

Business Leaders United
Employer Fly-in
Participant Biographies
December 7-8, 2016

Chris Adams, WCP Communications
Greensboro, North Carolina

Chris serves as the Director of Operations for WCP Communications. The company provides public relations, crisis management, and hospitality management services. Working in an industry that covers a wide range of jobs from entry level to management, finding skilled workers is critical. Chris is an active participant in a local industry partnership and also works with nearby community colleges to find the talent he needs.

Shirley Adams, Nautique Boat Company
Orlando, Florida

As the Human Resources Director, Shirley experiences firsthand the challenges of finding skilled workers. Nautique Boat Company is a 90-year-old manufacturer of fiberglass waterskies and wakeboard boats. It currently has 397 employees and anticipates hiring 50 more per year, especially in the areas of engineering and product development, to accommodate increased customer demand and retirements over the next five years. Shirley is an active member of an industry partnership, which with the capacity of Valencia Community College, has developed a curriculum, in cooperation with other manufacturers in the area, to provide skills needed in the manufacturing environment.

Rebecca Aguilera-Gardiner, Diego & Son Printing, Inc.
San Diego, California

Rebecca serves as Vice President for Diego & Sons Printing, Inc., a full service printing company offering digital and offset printing. The company currently employs 21 workers, but since winning a contract with CVS, additional workers have been hired and a third shift will likely be added. Finding skilled workers is difficult, so the company is a member of the local workforce development board and an industry partnership, through which local colleges teach graphic design students how to set up their files for print.



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Erick Ajax, E.J. Ajax and Sons
Minneapolis, MN

Erick is the Vice President and Co-Owner of E.J. Ajax and Sons, a third-generation company providing innovative metal forming solutions. Under his leadership, The Ajax plant 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. 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.

Tim Aligheri, Jackson Healthcare
Alpharetta, Georgia

Tim is Chief Technology Officer for Jackson Healthcare. Aligheri is responsible for the oversight of new technology developments, project management, product management and strategic vision for the Jackson portfolio of business applications. Aligheri brings over 30 years of experience in software development, architecture, research and development, and product management to Jackson. He has the unique ability to understand a company's vision and orchestrate a powerful development campaign. Aligheri is an award-winning information technology leader. He has been recognized for combining original conceptual creativity with technology, to design successful client server and web-based technology.

Tom Allen, Kittery Point Yacht Yard Corp.
Kittery, Maine

Since 2004 Tom has been the President and Owner of Kittery Point Yacht Yard that operates two full service waterfront marine facilities in Southern Maine. Their customers range from fleet maintenance contracts for the US DOD to recreational yacht owners. They are dealers for Caterpillar, John Deere, and Yanmar diesel engines. The company also builds its own line of boats and finishes boats for other



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manufacturers. Under his leadership, the company has received the Innovation Award by ABBRA (the American Boatbuilder & Repair Assoc.); has attained the highest designation of Clean Marina status from the EPA for environmental stewardship; and has achieved S.H.A.R.P. certification from OSHA as a model company for safety within the marine industry. Tom is also the current Treasurer of the Maine Marine Trades Association whose mission is to promote growth within the marine industry; 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. Tom has actively served as a member of the Program Advisory Committee for the Landing School, a marine focused and accredited trade school recently rated the top community college in Maine. He has been a vocal advocate for addressing the trade skills gap and promoter of alternative career paths for high school students who don't fit the four year university model. He currently serves on the board of a Maine Community Bank.

Liza Alvarez, SPHR, Vi-Chem Corporation
Grand Rapids, Michigan

As the Human Resources Manager, Liza takes a proactive role in finding skilled workers. Vi-Chem Corporation manufactures innovative TPE (Thermoplastic Elastomer), PVC (PolyVinyl Chloride) and PVC-based polymer alloy compounds to various industries worldwide. Approximately 6 percent of its workforce is expected to retire over the next five years. Liza is an active member of a local industry partnership facilitated by The SOURCE, a not-for-profit employee support organization designed to help employees keep their jobs, receive training to enhance their employment, and help them move into better positions within or across companies.

Jennifer Behrens-Schmidt, Atlantic Mold & Machining Corp.
Venice, Florida

Jennifer is the President & CEO of Atlantic Mold & Machining Corp., a small manufacturer specializing in the design and build of high precision plastic injection molds for the medical, automotive & electronic industries. Jennifer is actively involved in company operations overseeing administration, customer development, employee development and project management. Atlantic Mold has been recognized as a STEMSmart Business Leader for developing an innovative approach to workforce development by creating a hybrid apprenticeship program designed to build next-generation skilled workers. Jennifer dedicates much effort to activities designed to address the skills gap that impacts manufacturing employers. Her work is helping to create workforce development opportunities through partnerships between schools, community government, employers and community partners. Committed to continual involvement, she currently serves as Chairperson of the STC Advisory



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Committee. In addition to a range of other civic positions, Jennifer is a board member and past president of the Sarasota & Manatee Manufacturers Association; serves on the Manufacturing Collaborative Partnership sponsored by CareerEdge Funders; and is a board member of Take Stock in Children Sarasota creating pathways and scholarship opportunities to Career & Technical post-secondary training for at-risk and low-income students.

**Randy Bennett, Automation Tool and Die, Inc.
Brunswick, Ohio**

Randy is the Vice President and Co-Owner Automation Tool & Die, Inc., a one-stop, concept to completion, metal forming company specializing in tool and die, metal stamping, welding, riveting, clenching, and assembly that serves a diverse range of manufacturers. As a member of his local workforce board and industry partnership known as the Workforce Alliance of Medina County, Randy is working firsthand to recruit and train workers. The Alliance is a formal group of businesses collaborating to meet current and future staffing challenges by identifying common assessment tools, coordinating employee training, creating internship opportunities, and reaching out to youth. The company, like others in the area, is facing a shortage of skilled workers, as openings go unfilled. This makes retaining current workers even more difficult, and is compounded by a lack of reliable childcare and transportation. What's more, approximately 10 percent of the workforce is eligible for retirement over the next 5 years.

**Tony Bohn, Norton Healthcare
Louisville, KY**

Tony 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.



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Scott Burton, Whitaker-Taylor, Inc.
Atlanta, Georgia

As the President of Whitaker-Taylor, Scott has managed operations for more than 30 global, national and regional SAP users, spanning the manufacturing, automotive, retail, information systems and energy industries. His range of expertise includes systems implementation, change management, support analysis, project management, and account management. Scott has presented technical papers at several major SAP conferences on challenges faced by clients with centralized support and decentralized operations. He also frequently conducts educational webinars for his clients and for the industry as a whole, and is co-author of the book SAP Lessons Learned- Human Capital Management.

