

12.2.14 #19

December 2, 2014

APPOINTMENTS TO THE WORKNET PINELLAS d.b.a. CAREERSOURCE PINELLAS
BOARD OF DIRECTORS**New Board Member Recommendation**

On November 5, 2014, the WorkNet Pinellas d.b.a. CareerSource Pinellas Executive Committee recommended the Pinellas County Board of County Commission appoint Ms. Kyle Barr, Ms. Sandy Ho and Mr. Mark Van Dame to Worknet Pinellas d.b.a. CareerSource Pinellas Board of Directors for a current term through June 30, 2016.

<u>MEMBER</u>	<u>CATEGORY</u>
Kyle Barr	Business
Sandy Ho	Business
Mark Van Dame	Business

**CareerSource Pinellas
Executive Committee Meeting
Consent Agenda of November 5, 2014**

Actions Approved At CareerSource Pinellas' Executive Committee Meeting

Any Board Member shall have five days from receipt of these minutes within which to request that an action of the Executive Committee be brought before the full Board. If no such request is made, the actions of the Executive Committee shall stand.

Date: November 5, 2014, 11:00 a.m.

Location: EpiCenter – 13805 58th St. N., Clearwater

Call to Order

Chair Bill Price called the meeting to order at 11:00 a.m. There was a quorum present with the following Executive Committee members participating.

Directors in attendance

Bill Price, Dr. Robert Arnold, Tom Bedwell, Anthony Degina (via phone), Jack Geller (via phone), Aundre Green, Mike Mikurak (via phone), Lenné Nicklaus-Ball, Karla Leavelle, Commissioner Janet Long

Directors not in attendance

Guest(s)

Charlie Harris, Dr. James Connolly, SPC

Staff Present

Ed Peachey, Kristin Dailey, Alice Cobb, Michelle Schultz, Don Shepherd, Michelle Tripp, Steven Blakey, Michiyo Wheeler

Chair's Report

Item 2 – Approval of New Board Members

1. Kyle Barr
Vice President of Team Resources
BayCare Health System
Nominated by Upper Tampa Bay Chamber of Commerce
2. Sandy Ho
Vice President and Director of Human Resources
Great Bay Distributors
Nominated by Central Pinellas Chamber of Commerce

3. Mark J. Van Dame
CEO, Capital Five Investments
Nominated by Upper Tampa Bay Chamber of Commerce

Motion: Tom Bedwell
Second: Dr. Robert Arnold

The Executive Committee recommends approval of forwarding Ms. Kyle Barr, Ms. Sandy Ho and Mr. Mark J. Van Dame to the Pinellas County Board of County Commissioners for a two-year appointment, through June 30, 2016, to serve on the CareerSource Pinellas Board of Directors.

The motion carries.



Action Item 2

New Board Member Recommendations

Background:

1. **Kyle Barr**
Vice President of Team Resources
BayCare Health System
Category: Healthcare
Nominator: Upper Tampa Bay Chamber of Commerce

2. **Sandy Ho**
Vice President and Director of Human Resources
Great Bay Distributors
Nominator: Central Pinellas Chamber of Commerce

3. **Mark J. Van Dame**
CEO
Capital Five Investments (2003 – 2014)
Nominator: Upper Tampa Bay Chamber of Commerce

Recommendation:

Approval of forwarding Ms. Kyle Barr, Ms. Sandy Ho and Mr. Mark J. Van Dame to the Pinellas County Board of County Commissioners for a two-year appointment, through June 30, 2016, to serve on the CareerSource Pinellas Board of Directors.



CareerSource Pinellas Board Membership Application

Applicant Name:	Kyle Barr
Job Title:	VP Team Resources
Employer Name:	BayCare
Employer Address:	2985 Drew St.
	Clearwater, FL 33759
Employer's estimated annual revenue:	\$2.8 Billion

Industry Segment please check one:

- a. Manufacturing
- ☒ b. Healthcare
- c. Communications
- d. Bio-Tech
- e. Insurance/Finance
- f. Construction
- g. Hospitality/Tourism
- h. Retail
- i. Wholesale
- j. Real Estate
- k. Accounting/Audit
- l. Utilities
- m. Other (specify)

Please attach a brief summary of why you want to serve on the WorkNet Board of Directors and what your expectations are? BayCare is a major employer in the region. This

partnership is key to our organization and the region's ability to sustain a qualified workforce.

