrical company, operating continuously in Memphis since 1975. Anderson specializes in commercial work, with its primary focus in large warehouse and industrial installations.

Kerry Gumm

Principal Financial Group
Des Moines, IA

Kerry Gumm, director of talent acquisition and diversity and inclusion, has been with the Principal Financial Group for 15 years and has represented the organization on workforce development issues throughout the region. In addition to her role within The Principal, Kerry also serves as co-chair of the financial sector board of Central Iowa Works. Through this program, the board assists in the development of short term training programs which are designed to provide jobseekers with an introduction to digital literacy as it applies to the work site, customer service, basic skills, attitudes, and work behaviors employers expect across industries from job applicants and employees. Kerry has spent time educating Iowa legislators on the growing skills gap within the state and identifying solutions which may ensure ongoing success.



Business Leaders United
for Workforce Partnerships

Throughout her career at The Principal, Kerry has also worked in benefit administration and technical project management. A Minnesota native, Kerry received her undergraduate degree from Iowa State University.

The Principal Financial Group® (The Principal®) is a leading global financial company offering businesses, individuals and institutional clients a wide range of financial products and services. Their range of products and services includes retirement solutions, insurance, and investment products through a diverse family of financial services companies and national network of financial professionals.

Jan Hunter

Workforce Design, LLC
Scottsdale, AZ

Jan Hunter is the founder and principal of Workforce Design, LLC, a boutique consulting firm delivering cutting edge workforce planning and development services to clients. She is the former director of workforce planning and outreach, a provider of acute healthcare services with 23 facilities in seven states, and director of workforce planning and development for John Muir Health, a regional acute care provider of healthcare services in the San Francisco East Bay. She has extensive experience in healthcare leadership and consulting roles.

A frequent speaker and author, Jan has delivered presentations on healthcare workforce planning, employee engagement and the patient experience, and aligning workforce to business strategies for the American Society of Healthcare Human Resources National Conference, HR.com, and Towers/Watson's Invitation Only Senior Client Conferences. She has been a panelist for President Obama's Education Task Force, the Workforce Development Board of Contra Costa County and Phoenix, AZ, and the City of Phoenix Healthcare Collaborative. She has testified at the California State Assembly Labor Committee and in Washington, D.C. about the impacts of the American Recovery and Reinvestment Act (ARRA) stimulus efforts and the Workforce Investment Act. Jan is a former vice chair of the California Hospital Association Workforce Development Committee and the Contra Costa Workforce Investment Board.

Workforce Design, LLC is a boutique consulting firm delivering workforce gap analysis, risk assessments and workforce development solutions to ensure an organization can achieve its objectives.



Business Leaders United
for Workforce Partnerships

Grailing Jones, Sr.

Schneider Finance, Inc.
Green Bay, WI

Grailing Jones is the director of Small Business Owner Operator Development for Schneider Finance, Inc. Grailing joined Schneider National, Inc. in 1979. In his current role, Grailing networks on the local, state and national level about Schneider Finance's opportunities for individuals to start a Small Owner Operator CDL business financed by the company. During Grailing's 33-year career with Schneider National he has had experience in operations, customer service, dedicated operations, subrogation, corporate diversity, Schneider Real Estate, driver recruiting, and sourcing military veterans for careers in transportation.

Grailing spent four years as a board member for the Cook County Workforce Investment Board, received the "Year of the Veteran Award" in 2012 for his veteran advocacy efforts, and was appointed to Governor Walker's Governor's Council on Workforce Investment in April of 2013. He is a board member for National Able, Inc., a current member of Governor Walker's Task Force on Minority Unemployment in Milwaukee, and a member of the Bay Area Workforce Board for Green Bay. Prior to joining Schneider National, Grailing served as a United States Marine Corps officer from 1972 to 1979. He earned his bachelor's degree in business management from Grambling College.

Schneider Finance Inc. is a subsidiary of Schneider National, Inc. that enables clients to start an Owner Operator Small Business with financing and equipment required to meet the needs of the industry. Schneider Finance has been helping Owner Operators reach their dreams of small business ownership for over 16 years.

Trasa Jones

Amano Pioneer Eclipse Corporation
Sparta, NC

Trasa Jones is the human resources and customer service manager at Amano Pioneer Eclipse Corporation, and has been with the company for nearly seven years. Trasa has served on the High Country Workforce Development Board since 2011 and received this year's Outstanding Workforce Development Board Member award from her peers. She is currently the chair of the One-Stop Services Committee, serves on the Executive Committee, and is the vice-chair of the board.

Trasa has also served as chair of the work group that reviewed service provider proposals for the Workforce Investment Act, which provides program participants with services such as career counseling, skills training and job placement. Trasa is a



Business Leaders United
for Workforce Partnerships

passionate advocate for workforce issues facing the region and, in particular, one-stop center customer service to job seekers and employers.

For almost 40 years, **Amano Pioneer Eclipse Corporation** has provided building service contractors with mechanical and chemical solutions for cleaning and maintaining all types of flooring including vinyl composite tile, granite, marble, concrete, carpet, linoleum and marmoleum. Sold through janitorial supply distributors, Amano Pioneer Eclipse also produces a full line of environmentally preferred cleaners and coatings known as EnviroStar Green whose unique chemistry is ideally suited for hospitals, schools, hotels, offices and retail environments.