Armando Chapelliquen, Jos. H. Lowenstein & Sons, Inc.
Brooklyn, New York

Armando is the Director of Operations for Jos. H. Lowenstein & Sons, Inc., a private chemical manufacturing company which produces color and other chemical compounds for leather, fur and hair industries worldwide. The company is active in the industry partnership, East Williamsburg Industrial Development Corporation, which promotes business services like workshops, employment, and financing as well as advocates for a strong manufacturing presence in the area. Jos. H. Lowenstein & Sons, Inc. anticipates maintaining steady production in the upcoming years, and hiring additional employees for factory and laboratory operations. The company is always looking for chemical plant operators, with knowledge of factory equipment for handling of liquids and powders, and electro-mechanics for repairs and maintenance of the plant. Roughly 5 to 8 percent of the workforce is eligible for retirement over the next 5 years

Tanja Chappelle-Logan, Owens-Illinois
Ringgold, Virginia

Tanja is the Human Resources Manager within the glass packaging division of Owens-Illinois Glass Container, a manufacturer of glass packaging products with 30,000 employees worldwide. Skilled workers such as maintenance journeyman and mold makers are the hardest to find. The company recruits from within through its apprenticeship program and also works with the workforce investment boards and community colleges to recruit skilled workers.



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Scott Christman, American Apprenticeship Round Table
Poquoson, Virginia

Scott is a research fellow with the American Apprenticeship Round Table and was recently named Vice President of the organization for the 2017 year. He also is Manager of Student Services at The Apprentice School at Newport News Shipbuilding in Virginia. Scott began his career as a pipefitter apprentice at Newport News Shipbuilding, after which he served in various manufacturing positions. With an interest in education and helping people develop, he spent a decade as a professor teaching technology- and engineering-related courses at the postsecondary level. For the past 12 years he has served as manager of Student Services for The Apprentice School in Newport News, Virginia.

Wendell Dallas, Atlanta Gas Light
Atlanta, Georgia

Wendell is vice president of operations, Atlanta Gas Light and Chattanooga Gas, subsidiaries of Southern Company Gas. Previously, Mr. Dallas was vice president of Economic and Community Development for Southern Company Gas until 2010, and vice president and general manager of Atlanta Gas Light until 2006. He played a critical role in developing and maintaining a solid communications and team-building effort across Atlanta Gas Light's Southern Operations. Mr. Dallas has more than 20 years of operations, management and engineering experience in the natural gas industry. He joined Atlanta Gas Light in 2000 and served as a service area manager in Macon and as a region manager for southeast Georgia in Savannah. Before joining Atlanta Gas Light, he served as a senior project engineer and operations supervisor of El Paso Energy in Macon. He is a gubernatorial appointee and board chairman of the State of Georgia's Workforce Investment Board.

Dwight Dinsmore, StandardAero Component Services
Cincinnati, OH

Dwight is the Sr. Learning and Development Specialist for StandardAero Component Services. StandardAero Component Services is an FAA-certified aircraft engine maintenance and overhaul repair station that supports hundreds of customers from 6 continents. Like many local companies, they face an acute shortage of skilled machinists and have partnered with Cincinnati State Technical College to develop and offer a Machine Operator Apprenticeship program. Apprentices receive employer-sponsored benefits, college credit and nationally recognized industry certifications from the National Institute of Metalworking Skills (NIMS). Dwight is a Human Resource Development professional with more than 30 years' experience designing, developing and implementing learning systems across 4



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manufacturing and service industries. He holds a BS from the University at Albany, NY and an MS in Industrial Relations from Iowa State University.

Brent Ford, PTR Baler and Compactor Company

Philadelphia, Pennsylvania

As Director of HR at PTR Baler and Compactor Company, Brent Ford has helped build cost-effective solutions to train and develop employees, ease recruiting strains, lower turnover, and increase the company's presence in the community. Qualified welders and fitters make up the largest population of skilled workers at PTR and with an industry need that surpasses the current talent pool, there is a significant skills gap for qualified welders. PTR partnered with schools, trainers and businesses in the community to help train more welders, and in the process hire as many as possible. The company has trained a total of 54 employees in welding technologies and has less than 10 percent turnover of graduates from the program.

Brad Fowler, Baumüller-Nuermont Corp.

Norcross, Georgia

Brad is the CEO/President for Baumüller-Nuermont Corp which is the North American subsidiary of Baumüller GmbH, a family owned German company. BNC headquarters are located in Norcross, GA with locations in Mount Prospect, IL, Mississauga, ON and Querétaro, México providing sales, service, and technical support for Baumüller motor/drive components and automation systems, installation and relocation of industrial equipment domestically and internationally. BNC is challenged to find mid-skill workers to fulfill positions in the technical and installation areas of our company as there is a shortage of workers throughout the industries we are involved in. BNC recently started working with Year Up, organization providing training to 18-24 year olds in soft skills, with basics in IT, customer service, finance, and administration to fill mid-skill positions in these areas. Brad has forty years of experience in the field of installation and automation and currently holds twenty-three Master and State Electrical licenses and three State mechanical licenses.

Jeffery L. Frederick, SPHR

Greensboro, North Carolina

Jeffery has over 18 years of progressive Human Resources experience in the field of Human Resources Management. His background includes experience in staffing, training, benefits, compensation, labor relations, safety, worker's compensation and employee relations. His experience spans such industries as Aerospace, Chemicals, Biotech, Furniture and Healthcare. Jeffery is currently employed as VP of



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Human Resources at Purolator Facet, Incorporated. In this role, he has full HR responsibility for several manufacturing and distribution locations globally. Prior to joining leadership at Purolator, Jeffery served as a Strategic Business Partner at Syngenta. He currently serves as Workforce Development Board Chair for Guilford County. Committed to community service, Jeffery has served on community boards and committees such as ChildCare Connection, Communities In Schools and United Way. He is also a graduate of Leadership Davidson County and currently serves as a Governmental Affairs Chair for the Human Resources Management Association of Greensboro.

