

Portland, Oregon
FINANCIAL IMPACT and PUBLIC INVOLVEMENT STATEMENT
For Council Action Items

(Deliver original to City Budget Office. Retain copy.)

1. Name of Initiator Stacy Brewster	2. Telephone No. (503) 823-4151	3. Bureau/Office/Dept. Mayor Hales & Commissioner Saltzman
4a. To be filed (hearing date): 6/10/2015	4b. Calendar (Check One) Regular Consent 4/5ths <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	5. Date Submitted to Commissioner's office and CBO Budget Analyst: 5/26/14
6a. Financial Impact Section: <input checked="" type="checkbox"/> Financial impact section completed	6b. Public Involvement Section: <input checked="" type="checkbox"/> Public involvement section completed	

1) Legislation Title:

Appoint Damien R. Hall and reappoint Mary Ann (Miki) Herman to the Home Forward Board of Commissioners for terms to expire June 9, 2019 (Resolution)

2) Purpose of the Proposed Legislation:

3) Which area(s) of the city are affected by this Council item? (Check all that apply—areas are based on formal neighborhood coalition boundaries)?

- | | | | |
|--|------------------------------------|------------------------------------|--------------------------------|
| <input checked="" type="checkbox"/> City-wide/Regional | <input type="checkbox"/> Northeast | <input type="checkbox"/> Northwest | <input type="checkbox"/> North |
| <input type="checkbox"/> Central Northeast | <input type="checkbox"/> Southeast | <input type="checkbox"/> Southwest | <input type="checkbox"/> East |
| <input type="checkbox"/> Central City | | | |

FINANCIAL IMPACT

4) Revenue: Will this legislation generate or reduce current or future revenue coming to the City? If so, by how much? If so, please identify the source.

No

5) Expense: What are the costs to the City as a result of this legislation? What is the source of funding for the expense? (Please include costs in the current fiscal year as well as costs in future year, including Operations & Maintenance (O&M) costs, if known, and estimates, if not known. If the action is related to a grant or contract please include the local contribution or match required. If there is a project estimate, please identify the **level of confidence**.)

None

6) Staffing Requirements:

- **Will any positions be created, eliminated or re-classified in the current year as a result of this legislation?** *(If new positions are created please include whether they will be part-time, full-time, limited term, or permanent positions. If the position is limited term please indicate the end of the term.)*

NO

- **Will positions be created or eliminated in future years as a result of this legislation?**

NO

(Complete the following section only if an amendment to the budget is proposed.)

7) Change in Appropriations *(If the accompanying ordinance amends the budget please reflect the dollar amount to be appropriated by this legislation. Include the appropriate cost elements that are to be loaded by accounting. Indicate "new" in Fund Center column if new center needs to be created. Use additional space if needed.)*

Fund	Fund Center	Commitment Item	Functional Area	Funded Program	Grant	Sponsored Program	Amount

[Proceed to Public Involvement Section — REQUIRED as of July 1, 2011]

PUBLIC INVOLVEMENT

8) Was public involvement included in the development of this Council item (e.g. ordinance, resolution, or report)? Please check the appropriate box below:

- YES:** Please proceed to Question #9.
 NO: Please, explain why below; and proceed to Question #10.

Public involvement for this item was conducted by Home Forward.

9) If "YES," please answer the following questions:

a) What impacts are anticipated in the community from this proposed Council item?

b) Which community and business groups, under-represented groups, organizations, external government entities, and other interested parties were involved in this effort, and when and how were they involved?

c) How did public involvement shape the outcome of this Council item?

d) Who designed and implemented the public involvement related to this Council item?

e) Primary contact for more information on this public involvement process (name, title, phone, email):

10) Is any future public involvement anticipated or necessary for this Council item? Please describe why or why not.

Yes, as funding decisions are made on the Housing Investment Fund there will be a public involvement process.

