

February 25, 2014

APPOINTMENTS TO THE WORKNET PINELLAS d.b.a. CAREERSOURCE PINELLAS  
BOARD OF DIRECTORS

**New Board Member Recommendation**

On February 5, 2014, the WorkNet Pinellas d.b.a. CareerSource Pinellas Executive Committee recommended the Pinellas County Board of County Commission appoint Ms. Marian Cacciatore to Worknet Pinellas d.b.a. CareerSource Pinellas Board of Directors for a current term through June 30, 2015.

<u>MEMBER</u>	<u>CATEGORY</u>
Marian Cacciatore	Business

**WorkNet Pinellas, Inc.**  
**Executive Committee Meeting**  
**Consent Agenda of February 5, 2014**

**Date:** February 5, 2014, 11:00 a.m.  
**Location:** EpiCenter – 13805 58<sup>th</sup> St. N., Clearwater

**Call to Order**

Chair Lenné Nicklaus-Ball called the meeting to order at 11:10 a.m. There was a quorum present with the following Executive Committee members participating.

**Directors in attendance**

Lenne Nicklaus-Ball, Bill Price, Comm. Janet Long, Aundre Green, Jack Geller, Dr. Robert Arnold, Craig Breathauer, (via phone), Rene Watts

**Directors not in attendance**

Sondra Cranford, Terri Furr Hoskins

**Staff Present**

Ed Peachey, Mark Douglass, Sue Pagan, Kristin Dailey, Alice Cobb, Wayne Feuer, Michiyo Wheeler

**Guest(s)**

Charlie Harris

**Action Items**

**Item 3 – Approval of New Board Member Marian Cacciatore**

New Board Member Nomination:

Marian Cacciatore  
Vice President of Global Human Resources  
Catalina Marketing  
Category: Business

Catalina Marketing nominated Marian Cacciatore to serve on the WorkNet Pinellas Board of Directors. She joined Catalina just a year ago as the Vice President of Global Human Resources leading both HR generalist and learning and development activities for over 1,200 employees in the US, Europe and Japan. Marian will replace Darren Veneri who recently resigned from the board.

Motion: Comm. Janet Long  
Second: Dr. Robert Arnold

*The Executive Committee recommends approval of forwarding Ms. Marianne Cacciatore to the Pinellas County Board of County Commissioners for a two-year appointment, through June 30, 2015, to serve on the WorkNet Pinellas Board of Directors.*  
The motion carried.



### **Action Item 3**

## **Approval of New Board Member Marian Cacciatore**

### **Background**

She joined Catalina just a year ago as the Vice President of Global Human Resources leading both HR generalist and Learning and development activities for over 1300 employees in the US, Europe and Japan.

Mariane Cacciatore is the Vice President of the Global Human Resources at Catalina Marketing Corporation.

Marian has broad experience in Human Resources management, strategy development, global M&A activities, and large-scale organizational change. She has been recognized for her strategic thinking, her focus to her clients and the ability to build rapport and partnership at all levels within an organization.

Prior to Catalina, Marian served as a HR leader for Harris Corporation in Melbourne, Florida. In her most recent Harris role she served as VP of Global HR for Harris CapRock. In this role she led a globally dispersed team of 25 HR professionals managing all Human Resources and internal communications activities for 1,200 employees operating in 23 countries.

Marian's work history also includes an HR leadership role at Space Coast Credit Union and over 14 years as a career coach at Rollins College in Winter Park, Florida.

Marian received her Masters of Human Resources from Rollins College and a BA in Business from the University of South Florida. She is also certified as an executive coach from International Coaching Federation.

### **Recommendation**

Approval of forwarding Ms. Marianne Cacciatore to the Pinellas County Board of County Commissioners for a two-year appointment, through June 30, 2015, to serve on the WorkNet Pinellas Board of Directors.



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February 10, 2014

Pinellas County Board of County Commissioners  
c/o Ms. Lenné Nicklaus-Ball, Board Chair  
CareerSource Pinellas Board of Directors  
13805 58 Street North, Suite 2-140  
Clearwater, FL 33760

Dear Pinellas County Board of County Commissioners:

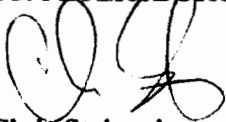
On behalf of the St. Petersburg Chamber of Commerce, please accept this letter as our nomination of Ms. Marian Cacciatore, Vice President of Global Human Resources, Catalina Marketing to serve on the Board of CareerSource Pinellas.