Kerry Gumm, Principal Financial Group

Des Moines, Iowa

Kerry, Director of Talent Acquisition and Diversity and Inclusion has been with the Principal Financial Group for sixteen 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 job seekers with an introduction to digital literacy as it applies to the work site, customer service and the basic skills/attitudes/work behaviors employers expect across industries from job applicants/employees. In partnership with her involvement, Kerry has spent time educating Iowa legislators on the growing skills gap within the state, in addition to identifying solutions which may ensure ongoing success. In addition to workforce issues, Kerry has been actively engaged in other state lead initiatives which are focused on the education and development of the state's future workforce. Throughout her career at The Principal, Kerry has spent time in benefit administration, technical project management and talent acquisition. A Minnesota native, Kerry received her undergraduate degree from Iowa State University. Kerry is also a member of the BLU Executive Committee.

Brent Hofer, Batesville Tool & Die

Batesville, Indiana

Brett is the Safety and Training Coordinator at Batesville Tool & Die, a premier metal forming company. Brett joined the company in 2014 leaving his previous career as a 5th grade teacher. His skills in education have carried over into his current role in training. He is responsible for employee training programs and workforce development. He continually works on programs that focus on Jr. high and high school students. He helps oversee the coop program; this unique program allows juniors and seniors to take college courses at the local Ivy Tech Community College while still earning their high school diploma. In addition to the education opportunity, the students spend two days a week at local manufacturers gaining invaluable hands on experience. He helps coordinate high school



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internships, teacher externships, manufacturing camps, and many other events aimed at promoting manufacturing.

Chris Jackson, Centene
Austin, Texas

Chris serves as the Director of Talent Acquisition at Centene Corporation. Centene Corporation is a Fortune 200 company and a leading multi-line healthcare enterprise that provides services to government healthcare programs for under-insured and uninsured people.

Chris is responsible for leading the Clinical recruiting effort nationwide for Centene in over 23 states. Chris has over 20 years' experience in Talent Acquisition in commercial and government high-tech, healthcare, financial services, and telecommunications industries. Prior to his role at Centene, Chris held recruiting leadership positions at MITRE Corporation, Inova Health, Raytheon and Computer Science Corporation developing and implementing sourcing initiatives that attract high quality talent, and building successful partnerships with key stakeholders.

Stu Johnson, Connected Nation
Columbus, Ohio

Stu serves as Vice President of Connected Nation and provides comprehensive strategy and management for two Connected Nation programs – Connect Ohio and Digital Works. Stu also serves as the primary spokesperson to media nationwide about Digital Works and Connect Ohio. Connect Ohio is working to bring the benefits of universal broadband to Ohio. Technology, especially widespread access, adoption, and use of broadband, improves all areas of life. Connect Ohio works together with the State of Ohio to advance broadband issues in communities across the state to change communities and lives. Digital Works has created more than 750 high-demand jobs in more than 6 states in less than 3 years. The innovative training and placement program's focus is connecting adults with modern, online jobs through customer relations and tech training customized for careers with over 65 corporate employers. Stu has over 25 years of executive level telecommunications experience and holds a bachelor of science in finance from The Ohio State University.

George Kampstra, Rolls-Royce North America
Reston, Virginia

George is Vice President for Defense Relations, Sea Power Programs, for Rolls-Royce North America. In this position, he is responsible for managing and supporting all aspects of the Company's relationship with the US Navy and US Coast Guard and their naval marine programs. He also has responsibility for



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other Government marine programs, to include foreign military sales. He interacts with the Legislative and Executive branches of the US Government in the furtherance of Company's goals and provides support to the Departments of Defense and Homeland Security and their prime contractors. George is based in the Rolls-Royce North America Corporate Headquarters in Reston, VA, just outside of Washington, D.C.

George joined the Company in 2003 with responsibility for contract development and management, and pricing and proposal preparation. His responsibilities were later expanded to include Program Management of the Rolls-Royce Power Systems' scope of supply for the United States Navy's Littoral Combat Ship (Independence Class) and Expeditionary Fast Transport (EPF) Programs. George has represented Rolls-Royce's Government Business Sector in the Washington, D.C. area since July 2010. George attended Michigan State University as an undergraduate and later attended graduate school at the University of Chicago.

Michael Kenig, Holder Construction
Atlanta, Georgia

Mike is the Vice Chairman of Holder Construction, a national commercial building general contractor of 750 employees specializing in the building of corporate, aviation, data, higher education, hospitality and sports facilities. The company is active in an industry partnership called Westside Works which has developed a program to provide basic training for adults in downtown Atlanta, regional alliances with trade associations, and industry-educator partnerships with local high Schools and technical colleges. Holder Construction anticipates growth in both hourly skilled and management/supervision positions, but finding talent continues to be a problem. Moreover, 15 percent of the workforce is eligible to retire over the next five years.

Mario Kratsch, German American Chamber of Commerce
Chicago, Illinois

Mario is the Director, Skills Initiative at GACC Midwest. Mario is responsible for managing the chamber's Skills Initiative and heading GACC Midwest's Skills Department. He heads projects to help businesses set up German-style dual apprenticeship programs such as ICATT (Industry Consortium for Advanced Technical Training). In addition, Mario is managing the German certification approval processes for MAT2 and KY FAME programs and advising other company consortia in developing apprenticeship programs such as CICES.

Mario's skills include advising companies on industrial vocational training, organizing and coordinating examinations for German IHK certifications, heading development for partnership



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projects between CCI Gera and Chambers in Central Asia and the Balkans as well as leading, strategic planning and managing a team supporting all honorary boards of CCI Gera.

Mario received his Diploma in Education Science in 1998 from Martin-Luther University Halle-Wittenberg, Germany, specializing in vocational education and training. During his studies, he also worked with the German-British Chamber of Commerce in London to develop German style dual training programs in the United Kingdom.

Marcia Lafemina, Penn Globe
North Bradford, Connecticut

Marcia is the President and Chief Executive Officer of Penn Globe, a traditional outdoor custom light manufacturer specializing in LED lighting, surveillance and data collection for the municipal and university markets. The company is looking to double its workforce over the next two years after filing two patents in the last two years that involves integrating surveillance and data collection into light products and becoming a Verizon Innovation Partner. Finding skilled workers is challenging, especially in positions related to electronics, surveillance, data communications, pattern making, and 3D printing. The company is active in a local industry partnership which includes the local workforce board and community colleges.

Amy Lancaster, Metro Atlanta Chamber
Atlanta, Georgia

Amy is the Director of Workforce Development at the Metro Atlanta Chamber (MAC). In her current role, she leads MAC's Workforce Council, is responsible for advancing MAC's workforce development strategy and building community partnerships to increase student, jobseeker, and employer outcomes. Before leading MAC's workforce development efforts, she led the internship initiative and launched InternNavigator.com. She has worked with universities and regional partners to increase internship and co-op opportunities by connecting area colleges and universities with businesses, developing resources to help businesses connect with local talent sources, conducting events to bring businesses and students together, and raising awareness about the benefits of internships. Amy has been with MAC since 2008.