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.)

This application is replacing prior VP, Team Resources
Craig Brethauer.

Kyle J. Barr

Kyle J. Barr is Vice President of Team Resources for BayCare Health System, a not-for-profit corporation that operates an integrated health care delivery system in the Tampa Bay region of Florida. BayCare provides a full continuum of care through its 11 acute care hospitals with 3,433 licensed beds, urgent care centers, ambulatory surgery centers, wellness centers, physician network, outreach laboratories and comprehensive home health agency. With 284 access points across its four-county service area and 22,900 team members, BayCare is the largest, community-based health system in the region.

Barr has more than 30 years of experience in Human Resources, with leadership in all aspects of the field and a specialization in healthcare. At BayCare, Barr leads the organization's full-service, Team Resources division, which includes compensation, benefits, recruitment, employee relations, wellness, disability management, employee health, leadership and employee development, and human resource information systems.

Before joining BayCare, Barr was the Senior Vice President of Human Resources for Summa Health System, an integrated healthcare delivery system located in Akron, Ohio. Before Summa, Barr served as the Corporate Director of Human Resources for Meridia Health System, a multi-hospital system in Cleveland, Ohio, and one of the entities of the Cleveland Clinic Health System. While at Meridia, Barr was responsible for system-wide recruitment and employee relations strategies, and had oversight responsibility for Human Resources at Meridia Hillcrest Hospital and the Corporate Office.

Barr received a Bachelor of Business with a major in Personnel/Industrial Relations from Western Illinois University and a Master of Science in Human Resource Management from Nova University in Florida. She is a member of the American Society of Healthcare Human Resources and the Society for Human Resource Management. Barr has previously served as Vice President of Programs and Vice President of Diversity for the Cleveland SHRM chapter.

Barr also has spoken nationally on the topic of "Human Resources Re-engineering," "Re-engineering Toward a Centralized Recruitment Model," and "On-line Recruitment Strategies." In 2004, Ms. Barr was a recipient of the Women of Professional Excellence award given by the YWCA. She was a member of Leadership Akron Class XIII, and has served as a board member for the Akron Area YMCA, Summit Workforce Solutions, and Pawsibilities®, Humane Society of Greater Akron.

Barr relocated to Florida from Ohio in 2014.





October 9, 2014

Pinellas County Board of County Commissioners
c/o Mr. William Price, Board Chair
CareerSource Pinellas Board of Directors
13805 58th Street North, Suite 2-140
Clearwater, FL 33760

RE: Ms. Kyle J. Barr

Dear Pinellas County Board of County Commissioners:

On behalf of the Upper Tampa Bay Chamber, please accept this letter as our nomination of Ms. Kyle Barr, Vice President of Team Resources for BayCare Health System to serve on the Board of CareerSource Pinellas.

Ms. Barr has more than 30 years of experience in Human Resources, with leadership in all aspects of the field and a specialization in healthcare. Ms. Barr also has spoken nationally on the topic of "Human Resources Re-engineering," "Re-engineering Toward a Centralized Recruitment Model," and "On-Line Recruitment Strategies" and was a recipient of the Women Professional Excellence award given by the YMCA IN 2004.

We believe Ms. Barr based on her position as Vice President of Team Resources 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 813-855-4233.

Sincerely,

Jerry Peruzzi
President/CEO
Upper Tampa Bay Chamber of Commerce

Kyle J. Barr

Kyle J. Barr is Vice President of Team Resources for BayCare Health System, a not-for-profit corporation that operates an integrated health care delivery system in the Tampa Bay region of Florida. BayCare provides a full continuum of care through its 11 acute care hospitals with 3,433 licensed beds, urgent care centers, ambulatory surgery centers, wellness centers, physician network, outreach laboratories and comprehensive home health agency. With 284 access points across its four-county service area and 22,900 team members, BayCare is the largest, community-based health system in the region.