We believe Ms. Cacciatore, based on her position as Vice President of Catalina Marketing and previous work experience, will be a great addition to the CareerSource Pinellas Board of Directors.

Should you have any questions, please do not hesitate to call me at 727-821-4069.

Sincerely,

ST. PETERSBURG AREA CHAMBER OF COMMERCE



Chris Steinocher  
CEO and President



**WorkNet Pinellas**  
**Board Membership Application**

<b>Applicant Name:</b>	Marian Cacciatore
<b>Job Title:</b>	VP Global HR
<b>Employer Name:</b>	Catalina
<b>Employer Address:</b>	200 Carillon
	St. Pete, Florida
<b>Employer's estimated annual revenue:</b>	

<b>Industry Segment please check one:</b>	<ul style="list-style-type: none"><li><input type="checkbox"/> a. Manufacturing</li><li><input type="checkbox"/> b. Healthcare</li><li><input checked="" type="checkbox"/> c. Communications</li><li><input type="checkbox"/> d. Bio-Tech</li><li><input type="checkbox"/> e. Insurance/Finance</li><li><input type="checkbox"/> f. Construction</li><li><input type="checkbox"/> g. Hospitality/Tourism</li><li><input type="checkbox"/> h. Retail</li><li><input type="checkbox"/> i. Wholesale</li><li><input type="checkbox"/> j. Real Estate</li><li><input type="checkbox"/> k. Accounting/Audit</li><li><input type="checkbox"/> l. Utilities</li><li><input type="checkbox"/> m. Other (specify)</li></ul>
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Please attach a brief summary of why you want to serve on the WorkNet Board of Directors and what your expectations are?

Please attach a biography that includes pertinent employment and educational information as well as other activities in which you are engaged (such as serving on other boards, chambers of commerce, hobbies, etc.)

# MARIAN CACCIATORE

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## PROFILE

Innovative professional with broad experience in Human Resources management, strategy development, global M&A activities, and large-scale organizational change. Recognized for strategic thinking, client-focus, and the ability to build rapport and partnership at all levels of the organization while driving toward solutions. Certified as an ICF executive coach.

## PROFESSIONAL EXPERIENCE

**Catalina**, St. Petersburg, Florida

**February 2013 - Present**

### **Vice President, Global Human Resources**

Catalina's personalized digital media drives lift and loyalty for the world's leading CPG retailers and brands influencing 230 million shoppers through mobile, online and in store networks. Develop and lead generalist and L&D strategies that support over 1300 employees around the globe. Actively recruited to build a global HR team while designing and executing a fully integrated talent management strategy.

- Lead globally distributed HR generalist team supporting business operations in the domestic US, Europe and Japan. Created scale and efficiency by encouraging a unified approach to talent management efforts around the globe.
- Developed framework and strategy for "just in time" global learning and development efforts.
- Facilitate and lead change management efforts. Partnered with executive team to design an organizational structure able to deliver the new strategy.
- Reduced significant HR US legal risks through the development of consistent practices and policies.
- Support Catalina's leaders in all aspects of talent management including a consistent approach to talent assessment and development, succession planning and performance management.
- Actively participate in building support and achieving momentum in critical foundational projects including sales incentive evaluation, new intranet Sharepoint design, total rewards audit and transitioning to a new HRIS system.

**Harris Corporation**, Melbourne, Florida

**2006- 2013**

Harris is an international communications and information technology company serving government and commercial markets in more than 125 countries. The company has \$5.5 B in annual revenue and 15,000 employees.

**Harris CapRock Communications**, Fairfax, VA

**Vice President, Global Human Resources** (2011- 2013)

**Director, Global HR** (2011)

Member of executive team, leader of global Human Resources function, and HR business partner to the President of the newest commercial segment of Harris Corp. Leader for globally dispersed team of 25 professionals managing all Human Resources and internal communications activities for 1,200 employees operating in 23 countries.