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APPROPRIATION UNIT HEAD (Typed name and signature)

Interest Form for City Board & Commission Appointments

*The purpose of this form is to obtain information for use in making appointments to City boards, commissions, and committees, and to assist the Mayor in making inquiries concerning the qualifications of applicants for appointment. Please note that information provided in this document is **public information**, with the exception of the confidential section. (Information in the confidential section will only be disclosed as required by law.) If you have a recently prepared biography or resumé, please attach it to this form. Thank you for your interest.*

Please return application, resumé and any additional information to:
Office of Neighborhood Involvement, 1221 SW 4th Ave, Room 110, Portland, Or 97204

To help ensure equal access to City programs, services and activities, the City of Portland will reasonably modify policies/procedures and provide auxiliary aids/services to persons with disabilities. Call 503-823-2030 or 503-823-4000 with such requests.

Name: Damien R Hall
First Middle Initial Last

Mailing Address: [REDACTED]
 [REDACTED]

Occupation: Attorney

Daytime Phone: [REDACTED] Email: [REDACTED]

Biography/Resumé Attached? Yes No

CHECK UP TO THREE (3) GROUPS YOU ARE INTERESTED IN (descriptions are online):

- | | | |
|--|---|---|
| <input type="checkbox"/> Adjustment Committee | <input checked="" type="checkbox"/> Home Forward (formerly the Housing Authority of Portland) | <input type="checkbox"/> Portland Parks Board |
| <input type="checkbox"/> Alternative Technology Adv Com | <input type="checkbox"/> Human Rights Commission | <input type="checkbox"/> Portland Planning & Sustainability Com |
| <input type="checkbox"/> Arts Oversight Committee | <input type="checkbox"/> Independent Police - Citizen Review Com | <input type="checkbox"/> Portland Utility Review Board |
| <input type="checkbox"/> Building Code Board of Appeal | <input type="checkbox"/> Investment Advisory Committee | <input type="checkbox"/> Private-for-Hire Board of Review |
| <input type="checkbox"/> Business License Appeals Board | <input type="checkbox"/> Mechanical Code Board of Appeal | <input type="checkbox"/> Public Involvement Advisory Council |
| <input type="checkbox"/> Citizen Campaign Committee | <input type="checkbox"/> Metro Exposition Recreation Commission | <input type="checkbox"/> Purchasing Board of Appeals |
| <input type="checkbox"/> Civil Service Board | <input type="checkbox"/> Mt. Hood Cable Regulatory Comm | <input type="checkbox"/> Regional Arts & Culture Council |
| <input type="checkbox"/> Community Budget Advisory Board | <input type="checkbox"/> Noise Review Board | <input type="checkbox"/> River Community Advisory Committee |
| <input type="checkbox"/> Design Commission | <input type="checkbox"/> Plumbing Code Board of Appeal | <input type="checkbox"/> Small Business Advisory Council |
| <input type="checkbox"/> Development Review Advisory Com | <input type="checkbox"/> Portland Children's Levy Allocation Committee | <input type="checkbox"/> Socially Responsible Investments Comm |
| <input type="checkbox"/> Elders in Action | <input type="checkbox"/> Portland Community Media | <input type="checkbox"/> Structural Engineering Adv Board |
| <input type="checkbox"/> Electrical Code Board of Appeals | <input type="checkbox"/> Portland Development Commission | <input type="checkbox"/> Time, Place, Manner Oversight Com |
| <input type="checkbox"/> Fire Code Board of Appeal | <input type="checkbox"/> Portland Housing Advisory Commission | <input type="checkbox"/> Towing Board of Review |
| <input type="checkbox"/> Floating Structures Board of Appeal | <input type="checkbox"/> Portland/Multnomah Food Policy Council | <input type="checkbox"/> Urban Forestry Commission |
| <input type="checkbox"/> Golf Advisory Committee | | |
| <input type="checkbox"/> Historic Landmarks Commission | | |

List education, including degree(s) earned:

B.S. Public Policy, Planning, and Management, with an emphasis is Urban Planning, University of Southern California

J.D. Lewis & Clark Law School

1st Choice:

Name of Board/Commission/Committee: Home Forward Board of Directors

A. Reasons for wanting to serve on this group:

I believe that there is a deficit of affordable housing in the Portland Metro Area and want to volunteer my time in a manner that supports development of affordable housing to offset that deficit.