Amy serves on the Boards of Atlanta Workforce Development Agency, Georgia Association of Colleges and Employers, and Atlanta College & Career Academy; and serves on the Supply Chain Advisory Board for Atlanta Technical College, Executive Committee for Metro Atlanta Exchange for Workforce Solutions, Leadership Council for Atlanta CareerRise and Vestry for St. Benedict's Episcopal Church. She graduated from Kennesaw State University with a BA in Accounting in 1996 and MBA in 2011.



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Julie Larkins, CDR Financial Services
Long Beach, California

Julie is a successful entrepreneur with over 25 years of business, marketing and sales experience in multiple market environments. She is currently CEO and Managing Member of CDR Financial Services LLC, a leading billing and accounts receivables management services (ARMS) company with offices in Long Beach, CA. Founding Member of the Female Academy and Co-Founder of the Education = Opportunity Too (E = O2), a program that incents at risk middle school youth to achieve a 3.5 GPA with a laptop and printer. The program was recognized by City Prosecutor, Doug Halbert in School News and was adopted as a committee in the Long Beach Rotary Club. Her company actively trains and hires candidates from US Vets, America's Job Centers, participates in the Welfare to Work Programs that provide jobs to the long term unemployed, In addition provides high school students with internships through CAMEO and Summer Jobs Programs. She has been recognized by Supervisor Don Knabe for his 10,000 Jobs Program at the State of County Address, Business Leaders United for Workforce Partnerships in Washington D.C. and channel 2 and 9 news for her company's participation in and commitment for hiring the long term unemployed.

Walter Larkins, CDR Financial Services
Long Beach, California

Walter is currently President of CDR Benefits, LLC HQ in Long Beach CA that provides 'Life Solutions' to Individuals, Employers and their Employees. Walter is a successful entrepreneur with over 25 years of small business development experience for middle market companies. His expertise is in creating, managing and motivating entrepreneurial companies, sales professionals and teams and has significantly increased the value of the businesses and projects in which he has been involved.

Walter's experience includes serving as the President and CEO of Endosurgical Development Corp. (EDC) and President of Envision Associates, a management consulting firm. He launched and invested in a variety of entrepreneurial companies including CDR Financial Services, LLC (a healthcare provider-focused accounts receivables management (ARM) company), CDR Research (a Business Process Outsourcing (BPO) Company with operations in Mumbai and Goa India that serviced Healthcare providers) and Digital Force Ventures, LLC (a seed level software investment incubator that developed an email encryption software product). He holds several issued and pending international and US patents. Walter served 4 years in the United States Army, achieving the rank of Captain, while stationed in Europe and attended Boston University's European Division MBA program, the US



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Military Academy at West Point and is a graduate of UCLA, where he was a ROTC scholarship winner. He is also currently Executive Director of the E=O2 Foundation, a 501(c3).

Pamela Lenzion, MarineTec Management & Consulting Company
St. Augustine, FL

Pamela is the CEO of MarineTec Management & Consulting Company, a privately held company focused on marina and boatyard development, third party operational management, and turn-around management for Banks and Investment Funds. The company provides staff, staff training and third party management and consulting services to parties who are buying or building a marina and/or a boat building and repair business. These services include site assessments, feasibility and market studies, business planning, construction project management, business start-up and ongoing operational management. Pam has 17 years experience in the Marine Industry as well as a 100 ton USCG Masters License. She was COO of Vinings Marine Group, Director of Third Party Management and Special Projects at Marinas International, and the Director of Marina Development for Legendary Marina Management. She currently is the CEO of MarineTec Management & Consulting Company

Pamela served as the President of the American Boat Builders and Repairers Association (ABBRA), the Chair of the Marine Industry Training and Education Council (MITEC), President/ Director of the Marine Industries Association of Northeast Florida, and is currently an International Marina Institute (IMI) faculty member, teaching leadership and management skills to marina and boatyard managers. Pam has been a speaker at trade conferences for many years. She is on the Editorial Board for Marina Dock Age magazine.

Brett Levanto, Obadal, Filler, MacLeod and Klein
Alexandria, Virginia

Brett is vice president of operations of Obadal, Filler, MacLeod and Klein, PLC managing firm and client communications in conjunction with regulatory and legislative policy initiatives. He provides strategic and logistical support for the Aeronautical Repair Station Association, Associated Equipment Distributors and the Aviation Technician Education Council. Mr. Levanto has experience with organizational and policy issues in both aerospace and government sectors. He obtained a bachelor's degree from the George Washington University and a Master of Public Policy from the College of William and Mary.



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Joe Licata, BuildASign, LLC
Austin, Texas

Joe oversees BuildASign.com's production, logistics, and supply chain operations. Joe joined BuildASign in 2013. Before leading the Operations team, Joe served as both In-House Counsel and Financial Analyst for BuildASign. He is responsible for scaling the company's production capabilities in addition to working with the operations leadership group to support the needs of the Production Team Members (PTMs). Joe coaches youth sports and periodically serves as a mentor for 3 Day Startup (3DS) teams in College Station. In addition, Joe is active in the Austin Regional Manufacturers Association (ARMA) and is a board member for the Southwest region of the Association for Manufacturing Excellence (AME). Before joining BuildASign.com, Joe worked in investment banking and as an attorney. He has a bachelors of science degree in Economics from Texas A&M University and a J.D. from the Dedman School of Law at Southern Methodist University, where he was a Walsh Scholar.

Deborah Lindner, Precor
Whitsett, North Carolina

Deborah is the Human Resources Manager of Precor, a fitness equipment manufacturing company for fitness chains nationwide and Hilton Hotels worldwide. Job openings in robotic welding, tool/model shop, and design engineering are expected to grow. The company is always looking for new hires with customer focus, accountability, teamwork, communication, collaboration, decision-making, adaptability, and conflict resolution skills. Finding workers with these skills is difficult, so the company collaborates with local community colleges, the one-stop center, workforce boards, and other manufacturing companies to find or train the workers they need.