Rick Jordan

LSI Industries, Inc.
Erlanger, KY

Rick Jordan is vice president of the Kentucky operation of LSI Industries, Inc. Rick began his over 43 year career in the manufacturing field. He worked in many diverse areas with the Tappan Appliance Company, the Magic Chef Company, and as vice-president of the Maytag Corporation. In 1989, he moved to Northern Kentucky as president of American Sign & Marketing. In 1994 he presented LSI Industries Inc. with a business plan to begin a new division focusing on the Fast Food Market.

Rick attended Franklin and Ohio State Universities before serving a term in the U.S. Armed Forces. He has been involved in a number of community activities including serving as the founding chair of the Gateway Community & Technical College Board of Directors. He has served on a number of boards including the executive committee of the Northern Kentucky Chamber of Commerce, the Kentucky Manufacturers Association, Northern Kentucky Industrial Park (NKIP) Industry Partner Steering Committee, the Kentucky State Parks Foundation and, last year, was a member of Governor Beshear's Blue Ribbon Tax Reform Commission. Rick is the current chairman of the NKIP Industry Partnership Steering Committee which completed NKIP's Strategic Manufacturing Skill Pipeline Business Plan this year.

LSI Industries, Inc. is a U.S. manufacturer with marketing and sales efforts throughout the world with concentration currently on North America, Latin America, Australia, New Zealand, Asia, Europe and the Middle East. Their major markets include the commercial and industrial lighting, petroleum, convenience store, multi-site retail (including automobile dealerships, restaurants and national retail accounts), sports and entertainment markets. Headquartered in Cincinnati, LSI has facilities in Ohio, Kansas, Kentucky, New York, North Carolina, Oregon, Rhode Island, Texas and Montreal, Canada.



Business Leaders United
for Workforce Partnerships

Nancy Kastl
SPR Companies
Chicago, IL

Nancy Kastl is the software quality practice director at SPR Companies' TAP Group, a Chicago-based information technology consulting firm. She is an accomplished IT professional with over 25 years of experience as a consultant, manager, facilitator, and instructor. For the TAP Group, Nancy created the vision and strategy for transforming TAP from IT staffing to solutions focused. Partnering with Skills for Chicagoland's Future, Nancy developed TAP's three month classroom and hands-on training program to retool unemployed Chicagoans, veterans, and professionals with disabilities in software testing to build a U.S. IT workforce. With off-shoring IT work for lower cost contributing to U.S. unemployment, Nancy is a strong advocate of providing software testing capabilities at a competitive cost in the U.S. to provide a path for unemployed professionals to get into IT.

Nancy's quality background began at Harris Bank where she was VP of Quality Assurance and participated in BMO Harris Bank's Total Quality Management initiative. She has a MBA from DePaul University and a bachelor's degree in mathematics and psychology from Elmhurst College. She is a Certified Software Quality Analyst (CSQA) and served on the committee that originally defined this certification's body of knowledge. She founded the Chicago Quality Assurance Association (CQAA) and is the current president. Nancy has served on the Purdue University's Advisory Committee to the information systems department and the Board of Advisors and Software Certification Board for the QAI Global Institute. Nancy serves as the chairperson for the North America Quality Engineered Software and Testing Conference (QUEST). She is also an active member of the Project Management Institute (PMI) and the Society for Information Management (SIM) chapters in Chicago.

SPR provides Fortune 1000 and mid-market companies with world-class technology solutions and in-demand talent through its family of companies—Redpoint Technologies, MPS Partners and TAP Group. SPR has been serving the Midwest since 1973, and is proud of our award-winning track record of helping organizations achieve critical business objectives and solve even the most complex technology challenges.

Michael Kenig
Holder Construction Company
Atlanta, GA

Michael Kenig is vice chairman of Holder Construction Company. He serves on the Advisory Council of Go Build Georgia, a campaign designed to educate young people



Business Leaders United
for Workforce Partnerships

on the value of learning a trade, dispel their misconceptions about the skilled trade industry and inspire them to consider building a career as a skilled tradesman. He is also currently the chair of the Associated General Contractors (AGC) Owner's Council, the Public/Private Industry Advisory Council (PIAC). The AGC is a leading national trade association for the construction industry representing nearly 30,000 leading firms in the industry.

Previously, Michael served as the first chair of AGC of America's Training Education and Development Forum's Steering Committee, has served on AGC of America's Executive Board and is a past chair of the Building Division. Michael also serves as a member of several Construction Industry Owners groups including the Construction Users Roundtable on their Workforce Development Committee and the Construction Owner's Association of America. Michael authored AGC of America's Project Delivery Systems for Construction textbook, and teaches a graduate course on "Integrated Project Delivery Systems" at Georgia Tech. Michael graduated from Purdue University with a degree in construction engineering and management.

Since 1960, **Holder Construction Company's** mission to provide clients with quality construction services has resulted in over 80 percent repeat client business. Holder is a national commercial construction services firm respected as a leader in "team approach" project delivery and consistently ranks as one of the Nation's Top 100 contractors. The company invests the time and energy to recruit, train and develop the best talent in the industry. Since 2004, Holder has maintained a ranking on the prestigious Great Place to Work Institute's Top 25 Best Medium Companies to Work in America, earning this recognition eight years in a row, since its inception.

Gretchen Koch
CompTIA
Downers Grove, IL

Gretchen Koch is the executive director of workforce development programs for CompTIA. Gretchen is responsible for developing the Association's Information Technology (IT) Workforce Development and Education initiatives. She is also the National IT Career Cluster Leader for the States' Career Clusters Initiative and the lead entity for the IT Learning Exchange for Illinois' Race to the Top Pathways Initiative.

