OAK RIDGE CITY COUNCIL
SPECIAL MEETING
Municipal Building Courtroom

January 19, 2016 — 6:00 p.m.

AGENDA

I.  ROLL CALL

II. ELECTIONS/APPOINTMENTS

Elections to fill the remaining positions on the following Boards and Commissions:

Personnel Advisory Board
Senior Advisory Board
Traffic Safety Advisory Board
Secret City Festival 501 (c)(3) Board of Directors

III. ADJOURNMENT
CITY CLERK MEMORANDUM
16-02

DATE: January 12, 2016

TO: Honorable Mayor and Members of City Council

FROM: Bruce M. Applegate, Acting City Clerk

SUBJECT: SPECIAL MEETING OF CITY COUNCIL

At the direction of the City Manager and in accordance with Article II, Section 2, of the Charter of the City of Oak Ridge, Tennessee, a special meeting of City Council is hereby called for Tuesday, January 19, 2016 preceding the City Council Work Session in the Municipal Building Courtroom, 200 South Tulane Avenue for consideration of electing the remaining unfilled 2015 Boards and Commissions positions.

- **Elections (Boards and Commissions)**

  During the extended recruitment process, 8 applicants expressed an interest in serving as a member of the remaining boards.

  As part of the process for completing these reports for City Council, the City Clerk’s Office has taken measures in allowing applicants who submitted hand written applications to view the electronic version of their application. The reports for the boards also contain information pertaining special qualifications and identifies incumbents. Resumes, cover letters, or other reference materials submitted by applicants or otherwise noted by them for the end-of-year elections has also been included in the agenda packet for Council’s review.

  At the beginning of each of the board applications, there is a list of the interested board applicants and their preference, terms of office, special qualifications, a current board roster, and a listing of the terms of office.

  I have also included a sample ballot for City Council to familiarize themselves with the ballot process, which is similar to the three (3) previous years. Official ballots will be distributed at the January 19, 2016, meeting that will be used to elect board members. In some cases, the number of board vacancies matches the same number of applicants. In those cases, Council may wish to elect those members by acclamation. Additionally, Council may wish to elect someone by acclamation based on the special qualifications of a specific membership. Ballots have been included in those cases as an additional, measure for Council.

  Although the election process was extended through January 11, 2016 there were some short comings for Council to be made aware of. Council may wish to fill these vacancies as part of the 2016 mid-year election provided that the boards do not experience quorum issues. Details are below:

  **Anderson County Community Action Commission**
  During the recruitment process, the City Clerk’s Office received no applications for the one (1) vacancy.

  **Trade Licensing Board**
  During the recruitment process, the City Clerk’s Office received no applications for the one (1) vacancy. This board is a seven-member board, where four (4) members constitute a quorum.

Bruce M. Applegate Jr.
Acting City Clerk
Attachments

cc: Mark S. Watson, City Manager
    Kenneth R. Krushenski, City Attorney
    Department Directors
    Oak Ridge Today
    The Oak Ridger
    The Knoxville News Sentinel
    BBB Communications
DATE: January 13, 2016

TO: Bruce M. Applegate, Jr., Acting City Clerk

FROM: Mark S. Watson, City Manager

SUBJECT: SPECIAL CITY COUNCIL MEETING

In accordance with Article II, Section 2, of the Charter of the City of Oak Ridge, you are hereby requested to call a special meeting of the Oak Ridge City Council for Tuesday, January 19, 2016, at 6:00 p.m. in the Municipal Building Courtroom, 200 South Tulane Avenue, for the purpose of electing applicants to fill current vacancies on City boards and commissions.

Mark S. Watson
<table>
<thead>
<tr>
<th>Board Name</th>
<th>Applicant Count</th>
<th>Number of Vacancies</th>
<th>LastName</th>
<th>FirstName</th>
<th>Election Year</th>
<th>Resume?</th>
<th>Attachment 1?</th>
<th>Attachment 2?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personnel Advisory Board</td>
<td>(4)</td>
<td>(1)</td>
<td>Hebert</td>
<td>Bonnie</td>
<td>2015</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Marsh</td>
<td>Michael</td>
<td>2015</td>
<td>No</td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Osucha</td>
<td>Harold</td>
<td>2015</td>
<td>No</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Stevens</td>
<td>Vince</td>
<td>2015</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
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<tr>
<td>Senior Advisory Board</td>
<td>(1)</td>
<td>(1)</td>
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<td>Bonnie</td>
<td>2015</td>
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<td>No</td>
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<tr>
<td>Traffic Safety Advisory Board</td>
<td>(3)</td>
<td>(2)</td>
<td>Hoyt</td>
<td>Halfen</td>
<td>2015</td>
<td>No</td>
<td>No</td>
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</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Kazoacha</td>
<td>Ilona</td>
<td>2015</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Stevens</td>
<td>Vince</td>
<td>2015</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
</tr>
</tbody>
</table>

*Applicant will not be listed on ballot.*

Tuesday, January 12, 2016
Personnel Advisory Board

NumVacancies  1    Total # of Members  5

Term of Office
Balance of an unexpired term ending on December 31, 2017.

Qualifications
No special qualifications, other than Oak Ridge residency.

<table>
<thead>
<tr>
<th>Personnel Advisory Board</th>
<th>Special Qualifications</th>
<th>Submitted</th>
<th>Preference</th>
<th># of Previous Submissions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ms. Bonnie Hebert</td>
<td></td>
<td>12/30/2015</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Mr. Michael Marsh</td>
<td></td>
<td>1/8/2016</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Mr. Harold D. Osucha</td>
<td></td>
<td>1/5/2016</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Mr. Vince Stevens</td>
<td></td>
<td>1/4/2016</td>
<td>1</td>
<td>0</td>
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</table>

Total Number of Applicants: 4

Current Members

<table>
<thead>
<tr>
<th>Member Name</th>
<th>Special Qualifications</th>
<th>Term Expires</th>
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</thead>
<tbody>
<tr>
<td>Ms. Lisa Bollinger</td>
<td></td>
<td>2018</td>
</tr>
<tr>
<td>Mrs. Anne Garcia Garland</td>
<td></td>
<td>2018</td>
</tr>
<tr>
<td>Mr. Bill Henry</td>
<td></td>
<td>2016</td>
</tr>
<tr>
<td>Ms. Martha Wallus</td>
<td></td>
<td>2017</td>
</tr>
</tbody>
</table>

Tuesday, January 12, 2016
**City of Oak Ridge Board Application 2015**

**BoardName:** Personnel Advisory Board  
**Applicant:** Hebert, Bonnie  
**Number of Times Previously Applied:** 0  
**Preference:** 1

<table>
<thead>
<tr>
<th>Address</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>118 Center Park Lane, Oak Ridge, TN 37830</td>
<td>Home Phone: (865) 483-9593 Email: <a href="mailto:bheberttennis@comcast.net">bheberttennis@comcast.net</a></td>
</tr>
</tbody>
</table>

**Current Company/Organization**  
Oak Ridge National Laboratory

**Current Position / Title**  
Senior Human Resources Team Lead

**Retired?**  
N

**Do you currently serve on any other City board, commission or committee?**

**Education, Professional and or Community Activity**

- MS, Central Michigan University, Business Administration  
- BS, Clemson University, Business Administrative Management  
- Senior Professional Human Resources (SPHR) Certified  
- Center for Leadership and Community Development Board Member and Secretary  
- Oak Ridge Playhouse Volunteer  
- Second Harvest Food Bank Volunteer

**Explain why you are interested in being appointed to this board, commission or committee**  
I have 30 plus years of Human Resources Management experience first in the US Army as a leader, executive officer and commander and at Oak Ridge National Laboratory. I would like to give back some of my experience to the community.

**Describe any special knowledge or past experience qualifying you for this appointment?**  
I have 30 plus years of leadership and Human Resources Management experience. I have dealt with many difficult personnel decisions and issues, in both war and peace. I was deployed to Kuwait and Iraq as a part of the ground war after the September 11 events for almost two years. In addition, I have held a top secret clearance and have many years of experience dealing with extremely sensitive issues that must be closely held and dealt with discreetly.

**Additional Information**

**Special Qualifications**

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*Tuesday, January 12, 2016*
BONNIE B. HÉBERT
118 Center Park Lane
Oak Ridge, TN 37830
Office: 865-576-0217
hebertb@ornl.gov; bheberttennis@comcast.net
Cell: 865-712-5261

SENIOR HUMAN RESOURCES MANAGER
Providing People, Process & Organizational Leadership

Has a distinguished career of more than 30 years by using creativity and tenacity in organizational development, change management and strategic HR management – optimizing people assets in response to ever-changing business objectives. Facilitated strategic planning and operating decisions in support of growth and consolidation/centralization of global operations. Master’s degree and advanced leadership training complement success in:

- Building top-flight national and international HR organizations and teams, and delivering the highest level of services to corporate and operating groups in the US, Europe and Middle East.
- Developing/deploying technology and performance management programs to reduce costs and improve efficiency.
- Championing training, health/welfare and career advancement programs for entry-level employees to executives.
- Serving as a key advisor to executives and business unit leaders to promote positive internal/external communications.

PROFESSIONAL EXPERIENCE

HUMAN RESOURCES TEAM LEAD, NEUTRON SCIENCES AND US ITER, ORNL, OAK RIDGE, TN 2012 TO PRESENT

Currently serving as the HR Team Lead for both Neutron Sciences and US ITER managing a team of four personnel including several HR Managers, a senior recruiter and an HR Administrative Assistant supporting the Neutron Sciences Directorate, with more than 700 personnel and the US ITER Project office with more than 100 personnel. Provide HR support services to include recruiting, hiring, performance management, awards, compensation and consultative services related to human resources issues. Support managers through the life cycle of an employee. Provide strategic personnel planning for the senior Associate Laboratory Directors and guidance for all personnel issues.