Ozzie Lopez, AltaMed Health Services
Los Angeles, California

Ozzie is the Director of Workforce Development with AltaMed Health Services Corp. Ozzie oversees and manages a diverse team and program units within the department that focus on providing education, training and employment opportunities to both new and current employees. Ozzie believes strongly in civic participation; in 2002, Ozzie founded a volunteer organization focused on empowering communities. The mission was to work with parents and young adults on a variety of community services projects while at the same time assisting in the development of organizational leadership techniques. He continuously volunteers his time to efforts that focus not only on the improvement of quality of life in communities in an around Los Angeles County but most importantly in empowering those around him. Ozzie is also currently Adjunct Faculty with East Los Angeles College teaching



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Political Science, he is a current City of Los Angeles Commissioner with the Affordable Housing Commission a Board of Governors Board Member with the L.A Care and a Board Member with the Hollenbeck Pal Police Activity League.

Mike Mandina, Optimax Systems, Inc.
Ontario, New York

Mike 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 EMBA 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 (RRPC), the Rochester Technology 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 FAME (Finger Lakes Advanced Manufacturer's Enterprise), 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. Mike 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. Mike is also a member of the BLU Executive Committee.

Dawnita McCain, CrediTrained
Atlanta, Georgia

Dawnita is a 20 year corporate banking leader and underwriting expert with experience with three of the top financial institutions in the U.S. and Canada, Bank of America, Royal Bank of Canada (RBC Bank) and PNC Bank. During the course of her career she has led teams to support loan production targets and has personally underwritten, negotiated and closed over \$1B in loan production across multiple industries and asset categories. She has led the management of several C&I loan portfolios with assets ranging from \$3B to \$8B. She's championed training and new role creation to support growth and improve efficiency. She's a change agent with experience leading local and regional teams through transformative and often challenging transitions. She developed and implemented strategies to lead the turnaround performance for underperforming markets with over \$1.8 billion in outstanding



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loans. She identified and implemented process improvements that improved portfolio quality and eliminated redundancies. These initiatives resulted in audit result improving to satisfactory and cost savings of over \$3.5M. Dawnita is also a talent developer in that she's mentored and coached several teammates to expanded roles and responsibility. . She's championed training and new role creation to support growth and improve efficiency. She also founded an employee resource group to increase employee engagement and sales growth. Under her leadership, membership grew to over 120 bankers.

Heather McCollum, EarthLink
Atlanta, Georgia

Heather has spent the last 15 years delivering valued Human Resources solutions in a number of industries and organizations, across the country. In 2012, she joined Atlanta-based EarthLink, where she has worked as the lead HR business partner for Small Business, Customer Operations, Regional Sales, Consumer Business, Sales Enablement and Corporate departments. EarthLink is a leading provider of service and solutions for cloud and hybrid networking, security and compliance, and unified communications. Heather relocated to the Atlanta area after having spent much of her career in New York and Los Angeles, working for Cushman & Wakefield, Disney, and The Pepsi Bottling Group. She holds a Bachelor's degree from Spelman College and a Master's degree in Industrial & Labor Relations from Cornell University. Her broad experience and exposure to the US labor economy fuels her passion for innovation in leadership and business development, particularly in the field of emerging technology.

Richard Mileika, Machine Incorporated
Stoughton, Massachusetts

Richard is Founder and President of Machine Incorporated, an ISO AS9100 certified manufacturer of Precision Machined Components and Electromechanical Sub-Assemblies to the Aerospace, Medical and Analytical Instrument Industries employing 25. NTMA member since 1988 Richard started his career with Vocational Training and continues strong relations with local Vocational Schools employing Co-op Students every school year. 77% of Machine Inc's employees are Vocational school Grads with an average age of 32. Machine Inc. also has relations with Technical Engineering College Co-op program and uses Workforce Training Grants for job specific training. Machine Inc. also reaches out to local elementary school 6th graders with an annual "How it's Made" field trip to tour and learn about manufacturing. Richard is a strong proponent of bringing back "Shop Class" to Middle Schools.



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Shannon Moorman, GSD&M

Austin, Texas

As Vice President of Talent Acquisition at GSD&M, Shannon is the head of recruiting. Shannon is responsible for university partnerships, recruitment branding and identifying key talent across all departments. She comes to GSD&M from R/GA, where she was a founding member of the Austin office and held the title of global recruitment director.

Shannon served as a thought leader in the talent acquisition space for advertising and has frequently been quoted on the subject of digital and creative talent wars in numerous industry publications including AdAge and Digiday. Her contribution to R/GA's recruitment branding initiatives also resulted in a nomination for a Cannes Lion and awarded in Creative Review Annual in 2011 for The Social Interview. She currently sits on the 4A's Diversity and Inclusion Committee and consults with various Ad schools across the country on curriculum reviews.

Sudan Muhammed, Simrae Solutions LLC

Denver, Colorado

Sudan is the President of Simrae Solutions. Sudan brings to Simrae Solutions over 15 years of experience in business development, project management, strategic development & consulting. He is also a successful entrepreneur with several businesses that he has lead in retail, hospitality, employee services, and project management. He also has over 10 years in the hospitality industry as a manager and director, particularly the casino, restaurant, and night club industry. Sudan has developed and managed several events that have produced large numbers of participants. He has worked with some of the industry leaders in event management and developed a strong network of professionals. Sudan has also been the Executive Director for the Regis Entrepreneur Club, an advisor for a few boards, and has volunteered for several committees and activities.

James Paulson, JMPDX LLC

Portland, Oregon

James is the president and founder of JMPDX LLC. JMPDX LLC are licensed property managers in the State of Oregon. JMPDX LLC provides complete property management services to clients with residential properties in Portland and Southwest Washington. The company offers a diversified real estate service platform including property management, investments, development, and advisory services. James is the Workforce Board Chair for region 2, which includes the City of Portland,



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Washington and Multnomah counties. James holds a Masters degree from the University of Oregon in labor and industrial relations.

Al Perreca, Romanoff Renovations
Smyrna, Georgia

Al is the Vice President of People Services at Romanoff Renovations. Romanoff Renovations, a nationally recognized and awarded provider of floor covering installation and bathroom renovation services for the nation's largest big box retailer, has been named to the 2015 Inc. 5000 list of America's Fastest Growing Companies, earning the position of #2677 on the Inc. 5000's annual ranking, and #186 of America's top construction companies. Romanoff's mission is to enhance the lives of those who work for us, with us, and around us while improving the homes and communities we serve. In his role, Al oversees Human Resources, Training, Regulatory Compliance, and Communications. One of the key focuses, combining each of these departments is the Installer Training and Matriculation program, internally known as Vision. Vision has partnered with local organizations in numerous cities (Goodwill, CTAE programs, Veterans groups, etc.) to identify and train floor covering installers. These efforts, in conjunction with internal training, has led to over 100 new floor covering installers added to Romanoff's labor pool in 2016. Still in its infancy, we expect Vision to continue to grow over the coming years, providing hundreds of jobs for individuals who had previously lacked the necessary skills to earn a living wage.