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Barr also has spoken nationally on the topic of "Human Resources Re-engineering," "Re-engineering Toward a Centralized Recruitment Model," and "On-line Recruitment Strategies." In 2004, Ms. Barr was a recipient of the Women of Professional Excellence award given by the YWCA. She was a member of Leadership Akron Class XIII, and has served as a board member for the Akron Area YMCA, Summit Workforce Solutions, and Pawsibilities®, Humane Society of Greater Akron.

Barr relocated to Florida from Ohio in 2014.





CareerSource Pinellas
Board Membership Application

Applicant Name:	Sandy Ho
Job Title:	VP, HR
Employer Name:	Great Bay Distributors
Employer Address:	2310 Starkey Rd
	Largo, FL 33771
Employer's estimated annual revenue:	\$ 180 million

Industry Segment please check one:	<ul style="list-style-type: none"><input type="checkbox"/> a. Manufacturing<input type="checkbox"/> b. Healthcare<input type="checkbox"/> c. Communications<input type="checkbox"/> d. Bio-Tech<input type="checkbox"/> e. Insurance/Finance<input type="checkbox"/> f. Construction<input type="checkbox"/> g. Hospitality/Tourism<input type="checkbox"/> h. Retail<input checked="" type="checkbox"/> i. Wholesale<input type="checkbox"/> j. Real Estate<input type="checkbox"/> k. Accounting/Audit<input type="checkbox"/> l. Utilities<input type="checkbox"/> m. Other (specify)
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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.)



151 3rd St. NW
Largo, FL 33770

(727) 584-232

Fax (727) 586-3112

www.centralchamber.biz
info@centralchamber.biz

October 10, 2014

Pinellas County Board of County Commissioners
c/o Mr. William Price, Board Chair
CareerSource Pinellas Board of Directors
13805 58th Street North, Suite 2-140
Clearwater, FL 33760

RE: Ms. Sandy Ho

Dear Pinellas County Board of County Commissioners:

On behalf of the Central Pinellas Chamber of Commerce, please accept this letter as our nomination of Ms. Sandy Ho, Vice President and Director of Human Resources for Great Bay Distributors, to serve on the Board of CareerSource Pinellas.

Ms. Ho has more than 25 years at Great Bay, and is responsible for developing, implementing, and coordinating policies and programs covering employment, benefit administration, training, insurance, and health benefits. She also serves on the Executive Committee as Vice Chair of the Suncoast Safety Council, and volunteers for the Pinellas Education Foundation and St. Petersburg College Hospitality Advisory Committee.

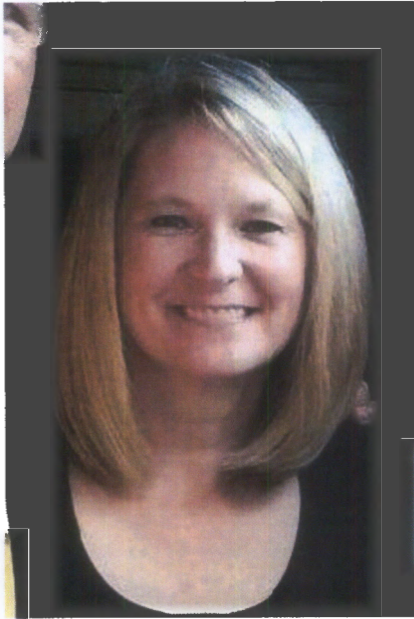
We believe Ms. Ho based on her employment experience as well as community involvement will be a great addition to the CareerSource Pinellas Board of Directors.

Should you have any questions, please do not hesitate to call me at 727-584-2321

Sincerely,

A handwritten signature in dark ink, appearing to read "Tom Morrisette". The signature is written over a large, light-colored, circular mark that resembles a stylized "C" or a large loop.