INTEGRATED SENIOR HUMAN RESOURCES & COMMUNICATIONS BUSINESS MANAGER 2006 to 2011

US ITER Project Office, Oak Ridge National Laboratory (ORNL), Oak Ridge, TN and Cadarache, France

Joined a leadership team to develop, deliver and integrate HR, communications and related services for a $2.5B, 10-year Department of Energy (DOE) international project (ITER), an unprecedented collaboration of global scientists, technologists and engineers demonstrating the feasibility of fusion power by building a Tokamak in France. Serve as a liaison to provide weekly/monthly communications, project metrics and personnel allocation/management between the US Department of Energy, and partner laboratories. Counterparts include the European Union, Russian Federation, Japan, Korea, China and India. Direct a staff of 4, responsible for $500k budget and report to the Deputy Project Director matrixed from HR and Communications Directorate.

Organizational Development & Global Human Resources Management

- Designed and implemented best in class recruitment/retention, performance management, compensation, training, rewards/recognition and employee relations programs, and created effective HR systems and processes for the newly created organization.
- Developed domestic and international workforce plans and staffing models to recruit/place key scientific personnel and senior staff for key roles in the US and France. Identified and selected multinational candidates for nomination to ITER International.
- Appointed as the US representative to the Advisory Board of the ITER International School, providing recommendations for curriculum development, addressing parent issues and concerns and providing recommendations to school leadership.
- Led an HR, legal and procurement team in developing a long-term foreign assignment and relocation policy.
  - Used benchmarked practices from government, academia and industry, which are now being used as a best-in-class example to formulate other relocation policies.
  - Structured appropriate briefings with DOE HQ, the American Consul General in Marseille and US State Dept. to gain policy approvals.
- Promoted/advertised more than 300 international vacancies, nominated 500+ US candidates and filled numerous ITER International vacancies. Provided cross cultural training and family assistance to more than 40 US personnel working overseas and stateside.
Internal, External & Multinational Communications
- Wrote a comprehensive communications plan to develop and maintain open lines of internal and external communications among US DOE and other US and foreign public-private sector organizations vested in the multinational project.
- Established a public relations platform and upgraded website, media kits, project fact sheets, newsletters and other public and media collaterals. Prepped senior personnel for media interviews and speaking engagements.
- Led the flawless planning and execution of high-level foreign visits, ITER representation at industry conferences and public forums, and other special events.

Communications & Senior Protocol Officer – Oak Ridge National Laboratory (ORNL), Oak Ridge, TN 2005 to 2006

Joined the management team of a world-leading scientific and technology research center, ORNL which is a joint partnership between Battelle Memorial Institute and the University of Tennessee, and the largest multi-purpose US DOE laboratory. Established a formal means of communicating the proposed science agenda for potential DOE, Congressional, Industry and other VIP guests.

Protocol, Employee Relations & Community Outreach
- Directed countless flawless dignitary visits with the Department of Energy Secretary, Senator Lamar Alexander, numerous US Congressmen, and senior delegations from China, England, Japan and Russia. Managed planning, itineraries, logistics, audio-visual support, photo coverage, transportation, correspondence and gift exchange program.
- Chartered and served as President of Club ORNL, an employee association to develop esprit de corps across a large, diversified organization. Benchmarked and set up the leadership structure, operating guidelines, budgets and events.
- Showcased the laboratory as an organization committed to its employees by organizing a first-ever fall festival and a summer vintage car display with more than 2,000 people in attendance.
- Collaborated with human resources in developing retention programs to include training the managers on the process and results analysis of the Gallup Q12 Employee Engagement Survey.
- Contributed to community service and outreach programs through participation on the East TN Economic Council, Chamber of Commerce, Leadership Oak Ridge Board, Habitat for Humanity, Oak Ridge Playhouse and several United Way campaigns.

Senior Communications Officer – Centers for Disease Control & Prevention (CDC), Atlanta, GA 2004 to 2005

Senior CDC spokesperson and crisis communications expert for national and international media queries, other CDC groups, Federal, state and local health officials, and international agencies. Developed communication plans, program materials, press releases and presentations. Coached senior scientist/administrators on interacting with the scientific community, media and public. Designed Terrorism Preparedness & Response training materials, 2004 Summer Safety Kit and Vaccine Safety Communication programs for staff. Served as a senior CDC primary spokesperson during the influenza vaccine shortage crisis.

Director of Public Affairs and Senior Executive – 3rd US Army, Fort McPherson GA, Afghanistan and Kuwait 2000 to 2003

Partnered with a three-star commanding general to create strategic public affairs contingency war plans in the areas of budget, personnel, logistics and equipment for the HQs in one of the Army’s largest organizations. Substantiated the need to triple staff assigned to HQs, to accommodate a geographically dispersed organization across Kuwait, Qatar and Afghanistan as a result of the 9/11 terrorist attacks on the US. Outlined roles, responsibilities and accountability, and built a 45-person public affairs team to support HQs and field operations. Quickly staffed and deployed teams in support of operations in Afghanistan and Iraq. Managed a $1.3M budget.

Internal / External Communications & Resource Management
- Opened lines of communication and synchronized the use of 3rd party resources to contribute to the effectiveness and timely delivery of information to internal and external audiences, and geographically dispersed operations worldwide.
- Developed and published an internal weekly newspaper for an Army population of 2K deployed near Cairo, Egypt for an international joint services exercise just after 9/11.
- Utilized web-based employee relations/communications to provide real-time information to employees and the public.
- Led senior executive training, and managed communications and special events for senior officers and distinguished visitors, including Defense Secretary Donald Rumsfeld, Newt Gingrich, General Myers, and Congressional delegations.
- Awarded a Bronze Star for service in Iraq and Legion of Merit Award upon retirement.
Senior Human Resources Manager – US Army 3rd Infantry Division, Fort Stewart, GA 1997 to 1999
Led 200 professionals in human resources, payroll, benefits and administration for one of the largest divisions of the Army overseeing operational and personnel support for 56 organizations with 26K personnel. Using change management expertise, traversed disparities between functional groups to establish common objectives and direction to transform an “old line” culture into a professional and shared services organizational structure.

Team Building & Organizational Development
- Led strategic HR and organizational development to position HR as a business partner, helping operating unit heads optimize their most valuable asset – people. Drove complex business consolidation, operations integration and culture change initiatives.
- Created fully integrated finance and HR group, merging 200 professionals into a newly created shared services center.
- Won commendations and recognition for continuous process improvement and service excellence in a changing environment.
- Applied people, process and technology applications to create a dynamic resource allocation plan and effective organizational model that balanced employee and customer needs with headcount and cost reduction demands placed on the organization.
- Accelerated placement of key individuals and senior level officers by 20% by identifying all qualified personnel by job function, skill level and management grade to ensure placement of the best talent into high-profile positions.
- Coordinated assignments and resources to set up a 23-person HR division support group for a six-month period in Kuwait.
- Reported to and briefed a two-star commanding general monthly on the ever-changing senior officer positions.

Human Resources/Communications Officer – Department of the Army, Pentagon, Washington, DC 1993 to 1996
Promoted from field operations into a Department of Army HQs group, overseeing communications and training for military and civilian executives at the Pentagon. Served as the primary Army spokesperson for issues related to key personnel issues and crisis communications management. After 2 years, transitioned into an HR/OD management role to institute a new information management system for handling officer performance evaluation and promotion and placement of 70K senior officers Army-wide.

Performance Management, Communications, Team Building, Training & Diversity
- Led media/crisis communications training for senior staff and Pentagon general officers on key topics (e.g., healthcare, morale, social issues, safety and military justice) and prepared them for high level controversial interviews like 60 Minutes.
- Served as an Army spokesperson on women in the military, homosexuality, diversity, health/benefits and military justice. Coordinated media coverage of the 1st Islamic Chaplain and Glamour feature on the 1st Female Drill Sergeant of the Year.
- Helped coordinate and construct an updated performance management system and operating guidelines, including related training/development programs, career paths and succession planning for 70K officers worldwide.
- Facilitated shift to a fully automated performance evaluation system, compiled best practice guidelines, and instituted quality controls to improve the accuracy, timeliness and availability of information delivered to senior officers.
- Upgraded position descriptions and changed staffing for key HQs positions to transition from all military to civilian personnel for the Officer Evaluation Reports Division.

Early Career (1983 to 1992) Advanced through increasingly responsible human resources assignments as an Assignment Manager/Personnel Actions Manager for the 9th Infantry Division (Fort Lewis, WA) and as Director of Personnel for US Army Europe (Augsburg, Germany) commanding more than 200 personnel. Optimized people, processes and technology to track and manage a 15-month initiative involving downsizing of 4 personnel operations in locations throughout Germany in conjunction with the Army drawdown in Europe.