Before joining CompTIA, Gretchen had over 20 years of experience in information technology management at Digital Equipment, Compaq, and Hewlett-Packard corporations. Her most recent position in the IT Industry, prior to joining CompTIA, was national education manager, Global Services Division at Compaq & Hewlett-Packard Corporation. Gretchen is a graduate of the University of Michigan, with



Business Leaders United
for Workforce Partnerships

honors, and holds an MAT from Harvard Graduate School of Education and an MBA from Simmons Graduate School of Business.

CompTIA is the voice of the world's information technology (IT) industry. As a nonprofit trade association advancing the global interests of IT professionals and companies, CompTIA focuses its programs on four main areas: education, certification, advocacy and philanthropy. Their vision of the IT landscape is shaped by 30 years of global perspective and more than 2,000 members and 2,000 business partners. They are driven by members and led by an elected board of industry professionals. All proceeds are directly reinvested in programs that benefit members and the industry as a whole. Headquartered outside of Chicago, CompTIA has offices in the United States, India, Japan, South Africa and the United Kingdom.

Julie Larkins

CDR Financial Services, LLC
Long Beach, CA

Julie Larkins is CEO and managing member of CDR Financial Services, LLC. She is a successful entrepreneur with over 25 years of business, marketing and sales experience in multiple market environments. Julie's experience includes working as VP of sales & marketing with Endosurgical Development Corporation where she was responsible for the sales of company branded product lines to surgeons in hospitals, surgery centers and doctors' offices. As a private investor and entrepreneur, she has invested in and started a variety of businesses including CDR Research, Private Limited, a business process outsourcing company with operations in Mumbai and Goa, India.

Earlier in her career Julie held senior level positions in sales and marketing with California Medical Research Corporation, a successful consulting firm that focused on providing startups and midsize companies with customized and targeted market research, and Endosurgical Education and Training, a firm that recruited surgeons to attend surgical training seminars offered by Johnson & Johnson start-up, Ethicon Endosurgery and the Janus Group, an boutique administrative staffing and executive search firm she founded. Julie is a 2012 graduate of Leadership Long Beach Program and currently serves on its Executive Board.

CDR Financial Services, LLC, is located in Long Beach CA, has 40 employees and is one of the state's fastest growing accounts receivables management companies servicing clients in both commercial businesses and the healthcare services sector with over \$1 billion in receivable's under management for over 15 years. In the healthcare services sector, CDR's focus is managing commercial, personal injury, private pay insurance claims and workers' compensation appeals.



Business Leaders United
for Workforce Partnerships

Walter Larkins

CDR Financial Services, LLC
Long Beach, CA

Walter Larkins is president of CDR Financial Services LLC. He is a successful entrepreneur with over 25 years of business and management experience in multiple market environments. Walter was previously president and CEO of Endosurgical Development Corporation, a firm he founded in 1993 to develop devices for minimally invasive heart surgery and profitably sold in 1996 to a publicly traded company. He was also president of Envision Associates, a successful consulting firm that focused on assisting entrepreneurs, startups and midsize companies in developing their business plans and strategies. As a private investor and entrepreneur Walter has invested in and started a variety of businesses including CDR Financial Services; CDR Research, Private Limited; and Digital Force Ventures, LLC. Additionally, he holds several issued and pending international and US patents.

Walter served four years in the United States Army, achieving the rank of Captain, while stationed in Europe. He attended Boston University's European Division MBA program, the US Military Academy at West Point, and is a graduate of UCLA, where he was a ROTC scholarship winner. He has served on the boards of public, private and non-profit organizations and is currently a commissioner on the Los Angeles County Workforce Investment Board where he serves on the executive and business services committee. He is a member of the Long Beach Area Chamber of Commerce and Rotary.

CDR Financial Services, LLC, is located in Long Beach CA, has 40 employees and is one of the state's fastest growing accounts receivables management companies servicing clients in both commercial businesses and the healthcare services sector with over \$1 billion in receivable's under management for over 15 years. In the healthcare services sector, CDR's focus is managing commercial, personal injury, private pay insurance claims and workers' compensation appeals.

Pamela Lenzion

Legendary Marina Management
Destin, FL

Pam Lenzion is currently the director of marina development for Legendary Marina Management, a division of Legendary Marine, where she provides leadership and adds value to their client's marina assets through sound business planning and strategy. Pam is considered an expert in the marine industry and is often called on to provide management and consulting services to distressed businesses with the goal of turning the businesses around, creating jobs and contributing to local economies.



Business Leaders United
for Workforce Partnerships

Pam has 16 years of experience in the marine industry as well as a 100-ton United States Coast Guard Masters License. Prior to joining Legendary Marina Management, Pam was the director of Third Party Management at Marinas International and the COO of Vinings Marine Group. She also had a long and varied history in the hospitality industry including owning two restaurants and an executive hotel that she designed, built, and operated, employing more than 100 people on an ongoing basis. She also owned and operated a professional development training business with 42 licensed trainers. Pam majored in philosophy at Colorado State University and attended classes in business management at the University of Connecticut.

As the president of the American Boat Builders and Repairs Association (ABBRA), chair of the Marine Industry Training and Education Council (MITEC), and faculty member at the International Marina Institute, Pam is acutely aware of the skills gap in the recreational marine industry and the need for a talent pipeline for the industry. Through MITEC and ABBRA, Pam actively promotes and supports the development of an innovative, responsive and standards-based workforce development system that meets current marine industry skills requirements.