B. List skills or knowledge that would be relevant to this Board/Commission:

Knowledge of real estate transactions and law, experience serving as a board member of non-profit affordable housing provider, general board oversight and management experience.

C. List work or volunteer experience that would add to your expertise for this Board/Commission

Dates (from/to)	Employer or Volunteer Activity	Responsibilities
2013- current	PCRI Board Member	Oversee and direct affordable housing provider.

2nd Choice:

Name of Board/Commission/Committee: _____

A. Reasons for wanting to serve on this group:

B. List skills or knowledge that would be relevant to this Board/Commission:

C. List work or volunteer experience that would add to your expertise for this Board/Commission:

Dates (from/to)	Employer or Volunteer Activity	Responsibilities
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3rd Choice:

Name of Board/Commission/Committee: _____

A. Reasons for wanting to serve on this group:

B. List skills or knowledge that would be relevant to this Board/Commission:

C. List work or volunteer experience that would add to your expertise for this Board/Commission

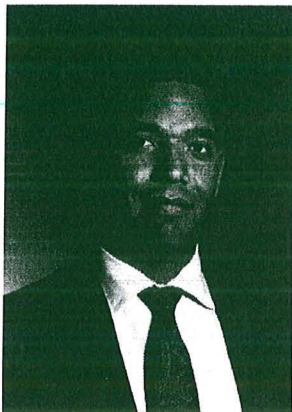
Dates (from/to)	Employer or Volunteer Activity	Responsibilities
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List your experience working on diverse teams or committees:

- PCRI Board of Directors
- PDC N/NE Economic Development Initiative Advisory Committee
- N/NE Quadrant Stakeholder Advisory Committee

Describe your understanding of the services the City of Portland provides:

The City of Portland is a full service city, providing the full range of municipal services to ensure public health and safety as well as a vibrant civic experience. Both the Housing Bureau and Home Forward provide direct services that benefit affordable housing needs in the city.



Damien R. Hall

Associate Attorney, Ball Janik LLP

Damien R. Hall is an associate in Ball Janik's Land Use and Real Estate practice groups. Mr. Hall has worked for several years representing both property owners and local governments, helping them navigate Oregon's unique land use requirements and political sensitivities to controlled growth and land development. Mr. Hall's approach is based on working collaboratively with developers, local government, and communities to establish common objectives and allow clients to achieve their development goals. His background is in urban planning and development, and in addition to his land use practice, he regularly assists clients with real estate transactions, natural resources law, municipal law, and formation and organization of business entities.

Mr. Hall is actively involved in development issues in Portland. He is a member of the Portland Development Commission's (PDC) Central City Budget Advisory Committee, and he formerly served on the Oregon Convention Center Urban Renewal Area Advisory Committee, as a committee member from 2007 through 2010, and as Chairperson from 2010 through 2013. He has been a member of the Young Leaders group of the Urban Land Institute (ULI) of Oregon and SW Washington since 2008. Mr. Hall is a member of the Oregon Chapter of the National Association of Industrial and Office Properties (NAIOP), where he participates on the Developing Leaders Committee. Mr. Hall participated in the PDC's N/NE Economic Development Initiative Advisory Committee from 2010-2011 and in the City of Portland's North/Northeast Quadrant of I-5 Broadway/Weidler Stakeholder Advisory Committee from 2011-2012.