Education, Professional Development & Awards
MS, General Administration – Central Michigan University
BS, Administration Management – Clemson University
  Distinguished Military Graduate; Four Year ROTC Scholarship
Senior Professional Human Resources Certification (SPHR); SHRM Member
  Selectee, Senior Service College
  Top 15% of senior officers selected for doctorate level training
Training With Industry – Fleishman-Hillard Inc.
  One-year management public relations development program
Graduate, Command & General Staff College
  Management development and advanced education program
2009 Esprit de Corps Award;
2007 Administrative Support Team and 2006 Esprit de Corps Awards – UT-Battelle Awards Night
Bronze Star Award – Iraq Campaign; Legion of Merit Award – U S Army Retirement
End of Application for Hebert, Bonnie For Board: Personnel Advisory Board
City of Oak Ridge Board Application 2015

BoardName: Personnel Advisory Board
Applicant: Marsh, Michael

Race (Optional):
Number of Times Previously Applied: 0

Address
132 TIMBERCREST DRIVE

Contact Information
Home Phone: (865) 482-5508
Email: ELZAMANDW@AOL.COM

Oak Ridge, TN 37830

Current Company/Organization

Current Position / Title

Retired? Company / Organization Retired From

Do you currently serve on any other City board, commission or committee?

Education, Professional and or Community Activity
Degree in Electronics
Degree in Electrical and Mechanical Engineering
Owner of a successful Business (27 years) M and W Auto Repair INC.
Three term Exalted Ruler of the Oak Ridge ELKS Lodge # 1684

Explain why you are interested in being appointed to this board, commission or committee
Having been born and raised in Oak Ridge I have seen the struggles that have defined what Oak Ridge is today and I want to help guide our Awesome City to see even better days

Describe any special knowledge or past experience qualifying you for this appointment?
Having run an successful business for the last 27 years I have had to hire and terminate employees. I have to constantly envision what the future holds and anticipate its needs. I have to train employees to be their best and also design a merit system to keep them happy and to perform to the best of their ability. I understand what it takes to run different aspects of a business to get an harmonious work place.

Additional Information

Special Qualifications
City of Oak Ridge

2015 Application for Boards and Commissions

This form will be used for City Council to elect citizens to Boards and Commissions for terms beginning January 1, 2016. Please review the qualifications for the Boards at the City Clerk's Departmental Website (www.oakridgetn.gov) or contact the City Clerk's Office. If you do not satisfy the qualifications for a particular board, you will not be listed on the ballot for that board.

Contact Information

Full Name * Michael Marsh
First Name Last Name

E-mail elzamandw@aol.com

Home Phone (865) 482-5508

Mobile Phone (865) 803-8909

Address 132 Timbercrest Drive
Street Address

Street Address Line 2

Oak Ridge
City

37830
Postal / Zip Code

Career Information
Do you currently serve on a Board or Commission as a City Representative:

- Anderson County Board of Equalization
- Anderson County Community Action Commission
- Anderson County Development Corporation
- Anderson County Economic Development Association
- Anderson County Tourism Council
- Oak Ridge Beer Permit Board
- Board of Building and Housing Code of Appeals
- Board of Zoning Appeals
- Oak Ridge Convention and Visitors Bureau
- Environmental Quality Advisory Board
- Health and Educational Facilities Board
- Industrial Development Board
- Oak Ridge Heritage Railroad Authority
- Oak Ridge Housing Authority
- Oak Ridge Land Bank Corporation Board of Directors
- Oak Ridge Municipal Planning Commission
- Oak Ridge Utility District
- Personnel Advisory Board
- Recreation and Parks Advisory Board
- Senior Advisory Board
- Trade Licensing Board
- Traffic Safety Advisory Board
- Youth Advisory Board
- Other

Race (Optional):

Boards or Commissions Selection

Please select a board or commission from the drop down menu(s) below. You may select up to three (3) boards, if interested. Please note that ranking does not guarantee selection.
Please answer the questions that follow your board preference(s). If you are applying for more than one (1) Board then you will be required to answer these question for each of your board choices.

First Preference of Board or Commission: * Personnel Advisory Board

How many times have you previously applied to this board: none

List Education, Professional and/or Current Community Activities:
- Degree in Electronics
- Degree in Electrical and Mechanical Engineering
- Owner of a successful Business (27 years) M and W Auto Repair INC.
- Three term Exalted Ruler of the Oak Ridge ELKS Lodge # 1684

Explain why you are interested in being appointed to this board or commission: Having been born and raised in Oak Ridge I have seen the struggles that have defined what Oak Ridge is today and I want to help guide our Awesome City to see even better days

Describe any special knowledge or past experience qualifying you for this appointment: Having run an successful business for the last 27 years I have had to hire and terminate employees. I have to constantly envision what the future holds and anticipate its needs. I have to train employees to be their best and also design a merit system to keep them happy and to perform to the best of their ability. I understand what it takes to run different aspects of a business to get an harmonious work place.

Second Preference of Board or Commission:

Third Preference of Board or Commission:

Additional Attachments

[ ] [ ] Browse...
If interested, you may submit a resume as an attachment to your application.

If interested, you may submit a cover letter or other documents as an attachment to your application as well.

All information provided is considered public pursuant to the Tennessee Public Records Act.

Applicant Statement: I understand that I am applying to a Board or Commission of the City of Oak Ridge; that I may be required to provide proof of my Oak Ridge residency; and that I will be required to take an oath of office to uphold the United States and Tennessee Constitutions and the laws of the same if appointed. I agree to comply at all times with all requirements of the office for which I am applying and to which I may be appointed. All statements and information provided in the application are true to the best of my knowledge.
End of Application for Marsh, Michael For Board: Personnel Advisory Board
**BoardName:** Personnel Advisory Board  
**Applicant:** Osucha, Harold  
**Race (Optional):** White  
**Number of Times Previously Applied:** 0

<table>
<thead>
<tr>
<th><strong>Address</strong></th>
<th><strong>Contact Information</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>249 Gum Hollow Road</td>
<td>Home Phone: (865) 482-2582 Email: <a href="mailto:halosucha@bellsouth.net">halosucha@bellsouth.net</a></td>
</tr>
<tr>
<td>Oak Ridge, TN 37830</td>
<td>Office Phone: (865) 789-9753</td>
</tr>
</tbody>
</table>

**Current Company/Organization**

**Current Position / Title**

**Retired? Company / Organization Retired From**

**Do you currently serve on any other City board, commission or committee?**

- Health and Educational Facilities Board
- Industrial Development Board

**Education, Professional and or Community Activity**

- BS Industrial Engineering Michigan State University. Commissioned-officer, attended Officer Candidate School Newport RI; graduate Oak Ridge Leadership; support contractor at AMSE; President, Country Club Estates Association

**Explain why you are interested in being appointed to this board, commission or committee**

Need to continue to volunteer and provide support in understanding and solving personnel issues that may be brought before me as a board member. Retired and have time available for meetings.

**Describe any special knowledge or past experience qualifying you for this appointment?**

Extensive experience with 20 years of managing people and using people skills to solve problems and provide mentoring. Over 24 years of supervision in a military environment. Ability to be a good listener and interact with all types of personalities.

**Additional Information**

**Special Qualifications**

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End of Application for Osucha, Harold For Board: Personnel Advisory Board

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Tuesday, January 12, 2016
City of Oak Ridge Board Application 2015

**Board Name:** Personnel Advisory Board

**Applicant:** Stevens, Vince

**Race (Optional):**

**Number of Times Previously Applied:** 0

<table>
<thead>
<tr>
<th>Address</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>106 Hutchinson Pl</td>
<td>Email: <a href="mailto:vincestevens@bellsouth.net">vincestevens@bellsouth.net</a></td>
</tr>
<tr>
<td>Oak Ridge, TN 37830</td>
<td>Mobile Phone: (865) 603-0788</td>
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</tbody>
</table>

**Current Company/Organization**

**Current Position / Title**

**Retired? Company / Organization Retired From**

**Y**

**Do you currently serve on any other City board, commission or committee?**

**Education, Professional and or Community Activity**

**BS - Secondary Education, Mathematics - Clarion University of Pa**

**Explain why you are interested in being appointed to this board, commission or committee**

I am interested in becoming more involved with the City of Oak Ridge as an active citizen volunteer.

**Describe any special knowledge or past experience qualifying you for this appointment?**

During my working years I have been involved with internal and external personnel interactions.

Internally - with most all departments (accounting, sales, service) through my purchasing and inventory positions and by working for a temp agency to place associates with our clients.

Externally - with clients and vendors (order and expedite).

Also, I was a Knoxville Parks and Rec spring field supervisor where I 'hired' and trained field workers and umpires for youth baseball/softball.