Legendary Marina Management is involved with developing marinas that exceed basic regulatory requirements. As an experienced operator, they design facilities that are functional as well as user-friendly, which is critical to operational success. They pay special attention to clients' needs providing experts in specialty fields, while supervising and directing the products they produce. Legendary's hands-on culture has contributed to many successful projects and established valuable clients in both their managed properties group and affiliate marinas.

Mike Mandina

Optimax Systems, Inc.
Ontario, NY

Mike Mandina is the president of Optimax and a master optician with an associate's degree in optical engineering from Monroe Community College and an associate's degree in engineering science from Rochester Institute of Technology (RIT). He earned his bachelor of science degree in applied physics from Empire State College and went on to earn an Executive MBA from RIT. An entrepreneur, he has started two manufacturing businesses providing precision optics to photonics companies. Mike joined Optimax in 1991 and has provided the leadership to help create the prospering company that it is today.

Mike is an active member of several professional organizations, most notably serving on the boards of the Rochester Regional Photonics Cluster, the Rochester Technology



Business Leaders United
for Workforce Partnerships

and Manufacturing Association, the New York State Finger Lakes Workforce Investment Board and the High Tech of Rochester's Manufacturers Extension Partnership. Mike was instrumental in the development of Finger Lakes Advanced Manufacturer's Enterprise (FAME), a non-profit organization committed to workforce development. He serves as the FAME chairperson and is the FAME representative on the Monroe Community College Optics Department Hiring Committee. As a known and respected businessman in the Rochester area, Mike has been privileged to speak at many business engagements. He was honored by being inducted into the New York State Business Hall of Fame in 2008 and is a recipient of the 2010 Entrepreneurship Award from the RRPC.

With more than 100 optics fabrication technicians, **Optimax** is America's largest optics manufacturer. Optimax leverages its optics manufacturing technology for programs that benefit mankind. They have created innovative manufacturing methods and a corporate culture that enables faster production of precision optics. Optimax manufactures prototype optical components for a wide variety of applications and has the capacity to support production requirements. Optimax's strongest market segments for prototype optics are aerospace, display technologies and solar applications, and their strongest markets for OEM production optics are semiconductor, military and medical instruments.

Sandra Myler
Dignity Health
Sacramento, CA

Sandra Myler is an educator with Dignity Health. Sandra's focus includes both staff and management development at Mercy General Hospital, Mercy San Juan Medical Center, Mercy Hospital Folsom, Methodist Hospital, Woodland Memorial Hospital, Sierra Nevada Memorial Hospital, St Joseph's Medical Center and Mark Twain Medical Center. She serves as an active member of Healthy Community Forum, a collaborative workgroup of hospitals and local area nursing schools that promotes student training initiatives. Additionally, Sandra participates with the California Community College Chancellor's Office Health Workforce Initiative. The Health Workforce Initiative Centers identify the workforce needs of California's health care delivery systems and develop solutions through a comprehensive problem-solving process that includes assessment and analysis, planning and development, and implementation and evaluation.



Business Leaders United
for Workforce Partnerships

Sandra holds a bachelor's degree from California State University, Sacramento. She has spent her health care career promoting patient care through employee development and engagement.

At **Dignity Health**, a family of more than 60,000 caregivers and staff are delivering excellent care to diverse communities across 17 states. Founded in 1986 and headquartered in San Francisco, Dignity Health is the fifth largest hospital provider in the nation and the largest hospital system in California. Dignity Health is dedicated to delivering high-quality, affordable health care services in a compassionate environment that meets each patient's physical, mental and spiritual needs.

Maria Dolores Nieto

Los Angeles Area Chamber of Commerce
Los Angeles, CA

Maria Dolores Nieto serves as the director of education and workforce development for the Los Angeles Area Chamber of Commerce. She is also the acting accounting manager for the Chamber's affiliate organization, UNITE-LA. In this capacity Maria is responsible for conducting business development for the Chamber's initiative, "LA Youth at Work," which works in conjunction with the City of Los Angeles' Economic and Workforce Development Department and the Office of Mayor Eric Garcetti in the collective "HIRE-LA'S YOUTH," effort. Maria oversees programming to help young adults attain skills for the 21st century workforce and connects them to local businesses for private sector employment and internship opportunities.

Prior to joining the Los Angeles Chamber of Commerce in 2006, Maria worked for the Archdiocesan Youth Employment Services of Catholic Charities of Los Angeles, Inc. as an area manager. Nieto received her bachelor's degree in business administration from California State University, Northridge and earned an accounting certificate at UCLA Extension. Maria is also a graduate of the Southern California Leadership Network's Leadership Los Angeles program.

The Los Angeles Area Chamber of Commerce serves a diverse membership of businesses of every size, from nearly every industry, in every community across Los Angeles County. The Chamber represents more than 1,600 members, more than 650,000 employees, and businesses from more than 35 industry sectors.



Business Leaders United
for Workforce Partnerships

Jeanette Nigro

Brooklyn Chamber of Commerce
Brooklyn, NY

Jeanette Nigro serves as vice president of public programs and development at the Brooklyn Chamber of Commerce. Jeanette leads the development of public programs across the agency. She collaborates on NYC Business Solutions, a program of the Mayor of New York and the city's Department of Small Business Services to connect businesses to no-cost assistance on financing, courses, recruitment and other key services, and Good Help, the city's leading business-driven workforce intermediary. During her eight and a half year tenure, she has raised millions of dollars leading to expansion of the Chamber's programming and revenue in the areas of workforce development, health care and health policy, commercial revitalization and business services, directly impacting thousands of businesses across the borough.