Tom Morrisette
President



Sandy Ho is Vice President and Director of Human Resources for Great Bay Distributors, the Anheuser-Busch/InBev beverage wholesaler for Pinellas, Pasco, Hernando and Citrus counties. With almost 25 years at Great Bay, she is responsible for developing, implementing, and coordinating policies and programs covering employment, benefit administration, training, insurance, and health benefits. She also coordinates Great Bay's Worker's Compensation program. She is certified as a Professional in Human Resources.

She is a past president of the Rotary Club of Clearwater East. She serves on the Executive Committee as Vice Chair of the Suncoast Safety Council; she is a graduate of Leadership Pinellas, volunteers for the Pinellas Education Foundation and St Petersburg College Hospitality Advisory Committee.

She is a proud graduate of Clearwater High School and Florida State University. She is married to a Gator graduate; she and David have a high school son in the Pinellas County school system.

I have heard about WorkNet Pinellas but didn't know all of the brands and programs associated with Career Source. I attended a meeting recently and heard Ed Peachy give a presentation. I was impressed to hear about the services offered. It felt like a best kept secret. I would like to work with your organization to serve the residents of our area and the business community.



CareerSource Pinellas Board Membership Application

Mark Van Dame

Chief Operations Officer

Structall Building Systems

350 Burbank Rd, Oldsmar, FL 34677

\$30,000,000

- ☒ a. Manufacturing
- ☐ b. Healthcare
- ☐ c. Communications
- ☐ d. Bio-Tech
- ☐ e. Insurance/Finance
- ☐ f. Construction
- ☐ g. Hospitality/Tourism
- ☐ h. Retail
- ☐ i. Wholesale
- ☐ j. Real Estate
- ☐ k. Accounting/Audit
- ☐ l. Utilities
- ☐ m. Other (specify)



October 9, 2014

Pinellas County Board of County Commissioners
c/o Mr. William Price, Board Chair
CareerSource Pinellas Board of Directors
13805 58th Street North, Suite 2-140
Clearwater, FL 33760

RE: Mr. Mark Van Dame

Dear Pinellas County Board of County Commissioners:

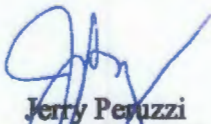
On behalf of the Upper Tampa Bay Chamber of Commerce, please accept this letter as our nomination of Mr. Mark Van Dame to serve on the Board of CareerSource Pinellas.

Mr. Van Dame is Chief Executive Officer for Capital Five Investments and has more than 17 years of experience in senior-level general, operations, and human resources management role in the consumer products industry. He is currently responsible for management and leadership of all organizational functions with \$200 million in sales, 5 locations and 700 employees.

We believe Mr. Van Dame based on his position as Chief Executive Officer 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 813-855-4233

Sincerely,



Jerry Peruzzi
President/CEO
Upper Tampa Bay Chamber of Commerce

MARK J VAN DAME

5722 Kingletsound Place
Lithia, Florida 33547

Tel: (813) 480-7290
E-mail: vandamemark@yahoo.com

PROFILE

Possesses an M.B.A. and 17+ years of experience in senior-level general, operations, and human resources management roles in the consumer products industry. Adept at directing policy/procedure development, business/marketing planning, budgeting, P&L, capital procurement, and the recruitment, hiring, training, motivation, and evaluation of personnel. Skilled in conducting analyses, identifying opportunities for improvement, and initiating projects/programs that enhance efficiencies, productivity, and profitability.

PROFESSIONAL EXPERIENCE

CAPITAL FIVE INVESTMENTS, Twinsburg, Ohio

2003 - 2014

Paper and Paper Packaging Corporation with annual sales of \$200mm.

Chief Executive Officer, (2009 - 2014)

Responsible for management and leadership of all organizational functions with \$200mm in sales, 5 locations and 700 employees.