**Additional Information**

**Special Qualifications**

**Tuesday, January 12, 2016**
Vince Stevens
106 Hutchinson Pl., Oak Ridge, TN 37830
Cell: 865.603.0788  Email: vincestevens@bellsouth.net

QUALIFICATIONS
Analytical - create spreadsheets, time management, interdepartmental cooperation
Schedule - pickups, deliveries, work schedules, production runs, payables, league/tournament games
Supervise - hourly employees, sports officials, work crews, ground crews
Organize - daily tasks, stock rooms, office files
Procure - office supplies, raw materials, two-way radio accessories/internals and how much of each
Coordinate - when/what/where to order/receive/expedite
Sales - two-way radio accessories, steel joist, mutual funds, shoes

EXPERIENCE
Central Communications and Electronics, Knoxville, TN - Parts Manager (11/2002-present) 12 years
Thermatrix, Knoxville, TN - Operations Support Assistant (12/96-4/2002) 5 years
Tempforce, Knoxville, TN - Staffing Coordinator (8/95-9/96) 2 years
Aqua Chem, Knoxville, TN - Buyer/Inventory Control (12/88-3/95) 6 years
City of Knoxville, TN - Spring Season Field Supervisor (2003-2009) - P/T 7 years

CIVIC CONCERNS
South Knoxville Youth Sports  Treasurer, Board of Directors
South Haven Neighborhood Association, Knoxville, TN  Leader of Constitution Committee
St. John's Cathedral, Knoxville, TN  Usher, Acolyte, Friends Committee
various Habitat sites
St. John’s and First United Methodist OR mission trips

AFFILIATIONS
TSSAA Baseball/Softball Umpire  6 years
Youth coach, commissioner, official  20 years
Kiwanis, Treasurer, President-elect  5 years

OTHER NOTABLES
B.S. Secondary Education - Mathematics
Notary
CSS - Customer Service Specialist (Electronics Technician Association)
Completed Quality Audit and ISO Overview course
Medic - platelet donor
| End of Application for | Stevens, Vince | For Board: | Personnel Advisory Board |
### Voting Ballot A for Personnel Advisory Board

<table>
<thead>
<tr>
<th>Vacancies</th>
<th>1</th>
</tr>
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<tbody>
<tr>
<td>Term Valid Through</td>
<td>One unexpired term ending on December 31, 2017.</td>
</tr>
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<table>
<thead>
<tr>
<th>Full Name</th>
<th>Preference</th>
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<tbody>
<tr>
<td>Bonnie Hebert</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Michael Marsh</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Harold Orsucha</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Vince Stevens</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td><strong>Abstain</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Member, Oak Ridge City Council

1/19/2016

Round: 1

Sample Ballot
Senior Advisory Board

Num Vacancies: 1  Total # of Members: 11

Term of Office
Three (3) years commencing on January 1, 2016

Qualifications
In addition to Oak Ridge residency, preference may be given to applicants who reflect a variety of ages as well as knowledge and background in senior interests such as health, safety, recreational activities, and transportation

<table>
<thead>
<tr>
<th>Senior Advisory Board</th>
<th>Special Qualifications</th>
<th>Submitted</th>
<th>Preference</th>
<th># of Previous Submissions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ms. Bonnie Hebert</td>
<td></td>
<td>12/30/2015</td>
<td>2</td>
<td>0</td>
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</tbody>
</table>

Total Number of Applicants: 1

Current Members

<table>
<thead>
<tr>
<th>Member Name</th>
<th>Special Qualifications</th>
<th>Term Expires</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ms. Martha Adler-Jasny</td>
<td></td>
<td>2017</td>
</tr>
<tr>
<td>Ms. Susan Asbury</td>
<td></td>
<td>2017</td>
</tr>
<tr>
<td>Ms. Elizabeth Batchelor</td>
<td></td>
<td>2016</td>
</tr>
<tr>
<td>Mr. Gene R Dunaway</td>
<td></td>
<td>2016</td>
</tr>
<tr>
<td>Ms. Patricia Gengozian</td>
<td></td>
<td>2018</td>
</tr>
<tr>
<td>Ms. Delores Moyer</td>
<td></td>
<td>2017</td>
</tr>
<tr>
<td>Mr. Harold W. Schmitt</td>
<td></td>
<td>2017</td>
</tr>
<tr>
<td>Mr. Alfred Skyberg</td>
<td></td>
<td>2017</td>
</tr>
<tr>
<td>Mr. Robert Smallridge</td>
<td></td>
<td>2018</td>
</tr>
<tr>
<td>Dr. Wendy Williams</td>
<td></td>
<td>2016</td>
</tr>
</tbody>
</table>
City of Oak Ridge Board Application 2015

**Board Name:** Senior Advisory Board
**Applicant:** Hebert, Bonnie

**Race (Optional):** Preference: 2
**Number of Times Previously Applied:** 0

<table>
<thead>
<tr>
<th>Address</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>118 Center Park Lane, Oak Ridge, TN 37830</td>
<td>Home Phone: (865) 483-9593 Email: <a href="mailto:bheberttennis@comcast.net">bheberttennis@comcast.net</a></td>
</tr>
</tbody>
</table>

**Current Company/Organization**
Oak Ridge National Laboratory

**Current Position / Title**
Senior Human Resources Team Lead

**Retired?**
N

Do you currently serve on any other City board, commission or committee?

**Education, Professional and or Community Activity**
- MS, Central Michigan University, Business Administration
- BS, Clemson University, Business Administrative Management
- Senior Professional Human Resources (SPHR) Certified
- Center for Leadership and Community Development Board Member and Secretary
- Oak Ridge Playhouse Volunteer
- Second Harvest Food Bank Volunteer

**Explain why you are interested in being appointed to this board, commission or committee**
I have 30 plus years of Human Resources Management experience first in the US Army as a leader, executive officer and commander and at Oak Ridge National Laboratory. I would like to give back some of my experience to the community.

**Describe any special knowledge or past experience qualifying you for this appointment?**
I have 30 plus years of leadership and Human Resources Management experience. I have dealt with many difficult personnel decisions and issues, in both war and peace. I was deployed to Kuwait and Iraq as a part of the ground war after the September 11 events for almost two years. In addition, I have held a top secret clearance and have many years of experience dealing with extremely sensitive issues that must be closely held and dealt with discreetly.

Additional Information:

**Special Qualifications**

---

Tuesday, January 12, 2016
SENIOR HUMAN RESOURCES MANAGER
Providing People, Process & Organizational Leadership

Has a distinguished career of more than 30 years by using creativity and tenacity in organizational development, change management and strategic HR management — optimizing people assets in response to ever-changing business objectives. Facilitated strategic planning and operating decisions in support of growth and consolidation/centralization of global operations. Master’s degree and advanced leadership training complement success in:

- Building top-flight national and international HR organizations and teams, and delivering the highest level of services to corporate and operating groups in the US, Europe and Middle East.
- Developing/deploying technology and performance management programs to reduce costs and improve efficiency.
- Championing training, health/welfare and career advancement programs for entry-level employees to executives.
- Serving as a key advisor to executives and business unit leaders to promote positive internal/external communications.

PROFESSIONAL EXPERIENCE

HUMAN RESOURCES TEAM LEAD, NEUTRON SCIENCES AND US ITER, ORNL, OAK RIDGE, TN 2012 TO PRESENT

Currently serving as the HR Team Lead for both Neutron Sciences and US ITER managing a team of four personnel including several HR Managers, a senior recruiter and an HR Administrative Assistant supporting the Neutron Sciences Directorate, with more than 700 personnel and the US ITER Project office with more than 100 personnel. Provide HR support services to include recruiting, hiring, performance management, awards, compensation and consultative services related to human resources issues. Support managers through the life cycle of an employee. Provide strategic personnel planning for the senior Associate Laboratory Directors and guidance for all personnel issues.

INTEGRATED SENIOR HUMAN RESOURCES & COMMUNICATIONS BUSINESS MANAGER 2006 to 2011
U.S. ITER Project Office, Oak Ridge National Laboratory (ORNL), Oak Ridge, TN and Cadarache, France

Joined a leadership team to develop, deliver and integrate HR, communications and related services for a $2.5B, 10-year Department of Energy (DOE) international project (ITER), an unprecedented collaboration of global scientists, technologists and engineers demonstrating the feasibility of fusion power by building a Tokamak in France. Serve as a liaison to provide weekly/monthly communications, project metrics and personnel allocation/management between the US Department of Energy, and partner laboratories. Counterparts include the European Union, Russian Federation, Japan, Korea, China and India. Direct a staff of 4, responsible for $500k budget and report to the Deputy Project Director matrixed from HR and Communications Directorate.

Organizational Development & Global Human Resources Management

- Designed and implemented best in class recruitment/retention, performance management, compensation, training, rewards/recognition and employee relations programs, and created effective HR systems and processes for the newly created organization.
- Developed domestic and international workforce plans and staffing models to recruit/place key scientific personnel and senior staff for key roles in the US and France. Identified and selected multinational candidates for nomination to ITER International.
- Appointed as the US representative to the Advisory Board of the ITER International School, providing recommendations for curriculum development, addressing parent issues and concerns and providing recommendations to school leadership.
- Led an HR, legal and procurement team in developing a long-term foreign assignment and relocation policy.
  - Used benchmarked practices from government, academia and industry, which are now being used as a best-in-class example to formulate other relocation policies.
  - Structured appropriate briefings with DOE HQ, the American Consul General in Marseille and US State Dept. to gain policy approvals.
- Promoted/advertised more than 300 international vacancies, nominated 500+ US candidates and filled numerous ITER International vacancies. Provided cross cultural training and family assistance to more than 40 US personnel working overseas and stateside.
**Internal, External & Multinational Communications**

- Wrote a comprehensive communications plan to develop and maintain open lines of internal and external communications among US DOE and other US and foreign public-private sector organizations vested in the multinational project.
- Established a public relations platform and upgraded website, media kits, project fact sheets, newsletters and other public and media collaterals. Prepped senior personnel for media interviews and speaking engagements.
- Led the flawless planning and execution of high-level foreign visits, ITER representation at industry conferences and public forums, and other special events.

**Communications & Senior Protocol Officer – Oak Ridge National Laboratory (ORNL), Oak Ridge, TN 2005 to 2006**

Joined the management team of a world-leading scientific and technology research center, ORNL which is a joint partnership between Battelle Memorial Institute and the University of Tennessee, and the largest multi-purpose US DOE laboratory. Established a formal means of communicating the proposed science agenda for potential DOE, Congressional, Industry and other VIP guests.