Angel Pineiro Jr., ASI
New York, New York

Angel is the senior vice president of ASI System Integration. He has worked closely with Per Scholas, YearUp, NPower and Brooklyn Job Corps all of which provide technology education, training and job placement services for low income communities. ASI has hired over 900 IT technicians through these programs.

He was invited to the White House for an event convened by President Obama to discuss strategies for helping our nation's nearly 4 million long-term unemployed get back into the labor market. Mr. Pineiro served as a panelist in a briefing for Capitol Hill staffers on "Attitudes toward a Career in IT" spearheaded by Congressman Roskam (R-IL) and Congresswoman Sanchez (D-CA) to form and populate the Congressional Caucus on Small Business IT. He recently appeared on TV with US Congressman Joe Crowley (D-NY) in support for his On-the-Job Training Act. Mr. Pineiro is Chairman of an IT Commission sponsored by the NYC Department of Education Commission to facilitate



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collaboration between schools and employers. Mr. Pineiro was also elected Chairman of the Advisory Council for Career and Technical Education.

Joanne Pokaski, Beth Israel Deaconess Medical Center
Boston, Massachusetts

Joanne is the Director of Workforce Development for Beth Israel Deaconess Medical Center (BIDMC), an academic medical center affiliated with Harvard Medical School. In 2012, BIDMC hosted over three quarters of a million patient visits and had 50,990 inpatient discharges. Joanne also chairs the Boston Healthcare Careers Consortium, formed in 2010, which brings together health care employers, the education and workforce system to better align pathways to healthcare jobs. BIDMC also has created multiple pipeline programs to train current employees for jobs that are hard to fill such as medical coders, central processing technicians, pharmacy technicians, medical laboratory technicians and research administrators. The need for medical coders and health care IT professionals is growing and ten percent of the workforce is eligible for retirement over the next five years. Also, the medical center's Employee Career Initiative offers free onsite access to pre-college courses in reading, language, and math and college-level science courses, as well as on-site career and academic advising to employees. BIDMC has been recognized by the Hitachi Foundation and CareerSTAT for its investment in front line workers. Joanne is a member of the executive committee of CareerSTAT.

Beverly Riddick, Ready to Work Business Collaborative
New York, New York

Beverly is Executive Director of the Ready To Work Business Collaborative (RTWBC), a business-led entity that evolved out of the 2014 White House 'Call to Action' where 300+ companies pledged to consider hiring more Americans who are 'ready to work': veterans, people with disabilities, opportunity youth and both the long-term and under-employed. Riddick is responsible for engaging and leveraging collective action among employers, workforce intermediaries and policymakers to develop and implement best practices to eliminate inadvertent biases toward 'disconnected' job seekers.

Riddick is a graduate of Mount Holyoke College majoring in Urban Studies. Following Mount Holyoke, she was awarded a twelve-month fellowship to the Coro Foundation. Riddick later obtained a Master's Degree in Public Policy Analysis at Claremont Graduate University. Riddick received the Positive Community for Change Award, Shirley Chisholm-Catalyst for Change Award, Women as Agents of Change Award, US Congress Certificate of Congressional Recognition, Montclair Economic Development Corp Community Award, and the National Council of Negro Women Business Award.



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Karl Robinson, R & R Transportation, Inc.
Greensboro, North Carolina

Karl is the President and Chief Executive Officer of R & R Transportation, an asset-based trucking company that operates 24/7 within a geographical area of approximately 300 miles. The company has specialized services and a niche of LLTL "Local Less Than Truck Load" that it uses to service a wide variety of industries. R & R Transportation, Inc. is on pace to double revenues over the next 3 years, and is in the process of hiring new drivers and office personnel. Finding skilled workers is difficult, especially those with a Class A Commercial Driving License (CDL) and at least two years of driving experience. What's more, 30 percent of the workforce is eligible for retirement over the next five years. Karl is a member of his local workforce board.

Deborah Rowe, MS, RN, PHR, CHCR, Genesis HealthCare
Towson, Maryland

Deborah is the Vice President of Genesis Staffing Services. It is part of the operations of Genesis Healthcare, a provider of skilled nursing and rehabilitation services with over 400 nursing centers in 28 states and over 80,000 employees. The company needs registered nurses, licensed practical nurses, and certified nursing assistants, who also possess the ability to be punctual, use technology, and provide customer support. Genesis HealthCare also seeks workers to support its nursing centers such as nurse practitioners, physicians, culinary chefs, social workers, environmental and food services staff. Deborah sits on the executive board of the Baltimore Alliance for Careers in HealthCare and CareerSTAT, as well as the Baltimore County Workforce Committee. With the changing needs of the patients and residents, growth will continue in nursing positions such as certified nursing assistant, nurses and nurse practitioners. The company collaborates with community colleges, universities, community-based organizations, workforce boards, and professional associations to find skilled workers.

Adrienne Russ, Jostin Construction
Cincinnati, Ohio

Adrienne is the Senior Human Resources Business Partner for Jostin Construction Inc. Jostin is a construction company, specializing in commercial concrete pump place finish, general contracting and general trades. In partnership with Partners for a Competitive Workforce and Allied Construction Industries, Jostin hires and trains their skilled workforce with roughly 100 employees. The corner stone of Jostin's business is our belief in creating and providing a diversity of opportunities for all. Jostin



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employees live this purpose through community involvement, an inclusive work environment and advancement opportunity across the organization.

Mary Jane Ryan, Partners Healthcare
Boston, Massachusetts

Mary Jane is the Director of Workforce Development for Partners Healthcare. She provides direction and leadership to the Partners Workforce Development team, which is a passionate and highly committed group formed from a collaboration between Partners Human Resources and Community Health Departments. Their efforts are focused on creating economic opportunity for several crucial pipeline groups, including youth, community residents and incumbent employees, while ensuring a highly skilled, diverse and culturally competent workforce able to meet not only our current needs, but ready to adapt to new and continually changing care delivery models.

Kathy Saint, Schwerdtle Technologies
Bridgeport, Connecticut

Kathy is President of Schwerdtle Stamp Co., a 135 year old manufacturing firm located in Bridgeport. She is also President of the Manufacturers Education and Training Alliance.