Jeanette serves on the advisory board of the Magner Career Center at Brooklyn College, her alma mater, as well as the New York City Labor Market Information Service. She serves on the leadership council of the National Skills Coalition, advising and advocating for business-led workforce policy. She has provided advisory support to not-for-profit workforce and economic development agencies on building organizational capacity throughout Brooklyn and Queens. Jeanette speaks publically on workforce and economic development issues on the local and national level, and has published several articles. Prior to joining the Brooklyn Chamber, Jeanette was a licensed securities broker with a national broker-dealer firm. Her prior experience includes event, budget and sales management.

The Brooklyn Chamber of Commerce is the borough's leading business association and economic development organization, serving 1,400 members and thousands more through its public programs.

Lynn Pecora

Inglis
Philadelphia, PA

Lynn Pecora is the director of training and development at Inglis Foundation where she has been employed for the past 14 years. She holds a bachelor's degree in occupational therapy from Temple University and a master's degree from Saint Joseph's University. Her background and experience stems from an occupational therapy career in healthcare both as a practitioner and manager for 15 years. She started her career at Inglis in the role of an occupational therapy director in 2001. She became interested in the field of human resources within her first two years at Inglis and was promoted to her current position. Lynn obtained her Professional in Human Resources certification



Business Leaders United
for Workforce Partnerships

in 2008 and now devotes her time to expanding her knowledge to the field of human resources to the learning and development of approximately 700 employees of Inglis.

Lynn also serves as the chair for the Greater Philadelphia Healthcare Partnership. This partnership brings together workforce development partners, educational institutions, and more than 50 employers including hospitals, nursing homes, home health care aide agencies, and independent-living and behavioral-health facilities to assess and meet sector workforce needs. The partnership is facilitated by the District 1199C Training and Upgrading Fund. This Training Fund is a 39 year old educational trust fund, which is a labor management partnership of the National Union of Hospital & Health Care Workers. The Fund serves 18,000 Philadelphia area union members and community residents.

Founded in 1877, **Inglis** enables people with disabilities, and those who care for them, to achieve their goals and live life to the fullest. Inglis serves nearly 1,000 people daily throughout the Delaware Valley supporting independent, community living by offering accessible, safe and affordable housing, innovative day programming, adaptive technology and employment services. In addition, Inglis provides long-term, residential living for 297 adults with significant physical disabilities and complex health care needs.

Angel Pineiro, Jr.

ASI System Integration, Inc.
New York, NY

Angel Pineiro is the senior vice president of ASI System Integration. In his role as an executive at ASI, he has worked closely with the NYC public schools system, which has adopted the CompTIA computer technician certification A+ as part of its curriculum. In his role as chairman on the Per Scholas Advisory Board, Angel has help refined the curricula to meet the demands of employers hiring IT personnel.

Angel is an IT industry executive who is widely known as an industry expert with superior skills in solving complex service and business problems. He has extensive training, an exhaustive list of certifications including ITIL v.3 and three decades of real world experience in workflow, business processes and methodologies has earned him the respect from his peers. As an executive for a small to medium sized business, Mr. Pineiro clearly understands the need for ensuring a skilled work force and as a company they have taken strong action to fill that need.

ASI System Integration, Inc. is an IT services and solutions provider and has approximately 200 employees. Over the past 12 years, ASI and its senior vice president for services, Angel Pineiro, Jr., have worked closely with a New York City based non-



Business Leaders United
for Workforce Partnerships

profit called Per Scholas which provides technology education, training and job placement services for low-income communities. ASI has supported this mission and has hired over 400 IT technicians over the past decade to complete contracts that ASI had with the New York City Department of Education and other IT service contracts.

John Rico

Rico Enterprises, Inc.
Chicago, IL

John Rico is founder, president and CEO of Rico Enterprises, Inc., a 28 year old family owned technology business. He has more than 35 years of experience in manufacturing and process management, automated production, systems design, quality control, customization and installation. Before starting Rico Enterprises, Inc. he held supervisory, management/administration positions with Boyle Midway Company, Armour Dial Corporation, American Pouch Food Company, Turtle Wax Corporation and Oz Foods.

John has been an active member of the Chicagoland Chamber of Commerce since 1991 and has served on its board for the last twenty years. He is both VP of the Education and Workforce Committee and chair to Chicagoland Technology 2020 Committee. He also serves as vice president on the Advisory Board to the president at Harold Washington Community College. Since 1997, he has been re-appointed by several Illinois governors to the Illinois Human Resource Investment Council. John is currently co-chair of the Illinois Workforce Investment Board and was appointed by Governor Quinn to the P20 Council an Education Collaborative in 2009, among other distinctions.

Rico Enterprises, Inc. is a leading IT systems integration and consulting firm in the Midwest, founded in 1985, and certified as a minority business enterprise. Rico Enterprise's primary goal is to view change in the market as an opportunity to develop and produce innovative products, services and solutions that satisfy existing and emerging customer needs. The company has a strong commitment to the development of its employees and believes that a diverse and motivated workforce provides a competitive advantage.

Grant Shmelzer

Independent Electrical Contractors (IEC) Chesapeake
Laurel, MD

Grant Shmelzer has been the executive director of IEC Chesapeake and a key figure in workforce development and apprenticeship for over 17 years. He began his career with one filing cabinet in a contractor member's office and over time he has grown IEC



Business Leaders United
for Workforce Partnerships

Chesapeake into multiple locations including a new 30,000 square feet facility in Laurel, Maryland. Under his leadership along with the help of the association members, Mr. Shmelzer has built IEC Chesapeake to the premier organization it is today.