**Protocol, Employee Relations & Community Outreach**

- Directed countless flawless dignitary visits with the Department of Energy Secretary, Senator Lamar Alexander, numerous US Congressmen, and senior delegations from China, England, Japan and Russia. Managed planning, itineraries, logistics, audio-visual support, photo coverage, transportation, correspondence and gift exchange program.
- Chartered and served as President of Club ORNL, an employee association to develop esprit de corps across a large, diversified organization. Benchmarked and set up the leadership structure, operating guidelines, budgets and events.
- Showcased the laboratory as an organization committed to its employees by organizing a first-ever fall festival and a summer vintage car display with more than 2,000 people in attendance.
- Collaborated with human resources in developing retention programs to include training the managers on the process and results analysis of the Gallup Q12 Employee Engagement Survey.
- Contributed to community service and outreach programs through participation on the East TN Economic Council, Chamber of Commerce, Leadership Oak Ridge Board, Habitat for Humanity, Oak Ridge Playhouse and several United Way campaigns.

**Senior Communications Officer – Centers for Disease Control & Prevention (CDC), Atlanta, GA 2004 to 2005**

Senior CDC spokesperson and crisis communications expert for national and international media queries, other CDC groups, Federal, state and local health officials, and international agencies. Developed communication plans, program materials, press releases and presentations. Coached senior scientists/administrators on interacting with the scientific community, media and public. Designed Terrorism Preparedness & Response training materials, 2004 Summer Safety Kit and Vaccine Safety Communication programs for staff. Served as a senior CDC primary spokesperson during the influenza vaccine shortage crisis.

**Director of Public Affairs and Senior Executive – 3rd US Army, Fort McPherson GA, Afghanistan and Kuwait 2000 to 2003**

Partnered with a three-star commanding general to create strategic public affairs contingency war plans in the areas of budget, personnel, logistics and equipment for the HQs in one of the Army's largest organizations. Substantiated the need to triple staff assigned to HQs, to accommodate a geographically dispersed organization across Kuwait, Qatar and Afghanistan as a result of the 9/11 terrorist attacks on the US. Outlined roles, responsibilities and accountability, and built a 45-person public affairs team to support HQs and field operations. Quickly staffed and deployed teams in support of operations in Afghanistan and Iraq. Managed a $1.3M budget.

**Internal / External Communications & Resource Management**

- Opened lines of communication and synchronized the use of 3rd party resources to contribute to the effectiveness and timely delivery of information to internal and external audiences, and geographically dispersed operations worldwide.
- Developed and published an internal weekly newspaper for an Army population of 2K deployed near Cairo, Egypt for an international joint services exercise just after 9/11.
- Utilized web-based employee relations/communications to provide real-time information to employees and the public.
- Led senior executive training, and managed communications and special events for senior officers and distinguished visitors, including Defense Secretary Donald Rumsfeld, Newt Gingrich, General Myers, and Congressional delegations.
- Awarded a Bronze Star for service in Iraq and Legion of Merit Award upon retirement.
S**ENIOR HUMAN RESOURCES MANAGER – US Army 3rd Infantry Division, Fort Stewart, GA** 1997 to 1999

Led 200 professionals in human resources, payroll, benefits and administration for one of the largest divisions of the Army overseeing operational and personnel support for 56 organizations with 26K personnel. Using change management expertise, traversed disparities between functional groups to establish common objectives and direction to transform an “old line” culture into a professional and shared services organizational structure.

**Team Building & Organizational Development**

- Led strategic HR and organizational development to position HR as a business partner, helping operating unit heads optimize their most valuable asset – people. Drove complex business consolidation, operations integration and culture change initiatives.
- Created fully integrated finance and HR group, merging 200 professionals into a newly created shared services center.
- Won commendations and recognition for continuous process improvement and service excellence in a changing environment.
- Applied people, process and technology applications to create a dynamic resource allocation plan and effective organizational model that balanced employee and customer needs with headcount and cost reduction demands placed on the organization.
- Accelerated placement of key individuals and senior level officers by 20% by identifying all qualified personnel by job function, skill level and management grade to ensure placement of the best talent into high-profile positions.
- Coordinated assignments and resources to set up a 23-person HR division support group for a six-month period in Kuwait.
- Reported to and briefed a two-star commanding general monthly on the ever-changing senior officer positions.

**HUMAN RESOURCES/COMMUNICATIONS OFFICER – Department of the Army, Pentagon, Washington, DC** 1993 to 1996

Promoted from field operations into a Department of Army HQs group, overseeing communications and training for military and civilian executives at the Pentagon. Served as the primary Army spokesperson for issues related to key personnel issues and crisis communications management. After 2 years, transitioned into an HR/OD management role to institute a new information management system for handling officer performance evaluation and promotion and placement of 70K senior officers Army-wide.

**Performance Management, Communications, Team Building, Training & Diversity**

- Led media/ crisis communications training for senior staff and Pentagon general officers on key topics (e.g., healthcare, morale, social issues, safety and military justice) and prepared them for high level controversial interviews like 60 Minutes.
- Served as an Army spokesperson on women in the military, homosexuality, diversity, health/benefits and military justice. Coordinated media coverage of the 1st Islamic Chaplain and *Glamour* feature on the 1st Female Drill Sergeant of the Year.
- Helped coordinate and construct an updated performance management system and operating guidelines, including related training/development programs, career paths and succession planning for 70K officers worldwide.
- Facilitated shift to a fully automated performance evaluation system, compiled best practice guidelines, and instituted quality controls to improve the accuracy, timeliness and availability of information delivered to senior officers.
- Upgraded position descriptions and changed staffing for key HQs positions to transition from all military to civilian personnel for the Officer Evaluation Reports Division.

**EARLY CAREER (1983 to 1992)** Advanced through increasingly responsible human resources assignments as an Assignment Manager / Personnel Actions Manager for the 9th Infantry Division (Ft. Lewis, WA) and as Director of Personnel for US Army Europe (Augsburg, Germany) commanding more than 200 personnel. Optimized people, processes and technology to track and manage a 15-month initiative involving downsizing of 4 personnel operations in locations throughout Germany in conjunction with the Army drawdown in Europe.

**EDUCATION, PROFESSIONAL DEVELOPMENT & AWARDS**

- **MS, General Administration – Central Michigan University**
- **BS, Administration Management – Clemson University**
  
  Distinguished Military Graduate; Four Year ROTC Scholarship

Senior Professional Human Resources Certification (SPHR); SHRM Member

Selectee, Senior Service College

Top 15% of senior officers selected for doctorate level training

Training With Industry – Fleishman-Hillard Inc.

One-year management public relations development program

Graduate, Command & General Staff College

Management development and advanced education program
2009 Esprit de Corps Award;
2007 Administrative Support Team and 2006 Esprit de Corps Awards – UT-Battelle Awards Night

Bronze Star Award – Iraq Campaign; Legion of Merit Award – U S Army Retirement
| End of Application for       | Hebert, Bonnie | For Board:       | Senior Advisory Board |
Voting Ballot A for
Senior Advisory Board

<table>
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<th>Vacancies</th>
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<tbody>
<tr>
<td>Term Valid Through</td>
<td>Three (3) years commencing on January 1, 2016</td>
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<tbody>
<tr>
<td>Bonnie Hebert</td>
<td>2</td>
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Abstain

Member, Oak Ridge City Council
1/19/2016

Round: 1
Traffic Safety Advisory Board

Num Vacancies     2    Total # of Members    10

Term of Office
Three (3) years commencing on January 1, 2016

Qualifications
No special qualifications, other than Oak Ridge residency.

<table>
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<tr>
<th>Traffic Safety Advisory Board</th>
<th>Special Qualifications</th>
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<th>Preference</th>
<th># of Previous Submissions</th>
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<tr>
<td>Mrs. Ilona Kaczocha</td>
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<tr>
<td>Mr. Vince Stevens</td>
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<td>1/4/2016</td>
<td>2</td>
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Total Number of Applicants: 3

Current Members

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<tr>
<th>Member Name</th>
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<tbody>
<tr>
<td>Ms. Martha Adler-Jasny</td>
<td></td>
<td>2017</td>
</tr>
<tr>
<td>Mr. Andrew Howe</td>
<td></td>
<td>2016</td>
</tr>
<tr>
<td>Ms. Jana F. Humphrey</td>
<td></td>
<td>2018</td>
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<tr>
<td>Jeremy Hunt</td>
<td>High School Representative</td>
<td>2016</td>
</tr>
<tr>
<td>Ms. Melissa McMahan</td>
<td></td>
<td>2017</td>
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<tr>
<td>Mr. William Polfus</td>
<td></td>
<td>2016</td>
</tr>
<tr>
<td>Mr. Ben Redmond</td>
<td></td>
<td>2016</td>
</tr>
<tr>
<td>Ms. Jane Shelton</td>
<td>Oak Ridge Municipal Planning Commission Representative</td>
<td>2016</td>
</tr>
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</table>

Tuesday, January 12, 2016
City of Oak Ridge Board Application 2015

Board Name: Traffic Safety Advisory Board
Applicant: Hoyt, Halfen

Race (Optional):
Number of Times Previously Applied: 0

Address
111 Tilden Road
Oak Ridge, TN 37830

Contact Information
Home Phone: (865) 483-8375
Email: halhoyt@hotmail.com

Current Company/Organization

Current Position / Title

Retired? Company / Organization Retired From
Y Pratt & Whitney Aircraft, W. Palm Beach, FL

Do you currently serve on any other City board, commission or committee?