- Negotiated and completed a merger with the largest competitor to allow the monetization of stock at an elevated level.
- Negotiated and managed strategic agreements with European competitors allowing for new equipment purchase and financing (\$1.5mm in additional capital) while providing an international footprint for Mid-America Packaging.
- Improved cash availability by \$2.5mm through inventory and cash reduction and redistribution.
- Refinanced organization with no increases in cost of monies.
- Led the organization through economic crisis with no violations of banking covenants.
- Increased organizational profitability by \$3mm.
- Improved safety records at converting facilities, winning several safety awards from the Paper Shipping Sack Manufacturers Association (most improved, best overall rates).
- Achieved ISO 9002 Certification and improved productivity, waste, service, and quality through development of facility leadership.
- Developed and implemented a Board of Directors management perspective with organizational transparency for stock holders.

Responsible for the merger of two competitor organizations too form Graphic Flexible Packaging, an \$800mm organization with 3,000 employees.

- Developed sales and marketing plans merging two customer bases and 57 sales professionals with less than 3% volume loss and no voluntary separations.
- Merged IT and HR systems under the Graphics umbrella to allow proper financial reporting.
- Successfully closed or downsized three facilities, allowing for \$12mm reduction in operating cost.
- Improved productivity, waste, service, and quality through talent acquisition and the implementation of reporting tools.
- Improved divisional safety performance by establishing new levels of leadership accountability.

President – Delta Natural Kraft, (2005 - 2009)

Responsible for Kraft paper mill with \$70mm in sales.

- Increased sales by \$20mm in two years.
- Improved mill profitability through sales increases by \$5mm.
- Improved mill customer service through mill personnel and procedures development.
- Implemented a shared inventory program to reduce finished goods inventories by 70%.
- Reduced overhead cost by \$400,000 through headcount reductions and redesign of sales compensation plans

Vice President of Business Systems, Mid America Packaging (2003 - 2005)

Responsible for all staff functions of newly created organization.

- Negotiated collective bargaining agreements with USW (2003 – 2010), allowing for increased management control and reducing the cost of healthcare through new cost sharing designs and eliminating the pension plans.
- Negotiated and implemented benefit plans for new company.
- Established and Implemented Human Resources and Process Improvement Plans for new company.
- Turned around multiwall converting facility through leadership development and implementing operational controls leading to improved profitability of \$2.1mm annually.
- Negotiated and implemented a strategic partnership with freight company allowing for \$350,000 reduction in annual transportation cost.

GAYLORD CONTAINER, Twinsburg, Ohio

1991 - 2003

Paper and Paper Packaging Corporation with annual sales of \$1.2 billion.

Division Vice President of Human Resources, Twinsburg, Ohio, (2001 - 2003)

Facility Resource Improvement Manager, Twinsburg, Ohio, (1999 - 2001)

Facility Superintendent, Tampa, Florida, (1996 - 1999)

Converting Superintendent, Tampa, Florida, (1995 - 1996)

Converting Supervisor, Tampa, Florida, (1994 - 1995)

Quality Engineer, Tampa, Florida, (1992 - 1994)

Hourly Contributor, Tampa, Florida, (1991 - 1992)

UNITED STATES ARMY

1987 - 1991

EDUCATION

B.A., Sociology – University of South Florida (1998)

M.B.A., Business – Florida Metropolitan University (2006)

Private Capital Markets Certificate – Pepperdine University (2010)

Board of Directors – Paper Shipping Sack Manufacturers Association (2010 - 2011)

Six Sigma Certification – Villanova University

September 30, 2014

To whom it may concern,

My interest in serving on the WorkNet (CareerSource Pinellas) Board of Directors comes from the positive experiences I have had in working with CareerSource over the past few months and a belief in the need for continued workforce and business development in our community. My expectations are to be given an opportunity to contribute to the continued success of CareerSource through participation in and having input to the various programs offered.

Thank you

A handwritten signature in black ink, appearing to read 'Mark Van Dame', with a large, stylized loop at the end.

Mark Van Dame

Chief Operations Officer

Structall Building Products