Grant is a member of several councils including the Maryland Apprenticeship and Training Council, Anne Arundel Workforce Development Corporation, National Skills Coalition Leadership Council, and Maryland Clean Energy Center Advisory Board. He has partnered with organizations such as Job Corp, Veteran Affairs, and Easter Seals to make apprenticeship more accessible to surrounding communities. Grant has been frequently asked to speak at workshops and panels including the American Legion National Credentialing Summit, APEC Symposium on Human Capital Policies for Green Growth and Employment, and the Skills Coalition Summit. His accomplishments include IEC Executive Director of the Year for 2002 and 2008, co-chair of P-20 STEM Task Force, and 2009 Appalachian Regional Commission.

IEC Chesapeake is the Mid-Atlantic chapter of the Independent Electrical Contractors (IEC), Inc., the industry's premier national trade association. Founded in 1957 as the Associated Independent Electrical Contractors of America, IEC is a trade association of approximately 3,700 member companies, 90,000 electrical workers, over 10,000 apprentices, in nearly 60 chapters throughout the US. Its mission is to develop and foster a stronger economy through the level of quality and services its members provide to the industry.

Michael Smeltzer

The Manufacturers' Association
York, PA

Michael Smeltzer is the executive director of The Manufacturers' Association of South Central Pennsylvania. Since joining the organization in 2002, he has directed the successful development of what many describe as the "most comprehensive workforce development portfolio in America" which includes the integration of a YES (Your Employability Skills) curriculum teaching life skills to high school students, training programs that prepare disadvantaged youth for employment, manufacturing apprenticeship and diversified incumbent worker training programs, and job matching and placement services. In 2012, Michael launched Advancement Solutions to address the shortage of quality customer service and sales professionals in America and to provide assistance to entrepreneurs and business development activities.

Michael is president of the Employers' Education Foundation and Red Lion Area Education Foundation. His business experience includes owning and operating small and medium-sized manufacturing companies, working as a Department of Defense



Business Leaders United
for Workforce Partnerships

civilian employee, and ownership of insurance operations. He has also received the National Leadership Award from the Republican Party and was appointed Honorary Chairman of the Business Advisory Council by the National Republican Congressional Committee.

The Manufacturers' Association of South Central Pennsylvania (MASCPA) is a regional employers' organization with almost 400 member companies in the York County region. MASCPA is an advocate for manufacturing and related industries with the goal of helping members become more productive, more competitive and more profitable.

Anette Smith-Dohring

Sutter Health Sacramento Sierra Region
Sacramento, CA

Anette Smith-Dohring is the workforce development manager for Sutter Health Sacramento Sierra Region. Anette forecasts current and emerging workforce requirements to meet the needs of the rapidly growing communities served. Often, the forecasts lead to the development and implementation of training programs, in partnership with area colleges and universities, for new and existing employees to meet the requirements. She has participated in several national and state workforce development forums and was instrumental in several research projects. These projects include the Voluntary Hospitals of America (VHA) resulting in *Welfare-to-Work, Strategies for Health Care Work Force Development* and *Community-Wide Career Ladders for the Health Care Sector*.

In addition, Anette is a member of the California Workforce Investment Board and its Health Workforce Development Council, chair of the California Hospital Association Workforce Committee, member of the California Community College's Health Workforce Initiative, member of the Sacramento Workforce Investment Board (Sacramento Works, Inc.), member of the Golden Sierra Job Training Agency and participated as a member of the California Community College Strategic Planning Committee. She has a degree in business management and several years of diverse experience including business development, human capital management, talent acquisition and workforce development.

Sutter Health Sacramento Sierra Region provides a complete network of health services, including health education and disease prevention services, primary care and specialty physicians, outpatient services, occupational health, home health, mental health services, and six acute care hospitals. The organization strives to provide access to primary care physicians and specialty services in each of its communities, and has a



Business Leaders United
for Workforce Partnerships

network of over 1,000 physicians locally and over 12,000 employees. Sutter Health Sacramento Sierra Region is a part of Sutter Health, a not-for-profit integrated health care system that has provided care to families throughout Northern California for more than 75 years.

Liza Smitherman

Jostin Construction, Inc.
Cincinnati, OH

Liza Smitherman is vice president of professional development for Jostin Construction, Inc. and a partner in Brewster Pumping, LLC. She joined Jostin Construction, formerly Jostin Concrete Construction, in 1998 in partnership with her husband in their first generation, family-owned business. At that time, Liza provided basic accounting and financial support to the company. As the business grew, she shifted her attention to providing knowledgeable leadership in the planning and directing of programs for all human resource areas within the company including employment, employee relations, compensation, training and development, benefits administration, and equal employment opportunity.

In 2005, Liza took a primary role in the start-up of Brewster Pumping, LLC, a subsidiary of Jostin Construction. She directs and coordinates the day-to-day activities of the business and provides direction toward establishing and implementing short and long term goals. Liza is active in community organizations, serving on the Executive Committee and as a member of the Board of Trustees for Easter Seals Tristate, City Gospel Mission, Cincinnati Children's Hospital Foundation Board and the Cincinnati USA Regional Chamber. She is also a member of the Partners for a Competitive Workforce Construction Pathways Partnership Team as the employer chair and a member of the steering committee for Business Leaders United for Workforce Partnerships. Liza holds a bachelor's degree in education from Bowling Green State University and a master's of education in counseling from Xavier University.