Education, Professional and or Community Activity
BS Civil Engineering (1968) and MS Engineering, Science, and Mechanics (1970), both from Univ. of Florida. Had courses in highway design and traffic. Was licensed real estate broker in Florida for 8 years.

Was co-chair of OR Unitarian Universalist Church relocation committee that sold the former property to Kroger, chose the new site (also chaired that group), selected architect and contractor, and oversaw construction and the move into the new building. Was point of contact with all City departments during that process. Recently led effort to raise funds and have 40kW solar pv system installed at Church.

Explain why you are interested in being appointed to this board, commission or committee
Worked with City Engineer, Community Development, CORED, and City Business Office during ORUUC building effort. Our right-of-way questions went through the TSAB as well. Got interested in traffic safety and routing during that process. Interested in seeing City traffic run smoothly and safely.

Describe any special knowledge or past experience qualifying you for this appointment?
Think that my civil engineering education and experience working with City departments would be helpful.

Additional Information

Special Qualifications

End of Application for Hoyt, Halfen For Board: Traffic Safety Advisory Board

Tuesday, January 12, 2016
To whom it may concern,

I would like to submit my interest in serving on the Traffic Safety Advisory Board for the city of Oak Ridge. I am confident that my skills are well aligned with the role, and that I would be an excellent fit for the board. Our family has resided in Oak Ridge since 2006. We have enjoyed the community, facilities and the people of Oak Ridge not only as residents, but also as business owners. We opened Razzleberrys Ice Cream Lab in November 2006, and since have moved and tripled the size to a market, restaurant and ice cream parlor. Our children have attended schools, played on school football teams, and swim team in Oak Ridge. I believe not only in taking, but also in giving back to the community. For me, each volunteer commitment represent an opportunity to make a contribution, be a part of a team, and provide the type of service that I can be proud of, for a city that I love.

Although I do not have the direct experience with Traffic and Safety I offer my skills as a proven community leader and successful business person. I would very much like to contribute and would be honored if I could serve on the board. Please find my enclosed resume for your consideration.

Sincerely

Ilona Kaczocha
865 773-6529
OBJECTIVE

Consistently strive to strengthen and refine professional effectiveness and self-improvement.

WORK HISTORY

Nov 2006  Owner  to  Razzleberry's Cafe and Market
Present  Oak Ridge, TN

Recruitment and training of sales staff. Supervising team performance, setting budget targets.

Maintaining detailed documentation of the company productivity, sales, payroll, and all accounting concepts.

EDUCATION

Aug 1987  Southeastern University  to  Kissimmee, FL
Jun 1988  Tourism

LANGUAGE SKILLS

Speak, read, and write fluent Polish

REFERENCES

Mrs. Melanie Carter
Oak Ridge, TN 37830
Mr. Tom Beehan
Oak Ridge, TN 37830

Mrs. Betsy Coleman
Coleman Realty
Oak Ridge, TN 37830
| **BoardName:** Traffic Safety Advisory Board |  |
| **Applicant:** Stevens, Vince |  |
| **Race (Optional):** |  |
| **Number of Times Previously Applied:** 0 |  |
| **Address** | **Contact Information** |
| 106 Hutchinson Pl | Email: vincestevens@bellsouth.net |
| Oak Ridge, TN 37830 | Mobile Phone: (865) 603-0788 |
| **Current Company/Organization** |  |
| **Current Position / Title** |  |
| **Retired? Company / Organization Retired From** | Y |
| **Do you currently serve on any other City board, commission or committee?** |  |
| **Education, Professional and or Community Activity** |  |
| **Explain why you are interested in being appointed to this board, commission or committee** | This is an interesting commission to be associated since I travel (drive and walk) on a daily basis and I notice peculiarities with the traffic signals. I would like to become more familiar with why some intersections are signaled the way they are. |
| **Describe any special knowledge or past experience qualifying you for this appointment?** |  |
| **Additional Information** |  |
| **Special Qualifications** |  |
QUALIFICATIONS
Analytical - create spreadsheets, time management, interdepartmental cooperation
Schedule - pickups, deliveries, work schedules, production runs, payables, league/tournament games
Supervise - hourly employees, sports officials, work crews, ground crews
Organize - daily tasks, stock rooms, office files
Procure - office supplies, raw materials, two-way radio accessories/internals and how much of each
Coordinate - when/what/where to order/receive/expedite
Sales - two-way radio accessories, steel joist, mutual funds, shoes

EXPERIENCE
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Thermatrix, Knoxville, TN - Operations Support Assistant (12/96-4/2002) 5 years
Tempforce, Knoxville, TN - Staffing Coordinator (8/95-9/96) 2 years
Aqua Chem, Knoxville, TN - Buyer/Inventory Control (12/88-3/95) 6 years
City of Knoxville, TN - Spring Season Field Supervisor (2003-2009) - P/T 7 years

CIVIC CONCERNS
South Knoxville Youth Sports Treasurer, Board of Directors
South Haven Neighborhood Association, Knoxville, TN Leader of Constitution Committee
St. John’s Cathedral, Knoxville, TN Usher, Acolyte, Friends Committee
various Habitat sites
St. John’s and First United Methodist OR mission trips

AFFILIATIONS
TSSAA Baseball/Softball Umpire 6 years
Youth coach, commissioner, official 20 years
Kiwanis, Treasurer, President-elect 5 years

OTHER NOTABLES
B.S. Secondary Education - Mathematics
Notary
CSS - Customer Service Specialist (Electronics Technician Association)
Completed Quality Audit and ISO Overview course
Medic - platelet donor
| End of Application for | Stevens, Vince | For Board: | Traffic Safety Advisory Board |
## Voting Ballot A for
### Traffic Safety Advisory Board

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<th>Vacancies</th>
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<thead>
<tr>
<th>Full Name</th>
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<tbody>
<tr>
<td>Hal Hoyt</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Ilona Kaczocha</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Vince Stevens</td>
<td>2</td>
<td></td>
</tr>
</tbody>
</table>

**Member, Oak Ridge City Council**  
1/19/2016  

Round: 1
Secret City Festival
501 (c)(3)
Board of Directors
Andrew L. Howe
Senior Software Engineer
115 E. Maiden Lane
Oak Ridge, TN 37830
865-640-5704
ahowe23@gmail.com

EDUCATION:
Massachusetts Institute Of Technology - B.S., Computer Science and Electrical Engineering, 1993

COMPUTER EXPERIENCE:
Languages: C#.NET, ADO/ASP.NET, VB.NET, JavaScript, C++/NET, C/C++, MFC, TCL / TK, SQL, Visual Basic, VB for Applications (Excel), XML, XHTML, UML, Oracle Pro-C, InstallShield script
Minor Exposure With: Java 2 / J2EE, Apache Web Server, PHP, MySQL, ColdFusion MX
Operating Systems: Windows, UNIX, DOS, Mac
Databases: Microsoft SQL Server, Oracle, Sybase, Microsoft Access, FoxPro, DB2, Cache

RECENT EMPLOYMENT:

Navigator MD, Knoxville, TN — November 2008 – April 2012
• VB/C#.NET Windows application development with SQL Server backend
• Developed DevExpress GUI components allowing views of data
• Re-architected, enhanced and developed new code as needed
• Designed and developed a sequential processor to allow for re-usability and flexibility of data transformation needs
• Designed and developed a GUI helper applet to assist in processing data with the Ingenix 3rd Party analytical suite

PMR, Knoxville, TN — April 2008 – September 2008
• Redesigned and developed a medical web site using VB.NET, SQL Server and RadTelerik AJAX controls
• Site automatically sends out emails and presents reports based on DB values
• Site uses Smart Card technology for authentication
• Primary purpose of web application is to allow for direct payment from members to providers and to allow for tracking and reporting of treatment plans for members (eg Diabetes protocols)

• Designed and implemented a custom ASP.NET web site in C#.NET
• Used master pages and forms authentication interacting with SQL Server
• Site automatically sends out emails and presents reports based on DB values
• Site allows for client side upload and download of shared documents
• Customizable authorization levels designed into code and DB

• VB/C#.NET Windows application development with SQL Server backend
• Created reports using Crystal Reports
• Integrated software with barcode scanner and label printer hardware
• VBA for Excel application with SQL Server backend using Janus GridEX 2000 for VBA
**EOD Technologies, Inc, Lenoir City, TN – June 2007**

- Designed and implemented a custom ASP.NET web site in C#.NET
- Used master pages and forms authentication interacting with SQL Server


- Lead software engineer on the SpendSight website, an application product that presents supply purchase information in usable report format for hospital purchasing officers, allowing them to monitor and adjust their spending habits, as well as recoup losses due to purchase charges that did match contracted prices
- Designed and implemented the ASP.NET web site in Visual Basic.NET
- Designed and implemented our custom interactive web reporting engine which allows users to directly manipulate and work with datasets in a presentable report format (HTML reports dynamically created using ASP/VB.NET and pushed to client page)
- Implemented key web site functionality such as login security, email functionality, database stored user preferences, per-session dataset caching, Excel file export functionality
- Designed and implemented key SQL Server tables, stored procedures, Data Transformation Service (DTS) packages to move data from Access and SQL Server tables to destination SQL Server tables
- Co-designed the Inobis contract database to improve internal use of GPO contract data to assist with both SpendSight and other Inobis products
- Created multiple in-house tools in C#.NET, primarily for grouping, classifying and tagging meta-data in our databases
- Debugged, maintained and repaired existing software written in C#.NET