Working with the New Haven Manufacturer's Association and their Workforce Enhancement Committee, Kathy is vocal in her advocacy for Education and particularly STEM skills with the Governor, state agencies and the legislature. Kathy has received numerous awards for her community service, including being named a finalist in the 2006 "Women of Innovation Award," presented by the Connecticut Technology Council. She received Bridgeport Regional Business Council's "Impact Award" in 2005 for outstanding leadership; and the 2004 Connecticut Community Colleges "Award of Merit." She was also the first recipient of the Women's Leadership Award from the Bridgeport Regional Business Council.

Jamison Scott, Air Handling Systems
Woodbridge, Connecticut

Jamison serves as executive vice president and co-owner of Air Handling Systems, a third generation family-owned business in Woodbridge, Connecticut. He was an early adaptor of the internet creating an online presence for his company as early as 1995, establishing Air Handling as one of the first companies in the industry to engage in e-commerce. A fierce advocate for Connecticut industry, Jamison is in constant communication with Washington and Hartford, Ct elected representatives on



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behalf of Air Handling Systems and manufacturers across the state of Connecticut and the nation, working on the MRA (Manufacturing Reinvestment Account), a federal bill he helped create, which resembles an IRA for manufacturers. Currently, Jamison sits on the board of the Wood Manufacturers of America (WMMA), where he also served as president of the association, and is a member of the Town of Woodbridge, Economic Development Commission serving as vice-chair. He also serves as instructor for the Connecticut Woman's Business Development Council (WBDC).

Grant B. Shmelzer, Independent Electrical Contractors- Chesapeake Chapter
Laurel, Maryland

Grant serves as the Executive Director of the Independent Electrical Contractors- Chesapeake Chapter, a non-profit employer association representing merit-based electrical contractors in Delaware, North Carolina, Maryland, Virginia, West Virginia, and the District of Columbia. Affiliated contractors employ more than 15,000 people nationwide. Community colleges, workforce boards, community-based and faith-based organizations are integral in helping member employers meet their demands for skilled workers.

Whitney Smith, JPMorgan Chase & Co.
Chicago, Illinois

Whitney leads the Global Philanthropy team and efforts in the Midwest, which includes over \$20 million in grant-making aimed at improving economic opportunity for people in the region. Specific priorities include workforce readiness, consumer financial health, small business development, and affordable housing. She also leads some of the Foundation's national workforce readiness grant-making. Whitney serves on the Board of the National Fund for Workforce Solutions and is the co-founder of Workforce Matters and of the Chicagoland Workforce Funders Alliance. She sits on several advisory boards and panels, including the National Advisory Council on Innovation and Entrepreneurship, U.S. Department of Education's Moving Pathways Forward Initiative, and Illinois Apprenticeship Committee. Whitney holds a Bachelor's degree from Bowdoin College and a Master's degree in social service administration from the University of Chicago.

Anette Smith-Dohring, Sutter Health Sacramento Sierra Region
Sacramento, California

Anette is the Workforce Development Manager of Sutter Health, a not-for-profit network of doctors, hospitals, outpatient centers and home health services providing care to three million people in more than 100 communities throughout Northern California. Job openings for physicians, advanced practice



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clinicians and diagnosticians such as clinical laboratory scientists, diagnostic imaging technologists, registered nurses and pharmacists are on the rise. Openings for community health workers, scribes and navigators are also increasing as they are essential to implementing the Affordable Care Act. Candidates must have met academic requirements for national credentialing and state licensure. Frontline workers typically receive on-the-job training but that is expected to change as the health care industry becomes more complex. About 30% or 15,000 are eligible for retirement in mission critical areas over the next five years.

Sutter Health has participated in several industry partnerships with the largest being a nursing collaborative with a local community college which has produced 555 new RNs to support communities in northern California. Support includes classroom and laboratory facilities, faculty and clinical placements. This program received recognition from the Robert Wood Johnson Foundation as a "Practice with Promise," for its successful work to reduce nursing program attrition rates. In addition, this public/private partnership was replicated by then California Governor Arnold Schwarzenegger in his Nursing Education Initiative which resulted in 10,000 new nurses to care for patients in California. Sutter Health has partnered with the Sacramento Metro Chamber of Commerce and its education intermediary organization, NextEd, to create the Capitol Region Academies for the Next Economy (CRANE) and Capital Academy Programs (CAP). This is a six county regional initiative designed to create academic pathways where none exist, enhance existing pathways to meet employer needs and offer relevant linked learning experiences to high school students. This is a four-year, \$27 million effort funded by the California Career Pathways Trust. Anette is also a workforce investment board member, and is the founding chair of the Healthcare Industry Roundtable.

Liza Smitherman, Jostin Construction, Inc.
Cincinnati, Ohio

Liza began her career with Jostin in 1998 in partnership with her husband in their first generation, family-owned business. She is a graduate of Bowling Green State University with a B.S. in Education and a M. Ed. in Counseling from Xavier University. Initially providing basic accounting and financial support to the company, Liza shifted her attention to offering knowledgeable leadership in the planning and directing of programs for all human resource areas within the company. She also facilitates the development of policies and programs to meet Jostin's organizational needs. In 2005, Liza took a primary role in the start-up of Brewster Pumping, LLC, a subsidiary of Jostin Construction. Brewster Pumping performs concrete pumping services for Jostin Construction as well as other clients within its regional market. Liza is active in community organizations, serving as a member of the Board of Trustees for Easter Seals Tristate, City Gospel Mission, 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.



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Larry R. Spriggs, Soft-Con Enterprises, Inc.
Hyattsville, Maryland

Larry is the President and Chief Executive Officer of Soft-Con Enterprises, Inc., an information technology (IT) consulting firm with a focus on federal, state and local government support and specializing in program and project management IT integration as well as enterprise testing, IT application quality assurance and configuration management. The company anticipates growth in the business over the next 12 to 18 months as it is focused on the Department of Defense (DoD) sector and is currently applying to the DoD Mentor Protégé program. This will allow the company to expand in the area of cyber security and data analytics. Soft-Con Enterprises, Inc. works with the local workforce board, one-stop agency, and colleges to find individuals with enterprise automation testing (ISTQB certification), program management (PMP certification), agile process improvement (CSM certification) and network support (Microsoft certification). About 15 percent of the workforce is eligible to retire over the next five years.