Jostin Construction, Inc. is a Cincinnati-based, full service construction company specializing in construction management, general contracting, and self-performed pump, place, finish and total package concrete construction. Jostin is competitive in the current economic market and recognizes the importance of continued and sustained growth through a strong and inclusive workforce. They recognize the value of both a skilled workforce as well as a collaborative one. This leads to productive workers and a workforce that provides access to innovative approaches to the construction process. This approach nets a positive outcome for all.



Business Leaders United
for Workforce Partnerships

Susan Swanton

Maine Marine Trades Association
Biddeford, ME

Susan Swanton has been the executive director of the Maine Marine Trades Association since 1997. During her tenure in this position she has played a significant role in creating the Maine Marine Trades Apprenticeship (MMTA) Program, the Maine Clean Boatyards & Marinas Program, and a number of other environmental initiatives in partnership with EPA Region 1 and the Maine Department of Environmental Protection. In addition, she was instrumental in the creation of the Marine Systems Training Center, a program of the MMTA which focuses on providing high quality, high demand training for incumbent workers, and co-chaired Maine's North Star Alliance Initiative, a \$14.4M federal grant.

In 2004, Susan received the New England Region Environmental Merit Award from the US Environmental Protection Agency. She was appointed by Governor John Baldacci to serve on the Maine Jobs Council, which is Maine's statewide workforce investment board, and joined National Skills Coalition's Leadership Council in 2008. In 2011, Susan received the American Boatbuilders & Repairers Association Commitment to Training Award.

The Maine Marine Trades Association is a statewide organization that represents approximately 150 member firms that are engaged in all aspects of boat building, repair and service. The nonprofit's mission is to promote growth, prosperity, and cooperation within the marine industry in Maine; to encourage and publicize educational opportunities leading to and furthering careers in the marine trades; and to encourage and assist in the development of best practices in the marine industry with a focus on the environment, and health and safety.

Michael Tamasi

AccuRounds
Avon, MA

Michael Tamasi is president and CEO of AccuRounds, a contract manufacturer dedicated to being the leading value solution for custom mechanical components and sub-assemblies used in numerous industries including medical, defense, semi-conductor, aerospace and oil/gas. Michael, a second-generation owner, has been working in the family business for 25 years.

Michael is very active in several industry and educational organizations including the National Tooling and Machining Association as Audit Team Leader/Member, and served on their Boston Chapter's board for 15 years. He is also a NIMS (National



Business Leaders United
for Workforce Partnerships

Institute for Metalworking Skills) Audit Team Leader, and currently chairs the Greater Boston Manufacturing Partnership (GBMP) board of directors, leading their strategic planning committee. In January 2010, he was appointed the Massachusetts STEM Advisory Council by Governor Patrick. In 2012, the governor also appointed Michael to the executive committee of the MA Advanced Manufacturing Collaborative. Michael also served on the Southeastern Regional Vocational Technical High School's advisory board and currently sits on the advisory board for the Mechanical Engineering Department at the University of New Hampshire, where he received a bachelor's degree in mechanical engineering. He also received a master's degree in business administration from Babson College.

AccuRounds employs 67 people and is located in Avon, Massachusetts. AccuRounds was recognized for their accomplishments in lean manufacturing with the presentation of the Northeast Shingo Prize Silver Medal in 2006, the first contract metalworking company in North America to win this award.

Dallas Trinkle

Acramold, Inc.
Burlington, KY

Dallas Trinkle is the president of Acramold, Inc., which he began in 1979 as a product development company performing research and development services for customers and the military. Dallas was involved in a group focused on obtaining state funding to build and expand Gateway Technical College, and now sits on the Gateway Advisory Committee. He also serves on the steering committee for Northern Kentucky Industrial Park Association and on the Northern Kentucky Advisory Committee for continuing education.

Additionally, Dallas has spent time teaching engineering technology at Northern Kentucky University and machine tool and marketing at Gateway Technical College. He earned his MBA from Xavier University.

Acramold, Inc. offers full service capabilities in the tooling and plastic molding industries. Acramold was established in 1979 and targets the medical, packaging, banking and military markets.

Neli Vazquez Rowland

A Safe Haven Foundation
Chicago, IL

Neli is the co-founder and president of A Safe Haven Foundation. Neli is a frequent expert speaker, keynote speaker and panelist for many government, academic and



Business Leaders United
for Workforce Partnerships

business forums. Her story and the A Safe Haven model is the subject of dozens of international tours by top government delegations interested in the topic from across the country and around the world including Japan, China, Holland and others. Neli is a frequent guest on many of the local, national and international media stories featuring the topics of sustainable solutions for poverty, homelessness, veterans and reentry populations. She is considered a pioneer in the field of social business enterprise.

Neli is a former investment banker and she worked for some of the leading investment banking firms in the country for 13 years. She is the first in her family of seven to graduate from college. She is a graduate of Loyola University's School of Business and of the Minority Executive Management program at Tuck School of Business at Dartmouth. She is also the recipient of several awards including the White House Champion of Change Award, the Illinois Secretary of State Humanitarian Award, and the American Red Cross Community Impact Award, among many others.

A Safe Haven Foundation is a world class, unique, vertically integrated 'eco-system' nonprofit that is successfully rebuilding lives from poverty and homelessness. A Safe Haven's model is a public/private collaboration that assesses and addresses the root causes of poverty and homelessness with an individualized, integrated, comprehensive approach to social and economic crisis. A Safe Haven offers a holistic, sustainable, evidence-based approach including transitional and supportive housing, addiction treatment, education, job training and placement.