- Led HR-related activities for integration of 4 commercial entities with combined annual revenues of \$700M. Created and led change management and employee engagement strategies focused on cultural leverage points. Built internal HR capabilities resulting in savings of \$800K. Established internal communications strategy including the employee intranet, global leadership forums, employee roundtables and an annual employee engagement survey.
- Facilitated organizational design sessions for global operating structure. Ensured identification, assessment and retention planning for key talent. Created internal process for quarterly talent management and succession planning reviews.
- Achieved harmonization of regional benefits and HR policies. Redeveloped and streamlined recruiting process resulting in \$250K annual savings. Set strategic framework for union negotiations and consultations in Brazil, Norway and Angola. Maintained key sales talent throughout the design and implementation of one harmonized sales incentive program.
- Executed global learning needs assessment to prioritize business critical employee development and learning gaps. Partnered with leaders to develop a technical career plan to address skill gaps and increase employee retention.

**Harris Government Communication Systems**

# MARIAN CACCIATORE

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## **Senior Human Resources Leader (2006-2010)**

Provided senior HR leadership within Harris Corp's division of 6000 employees serving US government market. Served as a HR advisor to leaders of functional areas including manufacturing, senior scientists, engineering, finance, program management and contracts. Led HR teams of both HR generalists and specialists in several diverse HR leadership roles. Received Business Unit Award for Outstanding HR Partnership

- Selected to lead the HR Center of Excellence which included compensation, learning and development, recruitment and HRIS functions. Created the structure and environment necessary for seamless execution of HR annual processes.
- Led HR team of generalists within US manufacturing environment. Built collaborative partnerships with exempt and hourly employees; facilitated team-development and other interventions to improve program performance and effectiveness.
- Partnered with leaders to identify early, mid and pivotal talent and developed corresponding retention strategies. Led salary planning, compensation review and annual performance ranking process within functional and business areas.

**SCCU, Melbourne, Florida**

**2004-2006**

## **Manager, Human Resources**

HR Business partner serving both CHQ and retail branch teams in financial services organization. Led L&D activities.

- Conducted companywide needs assessment. Introduced new Learning Management System to improve efficiency and efficacy. Introduced blended learning program for distributed work force. Created and facilitated online and webcast training for "just in time" learning for remote branches. Led development of an internal Corporate University.
- Managed team of technical trainers responsible for new hire, compliance, customer service, sales and systems training. Supported accelerated training of branch teams during complex system conversion.
- Partnered with business leaders to facilitate cross-functional process mapping sessions for complex business processes. Process included identification of current and ideal states. Projects achieved desired outcome of significantly reducing time, costs while increasing quality and member satisfaction.

**Rollins College, Winter Park, FL**

**1996 - 2010**

## **Adjunct Professor/Career Development**

- Facilitated coursework, workshops and individual coaching to non-traditional evening degree students on all aspects of career development including goal setting, change management and strategy.
- Successfully built recruiting partnerships with central Florida business leaders to achieve career and internship placement goals. Actively supported campus recruitment. Ensured that internships met rigorous academic standards.

**Independent HR Consultant, Central Florida**

**2000 - 2004**

Partnered with organizations including *DBM, Right Management and Easton & Associates* to support clients that include *Walt Disney World, Seminole Community College, Tyco Electronics, Seminole and Orange County Governments*.

- Facilitated employee change management sessions during reduction in force initiatives.
- Designed interventions to improve team dynamics and productivity. Administered assessments for both individuals and teams. Facilitated employee round tables during change management initiatives. Provided leadership coaching.
- Facilitated numerous lean process mapping sessions with cross-functional business teams.

**HNJ, Melbourne, FL**

## **Director of Outreach**

**2000 - 2005**

- Part-time role with responsibility for the daily operations management for community outreach and counseling center.
- Formed partnerships with community leaders on fundraising and outreach efforts. Built collaboration between for-profit, government and nonprofit organizations.

## **EDUCATION**

**Bachelor of Arts, Business Administration;** University of South Florida, Tampa, FL

**Masters of Arts, Human Resource Management;** Rollins College, Winter Park, FL

**Executive Coaching, ICF Certification,** University of Texas at Dallas, Dallas, TX