Susan Swanton, Maine Marine Trades Association
Biddeford, Maine

Susan is the Executive Director of the Maine Marine Trades Association which promotes the growth and prosperity of the marine industry in Maine through education, training and the dissemination of best management practices focused on the environment and worker safety and health. Employers affiliated with the association are in growth mode. They are looking for candidates with good attitudes and nationally and internationally recognized industry credentials. The association collaborates with the Maine Department of Labor, regional career centers, and industry recognized training providers, including The Landing School of Boatbuilding and Design, a Maine-based degree granting institution.

Michael Tamasi, AccuRounds
Avon, Massachusetts

Michael is the President and Chief Executive Officer of AccuRounds, an advanced manufacturer for contract precision machined components and assemblies that serves numerous industries including medical, defense, aerospace, oil/gas, robotics and emerging technologies. Openings for CNC machinists and process engineers are expected to grow. Approximately 20 percent of the workforce is eligible for retirement over the next five years. The company is active in the Massachusetts Advanced Manufacturing Collaborative, Massachusetts STEM Advisory Council, and Voc-Tech Advisory Board as well as collaborates with the local workforce investment board, and sponsors robotics programs to



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find skilled workers. Candidates with soft skills, NIMS credentials, CNC Swiss Screw machining, CNC Lathe, and CNC Mill experience are needed. Mike is also a member of the BLU Executive Committee.

Steven Tamasi, Boston Centerless
Woburn, Massachusetts

Steven is CEO of Boston Centerless, located in Woburn, MA. He is a second generation entrepreneur with a passion for business who understands the power of operational excellence. Managing a Core Values based business in a lean manufacturing environment has resulted in a World Class Manufacturing operation and led to being awarded the Northeast Shingo Prize Silver Medal. For thirty years, as both the Team Leader and as a team member for the National Tooling and Machining Association, Steven has actively led efforts to improve and expand workforce development for precision machining at both the local and national level. He currently leads the National Robotics League (NRL) and is a founder and board member of the adult E-Team Machinist Training Program. Boston Centerless acts as a sponsor and mentor for the Winchester, MA High School and The Belmont Hill School Robotics teams.

Steven holds a Bachelor of Science degree in Operations Research & Industrial Engineering from Cornell University, and is a graduate of the Owner/President Management (OPM) Program at Harvard Business School.

Traci Tapani, Wyoming Machine, Inc.
Stacy, Minnesota

Traci is the Co-President of Wyoming Machine, Inc. Wyoming Machine is a precision sheet metal fabrication company employing 55 people. In their partnership with Pine Technical College they are actively involved in the college's manufacturing alliance to raise awareness of manufacturing careers, provide training opportunities for incumbent workers and those pursuing manufacturing as a career. Traci is active in a number of skills gap initiatives in the state of Minnesota, including an effort to employ the use of data on job openings to drive program development at local colleges and universities to ensure program content meets the needs to employers with job openings. Traci participated in the UpSkill America summit held at the White House in April 2015. In January 2016, she was appointed to serve on the Governor's Workforce Development Council for the state of Minnesota.



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Kwee Lan Teo, Austin Chamber of Commerce
Austin, Texas

Kwee Lan is the Vice President of Talent Development and Acquisition for the Austin Chamber of Commerce. She serves on the boards of the local workforce development agency and opportunity youth programs. Kwee Lan also works with local community colleges and veteran organizations to align coursework with industry skill demands, particularly in the technology field. As a result of her efforts, the community college is offering accelerated IT classes, and veterans can now receive free IT training through a grant award. In addition, Kwee Lan started the monthly Austin Job Market Report to provide concrete data on the region's skill needs. These reports are shared with college leaders, counselors, student body presidents, workforce boards, secondary schools, employers, and job seekers, and are tools that organizations use to apply for grant funding to address specific skill gaps. The general consensus among companies that Kwee Lan works with is that it is getting harder to recruit talent, not just in Austin, but elsewhere.

Arthur Trapotsis, Consolidated Sterilizer Systems
Boston, Massachusetts

Arthur, President and Chief Executive Officer, joined Consolidated Sterilizer Systems in 1999. In 2008, he acquired the Company from the original founder, Mr. William A. Barnstead. Mr. Trapotsis has over 15 years of entrepreneurial experience involving business development, brand building, and strategic planning. His extensive experience in the sterilizer industry has Mr. Trapotsis presenting at a number of conferences around the U.S., promoting "green" autoclave design features as well as emerging trends in the steam sterilizer market. His educational background is in biotechnology and business management.

Olivia Watson, Greater North Fulton Chamber of Commerce
Alpharetta, Georgia

Born in Washington, D.C., Olivia has had the great fortune of calling many different places home. After spending most of her formative years in Milwaukee, WI, Olivia and her family set up roots in Alpharetta, GA, where Olivia graduated from Milton High School. For her higher education, Olivia chose Georgia Southern University and earned a B.S. degree in Exercise Science. Upon graduation, Olivia's career commenced at Purgenix, an Atlanta based biotech company, where she helped facilitate the firm's groundbreaking advances in air quality systems. Olivia joined the Greater North Fulton Chamber of Commerce's Economic Development department in 2014 as a Project Manager. Olivia's main focus is bringing together the region's business community, educational entities and other



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community partners to work together under the Talent Coalition to address the skills gap in today's workforce.

Deborah M. Weiss, Workforce Science Project
Chicago, Illinois

Deborah holds a master's in economics (Harvard) and a law degree (Columbia). She has written on a variety of topics, including pensions, tax, corporate law, political economy and sex discrimination. Her current research examines employment policy from an interdisciplinary perspective with special attention to improving the position of disadvantaged workers by improving labor market mechanisms and human capital information in securities markets. The Workforce Science Project (WSP) is part of the Northwestern University Law School's Searle Center on Law, Regulation, and Economic Growth. It is an interdisciplinary unit and work with faculty throughout Northwestern University, many of whom are in the Kellogg School of Management. Business partners include one of the 15 largest employers in the United States, a leading-edge workforce analytics firm, and an employer association that includes 600 of the Fortune 1000.

Linda Wolff, Perfection Spring & Stamping Corp.
Mt. Prospect, Illinois

Linda is the Director, Human Resources and Safety for Perfection Spring & Stamping Corp, a second generation owned manufacturer, providing engineered solutions for custom metal components. With more than 60 years experience, the company provides high quality, precision, metal stampings, springs, wireforms, and mechanical assemblies to a variety of customers in diverse global markets. In her role, she is responsible for the strategic human resources and safety functions in alignment with business goals. Functional areas include, but not limited to: the development of policies, programs and processes to ensure optimal outcomes in employee relations; recruiting/selection; employment development and training; compensation and benefits; labor relations and legal/compliance.



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