Joe Wesley

Wegmans Food Markets
Rochester, NY

Joe Wesley is the director of strategic workforce planning for Wegmans Food Market and has been with the company in various capacities since 1990. In his current role, Joe leads the activities of the newly formed Workforce Development Team for the nine county region, partners with multiple businesses, community organizations, educational institutions and government agencies. Some of their partners include the University of Rochester Medical Center, New York State Department of Labor, Optimax and the Finger Lakes Advanced Manufacturers' Enterprise (FAME), Finger Lakes Workforce Investment Board, and Genesee and Monroe Community Colleges.

Joe currently serves on the Finger Lakes Regional Economic Development Council. He holds an associate's degree in business administration from Monroe Community College and a bachelor's degree in accounting from St. John Fisher College. He also earned a Lean Six Sigma Green Belt Certification in 2009.



Business Leaders United
for Workforce Partnerships

Wegmans Food Markets is a family-owned U.S. regional supermarket chain and one of the largest private companies in the country. Wegmans has been on Fortune magazine's list of the "100 Best Companies to Work For" since 1998. The company operates 81 stores and has over 44,000 employees.

Charlene White

Gap, Inc.
Houston, TX

Charlene White is the senior human resources manager for Gap, Inc., and has been with the company for 23 years. Prior to joining Gap, Inc, Charlene participated in Macy's New York Executive Training program immediately after college. She currently oversees Gap, Inc. for Community Colleges, a program that is tied to the White House's Skills for America's Future initiative. The program partners with 25 schools across the United States, brings internal training to students, exposes them to real-world business experience and prepares them for success with training in job searches, communication and time management. The program has awarded over \$250,000 in scholarships and has trained over 1700 students.

Charlene holds a bachelor's degree in communications from the University of Texas and earned a certification in strategic management from Cornell University.

Gap, Inc. is a leading global specialty retailer offering clothing, accessories, and personal care products for men, women, children, and babies under the Gap, Banana Republic, Old Navy, Piperlime, and Athleta brands. Gap, Inc. has approximately 136,000 employees, 3,100 company-operated stores and over 300 franchise stores in locations across Asia, Australia, Eastern Europe, Latin America, the Middle East and Africa.

Inez Wildwood

Comprehensive Management Associates, Inc.
Duluth, MN

Inez Wildwood is executive vice president at Comprehensive Management Associates, Inc. (CMA). Prior to joining CMA, Inez led learning and organizational development for ALLETE Inc., an energy company with electric, gas and renewable operations in Minnesota, North Dakota and Wisconsin. Before joining ALLETE in 1998, she directed Employee Assistance Services providing organizational consultation to more than 50 employers across the Midwest.

Inez has been a leader in workforce development and post-secondary education initiatives at the local, regional and state level for many years. She is currently chair of



Business Leaders United
for Workforce Partnerships

the Minnesota Governor's Workforce Development Council (GWDC), leading a statewide Skills at Work campaign. This campaign is strategically aligning all available resources in education, community based organizations, workforce and economic development, philanthropy and employers to close the skills gap in Minnesota. Inez also co-chairs Minnesota FastTRAC, a Joyce Foundation Shifting Gears initiative to create career pathways for in-demand jobs by providing educational bridge programming, navigational support and integrated instruction for low skilled adults. She co-chaired the Minnesota State Energy Sector Partnership and currently serves on the executive committee for the National Governor's Association, State Chairs Organization. Inez holds a bachelor's degree in sociology and a master's degree in psychology from the University of Wisconsin.

Comprehensive Management Associates, Inc. is a consulting firm that provides human resource and leadership development services for business organizations across the Midwest.

Tuesdi Woodworth
Front Street Shipyard
Belfast, Maine

Tuesdi Woodworth is the CFO of Front Street Shipyard, a premier shipyard servicing fine yachts in Mid-Coastal Maine. She is responsible for all aspects of finance, budgeting, and reporting for the company, and oversees the Human Resources Department. Tuesdi attended Michigan State University, and several specialized banking schools. She has 25 years of experience in finance, having served as assistant VP and acting CFO at Bar Harbor Banking & Trust Company for 13 years, and as CFO of Morris Yachts for 10 years. She joined Front Street Shipyard, a startup company, in 2011. Tuesdi also served as the director of the Marine Systems Training Center (MSTC), a program of the Maine Marine Trades Association, in 2010-2011. The MSTC is devoted to providing the highest quality training in marine systems and related programs in the state, enhancing Maine's 400 year history of shipbuilding.

Tuesdi has served on the board of the Maine Jobs Council, as well as the Maine State Apprenticeship Committee, which is appointed by the Governor. In addition, she was elected to the board of directors of the Maine Marine Trades Association by her peers, and served as president of that board in 2009. She currently serves on the Economic Restructuring Committee of the "Our Town Belfast" Group—a community driven, nationally accredited Main Street organization. Tuesdi has also served on the boards of several charitable organizations.



Business Leaders United
for Workforce Partnerships

Front Street Shipyard, located on the coast in Belfast, Maine, began operations in April 2011. In just over two years, the company has grown to employ over 110 full-time employees, and is still growing. It has successfully brought jobs to an area with higher than average unemployment that desperately needed quality, stable jobs with benefits. Front Street Shipyard builds, refits, and services a wide variety of fine sailing and power yachts from 25 feet to 160 feet, and boasts the largest travel lift in the state, with hauling capacity of 485 tons.



Business Leaders United
for Workforce Partnerships