**Bartlett Nuclear Services, Oak Ridge, TN – May 2004 to February 2005**

- Computer Engineer on the K-31 and K-33 decommissioning project at ETTP through DOE / BNFL
- Managed survey data in text files, Excel spreadsheets, Cache database, and MS Access database
- Programmed custom Visual Basic scripts for analysis and reporting of radiological survey data
- Programmed custom Visual Basic scripts to ensure no redundant field surveys are performed
- Assisted in maintaining procedural documentation compliance
- Assisted in producing Final Status Survey Reports with Radiological Engineers
- Assisted in designing and perfecting internal procedural workflow
- Investigated and advised on GPS and laser guided positioning devices for use with automated radiological surveying equipment
ADDITIONAL KEY PROJECT EXPERIENCE:

**Management, Leadership**
- Head of international development team for a product that integrated hardware, software and web-based sales
- Assisted in maintaining procedural documentation compliance at DOE facility
- Assisted in producing Final Status Survey Reports with Radiological Engineers at DOE facility
- Assisted in designing and perfecting internal procedural workflow at DOE facility

**Design and Development**
- Designed and developed the service and control panel for a touch pad hardware device using C++ and MFC
- Optimized and redesigned error handling and linked it to the Windows Event Log using C++ and MFC
- Designed and developed TCL/TK applets to integrate Remedy customer service tracking software with Voicetek's VTK100 automated phone system software on UNIX
- Programmed custom scripts for analysis and reporting of radiological survey data using Visual Basic

**Database**
- Designed and developed FoxPro to Oracle database conversion program using SQL, C++ and MFC
- Created GUI database front end application for Sybase DB using C++ and MFC
- Extended existing functionality with Pervasive/Btrieve database engine in C++ and MFC
- Managed Cache database during radiological survey
- Created Final Status Survey reports in MS Access during radiological survey

**Reporting**
- Designed and developed three-tiered WYSIWYG database reporting tool in TCL/TK for Remedy product

**Web Site Design**
- Created a custom web site flow plan in HTML based on the client's specifications
- Created my own personal website in ASP/VB.NET that dynamically creates text/photo pages based on files residing on server hard drive
- Created a custom web site implementing forms authentication interacting with SQL Server

**Installation**
- Created single installation package for multiple product lines using InstallShield for Windows Installer 1.0
- Managed installation package for touch pad software using InstallShield 6.2

**OS Porting and DLL Creation**
- Ported front end Unix code to the Microsoft platform using C++ and MFC
- Ported and updated existing functionality into a GUI based extension DLL using C++ and MFC

**Software Testing**
- Designed and developed automated test suites in SQL and C for Sybase API application on Unix

**Medical Industry**
- Enhanced Claims Manager claims processing software using C++, MFC and Oracle Pro C
- Enhanced Lytec medical office management software using C++ and MFC
- Managed Cache database

**Trouble shooting, Technical Support and Customer Service**
- Telephone technical support and customer relations representative for eMachines computers
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<tr>
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| **Address**        | Street Address: 29 Riverside Drive  
 |                     | City: Oak Ridge  
 |                     | State / Province: TN  
 |                     | Postal / Zip Code: 37830  |
| **Phone Number**   | (256) 5417607        |
| **Email Address**  | jeff.thurston@gmail.com |
| **Upload your CV Here** | JefferyMThurstonResume2014.docx |
| **Upload Letter of Interest** | OR_SECRET_CITY_board_interest.docx |
To Whom It May Concern:

I would like to apply for the position of Board Member for the Secret City Festival Board of Directors. I am an active community member with a background in software development and team leadership and would love the chance to give back to my community of Oak Ridge by being involved in growing and maintaining our Secret City festival.

I am a software developer by profession and have worked with many different clients including small businesses developing websites to large commercial and governmental entities implementing enterprise software developments and deployments. I have managed everything from small local teams to large dispersed teams that were located in India and China. I am a certified Scrum master and an evangelist for agile methodologies. Also, my wife and I ran a successful at home business that mainly sold online and at craft festivals that provided monogramming and personalization.

I have an extensive background with mobile application and web development and feel like my experience in those fields will benefit the board. I also have been engaged in social media projects to support many of these software developments.

My family and I moved to Oak Ridge 2 years ago from Huntsville Alabama. We have been involved in the community through our children. My oldest has been a member of the Oak Ridge High School Wildbund (One of the drum majors this year) and I worked with the transportation team and my wife worked with the uniform crew. She has also been involved in the Atomic rowing juniors program along with being very involved in the high school Masquers' productions. My youngest is a member of the Jefferson Middle School cheer squad and a member of the JMS band. My wife has been a TA at Linden elementary and is currently employed by Knox County Schools at Mount Olive elementary. As my children are getting older and their activities are reducing as one goes off to college (UTK. Go Vols!). I would like to find some personal, rewarding activities to be involved in and this board membership sounds ideal.

Please contact me by phone or email at a convenient time for you so that we may set up an in-person meeting. I look forward to hearing from you and thank you so much for your time.

Jeffery M. Thurston
jeff.thurston@gmail.com
256-541-7607
PROFESSIONAL SUMMARY

Innovative and solutions-driven mobile & web developer/graphic interface designer/DBA/network engineer with 20+ years implementing and optimizing business critical Windows, web, remote, mobile and videoconferencing network solutions. Currently working for SAIC in the Research and Development group providing direction, development and implementation for hybrid and native mobile applications for government enterprises. Previously designed, built and released a successful NASA mobile application for iOS and Android. Served as a team driven leader for Avocent/Emerson that was instrumental in building a new team and introduced Agile/Scrum that produced a quality software product that led to Avocent being acquired by Emerson. Served as an experienced web developer team leader for IBM on the UNITeS contract providing high-end solutions for NASA’S I-View Portal, Astronaut Candidacy Application and IAM’s N-Prop and DSPL equipment solutions. Pivotal resource for Brach’s Confections, creating and managing all websites and related servers and infrastructure, as well as their Pocket PC/SQL/SAP delivery tracking systems. Spearheaded a successful data service line as president of small business for 14 years. A hands-on expert in multi-tier application development with multiple background skills in Ruby on Rails, SAP interfaces, JavaScript, Flash, Flex, PHP, ASP, .NET and SQL.

- Released Space365 for iOS on iTunes and for Android on Google Play for the NASA Planetary Sciences division.
- Consistent record of achievement streamlining network/systems functionality, performance and recoverability in mission-critical environments.
- Proficient in working with company leaders to translate business requirements into technical solutions. Seasoned executive resource whose capabilities transcend IT operation boundaries.
- Proven abilities in securing new business, implementing new products and solidly supporting IT services.

KEY COMPETENCIES

Diversified Development Skills: System, Mobile, and Enterprise
Agile/Scrum Methodology Implementation
Full Lifecycle IT Project Management
Business Development/Client Relationship Management
Human Centered Design and UXI
Service Line Implementation/Operations Management
Vendor/Contract Management

TECHNICAL SKILLS

Platforms: Windows (all), Linux (Multi-flavors), OS X, iOS, Android
Web Servers: IIS, Apache, Tomcat, Mongrel, WebLogic
Development: Adobe Flex/ActionScript, Ruby on Rails, ASP, VB, .NET, VBScript, JavaScript, PHP, Perl, ActionScript, Oracle ADF, JAVA, Objective-C
Database: PostgreSQL, SQLite, Oracle, MS SQL 2000/7.0/6.5, MySQL, Informix
Web Design: Adobe: Dreamweaver, Flash, Fireworks, Flex, InDesign
Enterprise: SAP, MS Exchange 2000/5.5, Lotus Notes, Oracle Fusion, VMware
Network: Cisco, Nortel, Ascend, BrookTrout
Graphic Design: Adobe: Photoshop, Illustrator, Corel Draw
3D Design: Sketch-Up, Unity

PROFESSIONAL CERTIFICATIONS

MCSE Microsoft Certified Systems Engineer
SCRUM Certified Scrum Master
PROFESSIONAL EXPERIENCE

SAIC (Internal Research and Development), Oak Ridge, TN 2013 – Present
A US company headquartered in McLean, Virginia that provides government services and information technology support.

Senior Application Developer – Research and Development: Mobile Technologies  (2013 – Present)

- Architected and implemented an enterprise mobile app store using JAVA technologies and jQuery Mobile to replace an expensive commercial product used by the organization.
- Developed scripts with Spring Roo to provide automatic deployment for the app store.
- Served as an instrumental resource for corporate RFPs that require mobile technology skills.
- Defined and documented processes for mobile development for hybrid enterprise applications.
- Supported various development teams throughout the organization on mobile projects.
- Developed several scripts to provide toolsets for mobile development including an image manipulation tool to provide all the correct icon sizes for a hybrid mobile application.
- Setup various virtual development environments to provide turnkey solutions for various mobile operating system development requirements.

SAIC (NASA EAST Contract), Huntsville, AL 2011 - 2013

Senior Application Developer  (2011 – 2013)
Served as a member of the CIMA (Center for Internal Mobile Applications) team providing enterprise mobile solutions for the NASA enterprise. Responsible for guidance of development teams throughout the agency concerning mobile application development along with developing applications and the systems that support them.

- Designed and developed Space365, a public application that is currently in the Apple and Google app stores. This application was built with hybrid technologies. I was involved in the complete process of this application from inception to the production release. This also included a web driven content management system. Version 2 was released at the end of March 2013.
- Responsible for maintaining and improving the NASA enterprise app store (apps@nasa.com). Implemented several new features and improved user experience driven by user feedback into this service.
- Designed a working prototype for the PIV driven credential application. This application was presented to NASA IT Labs for submission and accepted.
- Maintained and managed content for the CIMA website (cima.nasa.gov).
- Worked with the Office of Education for a site redesign and provided graphics and CSS creation.
- Crafted and produced mobile framework training videos that are available on the Dev Center on apps@nasa.
- Provided NASA with a mobile hybrid solution framework which included Sencha Touch, jQuery Mobile and PhoneGap/Cordova.
- Provided graphics creation for mobile applications while applying the design rules for each mobile OS and hardware support.
- Provided marketing material design and creation for the CIMA team including posters, free standing banners, business cards and videos.
- Provided input to SAIC concerning mobile solutions relying on my experience on the NASA East CIMA team.
- Represented the team’s work at the SAIC 2012 management conference by providing booth demonstrations.
- Represented the team’s work at the 2012 Government Mobility conference by providing booth demonstrations.
Avocent (A division of Emerson Network Power), Huntsville, AL 2008 – 2011
Multinational hardware and software solutions manufacturer 3 years

**Engineering Manager (2009 – 2011)**
Managed a team of 4 developers locally and a large offshore team in China and India. Led the organization in Agile/Scrum methodologies.

- Managed direct reports through quarterly goals and led them through career advancement.
- Involved in leadership team decisions motivating the team to achieve the company’s goal.
- Communicated consistently with the CTO, VP of engineering and Director of Product Development concerning issues with product and the team.
- Led the team through sprint planning, sprint reviews and sprint retrospectives.
- Trained other development teams in how the AMIE/DCP team had been successful at implementing Agile/Scrum.
- Interviewed potential resources for a large team (100+) that was implemented in Pune India, Shenzen China and Huntsville Alabama.
- Traveled to India to establish the team and kick off the project.
- Served as the licensing subject matter expert for implementing AMIE against a home grown license solution and then DCP against the enterprise solution of Agresso Flexera.

Designed, developed and tested Avocent’s AMIE/DCP software solution.

- Developed with Eclipse for ActionScript/MXML code base for UI implementation.
- Worked with SVN and Team City for continuous build of the code base.
- Worked with TRAC for bug resolution.
- Developed design documents for each sprint for detailed design using the Iconixx process.
- Built the global mapping solution for our application to fulfill requirements of non-connected installs using an open source component.

**Key Accomplishments:**
- Key player in leading Avocent and now Emerson to the adoption of Agile/Scrum moving the company from traditional waterfall software development.
- Designed the user interface for AMIE/DCP using human centered design experiences to produce a new software product for Avocent. The product now sells based on it’s ease of use.
- Contributed in standing up a team of 30 from the initial team of 4 that produced a product on time, on feature and on budget.
- Two of my employees were promoted to the title of architect.
- Presented the product features to APAC divisions (Asia-Pacific Teams) in Beijing, China.

International Business Machines (IBM), Armonk, NY 2005 – 2008
Multinational computer technology and consulting corporation 3 years

**Consultant / Web Development Team Lead**
(2005 – 2008)
Was on the UNITeS contract servicing NASA's IEM project

Senior developer and Team lead for EAI Web Development group for NASA’s IEMP I-View Portal and other agency wide financial web applications including Erasmus and IAM PP&E (N-Prop and DSPL).

- Designed and produced marketing materials for release of NASA’s I-View SAP’s Netweaver Portal
- Managed Service Requests concerning portal release while increasing coding skills with SAP’s Netweaver development environment.
- Designed and developed NASA’ Erasmus digital dashboard using Flash to provide a rich Interface application.
- Redesigned portal look and feel to move away from standard SAP themes while working with NASA monitor to fulfill their requirements.
- Worked on initial designs and development for PREVIEW, a replacement for Erasmus, using Flash.
- Member of IEMP’s initial SCRUM team, working on the Astronaut Candidacy application providing web form design.
- Designed and developed NASA’s IAM N-Prop web application written in Ruby on Rails to support agency wide equipment management working with multiple agile scrum teams.
- Designed and developed NASA’s IAM DSPL web application written in Ruby on Rails to support agency wide equipment disposal working with multiple agile scrum teams.

Key Accomplishments:
- Integral team member for I-View portal release providing an agency wide portal for IEMP applications using single sign on solutions and application portlets. I-View has continued to grow providing solutions for the CMM, IAM and HCIE projects.
- Built the ERASMUS graphical interface from scratch with Flash, providing an interactive dashboard to provide an easy to use representation of NASA’s missions.
- Involved in NASA’s implementation of the agile SCRUM process from being on the initial teams and completing SCRUM master training.
- Key player in the adoption of Ruby on Rails development environments through presentations and demonstrations to the customer. Ruby on Rails was used to create agency wide applications in support of equipment management and disposal.

Brach’s Confections, Inc., Chattanooga, TN 1998 — 2005
Manufacturer of candies and fruit snacks 7 years

Senior Systems Analyst/ Webmaster/ SQL DBA/ Videoconferencing Administrator 2002 — 2005
Hands-on technical manager for all 8 Brach Websites (including www.brachs.com, secure sales extranet, corporate intranet and executive portal), as well as its handheld Direct Store Delivery system (Pocket PC/SQLCE/SAP) and mobile driver call-in system (VB/SQL/SAP). Led implementation and continue to administer networked videoconferencing systems in 3 locations.
- Designed, installed, configured, administer and currently maintain Windows 2000/IIS host servers and MS SQL 2000/MySQL back-end servers.
- Installed and now maintain MS SharePoint, including development of Web components, which provides dashboard of financial data from SAP system along with industry news.
- Design and develop Website content in Dreamweaver and Fireworks.
- Oversaw external DNS servers and domain name ownership.
- Developed applications for IT group using VB and .NET.
- Supported Network group as needed.

Key Accomplishments:
- Led production and enhancement of www.brachs.com, which had 1000 visitors daily. Converted 200 static HTML pages provided by Web consulting firm to 1 dynamic page using ASP and ASP.NET accessing a SQL backend.
- Also implemented this dynamic structure for extranet, intranet and portal.
- Consolidated sales information from numerous sources company-wide into one secure extranet. Was used by 350 salespeople and brokers.
  - SQL OLAP/ASP reports are automatically generated from nightly SAP data imports, in ~1 minute (previously required 30 minutes).
  - Eliminated cost of mailing out monthly report to 120 salespeople.
- Implemented SAP data viewer using the SAP .NET connector.
- Developed and maintain infrastructure for Direct Store Delivery system that tracks deliveries/orders for forecasting candy production requirements. Used by 120 route drivers nationwide.
  - Developed the system in EVB and upgraded to .NET.
Operates on user-friendly Intermec 700/700c handhelds, replicated nightly with SQL 2000 database. IIS connects SQLCE and SQL database. Data is transferred to SAP via flat files for IDOCS and ALE.

- Set up communications using Ascend Max with 2 PRI lines that authenticate with radius server on Brach's Windows 2000 domain.

- Modified handheld application to accommodate DEXing with a major business partner, resulting in successful test/implementation and continued business relationship with the partner.

  - Established Web-based retail order entry, dramatically reducing paperwork and enabling workflow tracking.
  - Implemented Linux Web server farm for EDI application, conforming to Wal-Mart specifications.
  - Led evaluation and acquisition of 3 videoconferencing systems, which met urgent need due to travel freeze, and significantly reduced cost of meetings.
  - Consolidated SQL server environment in-house saving $1000s on maintenance and licenses.
  - Converted document management application to a Web-based application, providing outsource vendors with access to date specifications.


**Senior Network Engineer**

**Network Engineer**
(1999 – 2001)

**Senior Data Communications Analyst**

Presided over multi-site network with 600 users and 40 servers. Exchange and Windows Enterprise Administrator.

- Monitored network with HP OpenView/Optivity.
- Specified/implemented network infrastructure and servers.

**Key Accomplishments:**
- As Senior Network Engineer, managed network project teams.
  - Migrated to Windows 2000 from NT.
  - Dramatically improved NT storage reliability by using EMC Symetrix with fiber channel cards and switches.
  - Implemented Raptor firewall.
- Partnered with consultants in implementing a secure extranet for the field sales force, using ASP, COM and SQL with OLAP cubes.
- Implemented corporate network connectivity at numerous remote sites, using Ascend Pipeline 75s and ISDN.
- Built a redundant Internet connection for corporate communications fail over.
- Established VPN for remote access, using Nortel connectivity.
- Created first full backup solution with Seagate's Backup Exec.
- Increased corporate bandwidth by standardizing on Ethernet vs. Token Ring.

Environment: Windows NT/2000, ASP, COM, SQL, OLAP, Ascend Pipeline 75, ISDN, EDM, Seagate Backup Exec, HP OpenView, Optivity, Ethernet

**Performance Media, Inc., Chattanooga, TN**

**President**

Successfully launched data services division. Also maintained numerous small business networks.

- Created system specifications and managed production by vendors.
- Enhanced internal productivity with software/hardware system migrations.
Key Accomplishment:
  • Maintained a solid client base and a successful sales record.

Environment:  NetWare, PCs, Peachtree, Printing Management Software

PROFESSIONAL TRAINING

Sencha Touch
EDM
SAP Netweaver Portal Development
Microsoft SQL Server Administration
Red Hat Linux
Adobe Flex
Oracle Web Fusion, SOA and ADF

EDUCATION

University of Tennessee, Chattanooga TN
B.A., Broadcast Communications, Electronic Media, 1990
Voting Ballot A for
Secret City Festival 501(c) (3) Board

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Member, Oak Ridge City Council
1/19/2016

Round: 1