In addition to his active professional engagements, Mr. Hall is dedicated to the community, serving as a Board Member of Care Oregon, Groundwork Portland, and Portland Community Reinvestment Initiatives, Inc. (PCRI). Mr. Hall also represented "Verde – Let Us Build Cully Park!" as *pro bono* counsel.

practice areas

Land Use
Real Estate

education

J.D., 2008
Lewis & Clark Law School

B.S., Public Policy, Planning, and
Management, 2005
University of Southern California

admissions

Oregon
Washington
California

honors

2015 Runner-Up *Portland Business Journal's* "Forty Under 40"

2015 National Black Lawyers Top 100

"Up and Coming Lawyer" *Daily Journal of Commerce*, 2011

Interest Form for City Board & Commission Appointments

37128

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Name: Mary Ann (Miki) Herman
First Middle Initial Last

Mailing Address: [REDACTED]

Occupation: Retired Executive

Daytime Phone: [REDACTED] Email: [REDACTED]

Biography/Resume Attached? Yes No

CHECK UP TO THREE (3) GROUPS YOU ARE INTERESTED IN (descriptions are online):

- | | | |
|--|--|---|
| <input type="checkbox"/> Adjustment Committee | <input checked="" type="checkbox"/> Home Forward (<i>formerly the Housing Authority of Portland</i>) | <input type="checkbox"/> Portland Parks Board |
| <input type="checkbox"/> Alternative Technology Adv Com | <input type="checkbox"/> Human Rights Commission | <input type="checkbox"/> Portland Planning & Sustainability Com |
| <input type="checkbox"/> Arts Oversight Committee | <input type="checkbox"/> Independent Police - Citizen Review Com | <input type="checkbox"/> Portland Utility Review Board |
| <input type="checkbox"/> Building Code Board of Appeal | <input type="checkbox"/> Investment Advisory Committee | <input type="checkbox"/> Private-for-Hire Board of Review |
| <input type="checkbox"/> Business License Appeals Board | <input type="checkbox"/> Mechanical Code Board of Appeal | <input type="checkbox"/> Public Involvement Advisory Council |
| <input type="checkbox"/> Citizen Campaign Committee | <input type="checkbox"/> Metro Exposition Recreation Commission | <input type="checkbox"/> Purchasing Board of Appeals |
| <input type="checkbox"/> Civil Service Board | <input type="checkbox"/> Mt. Hood Cable Regulatory Comm | <input type="checkbox"/> Regional Arts & Culture Council |
| <input type="checkbox"/> Community Budget Advisory Board | <input type="checkbox"/> Noise Review Board | <input type="checkbox"/> River Community Advisory Committee |
| <input type="checkbox"/> Design Commission | <input type="checkbox"/> Plumbing Code Board of Appeal | <input type="checkbox"/> Small Business Advisory Council |
| <input type="checkbox"/> Development Review Advisory Com | <input type="checkbox"/> Portland Children's Levy Allocation Committee | <input type="checkbox"/> Structural Engineering Adv Board |
| <input type="checkbox"/> Elders in Action | <input type="checkbox"/> Portland Community Media | <input type="checkbox"/> Time, Place, Manner Oversight Com |
| <input type="checkbox"/> Electrical Code Board of Appeals | <input type="checkbox"/> Portland Development Commission | <input type="checkbox"/> Towing Board of Review |
| <input type="checkbox"/> Fire Code Board of Appeal | <input type="checkbox"/> Portland Housing Advisory Commission | <input type="checkbox"/> Urban Forestry Commission |
| <input type="checkbox"/> Floating Structures Board of Appeal | <input type="checkbox"/> Portland/Multnomah Food Policy Council | |
| <input type="checkbox"/> Golf Advisory Committee | | |
| <input type="checkbox"/> Historic Landmarks Commission | | |

List education, including degree(s) earned:

College (4 years, 1 quarter short BS degree)

High School Diploma

Various Professional & Managerial Courses – Leadership, Customer Experience, Organization Developmental, Planning, Teamwork and Budgeting (as a sampling)

1st Choice:

Name of Board/Commission/Committee: Home Forward Board

A. Reasons for wanting to serve on this group:

- *Wanting to contribute to Portland city programs that help marginalized populations
- *Strong positive, experience working with current Chair in non profit board
- *Interested in expanding non profit board involvement into a community/governmental advocacy
- *Another opportunity to learn about important city services that are critical to our diverse population

B. List skills or knowledge that would be relevant to this Board/Commission:

- *Business – broad set of skills and expertise
- *Collaborative leader familiar with consensus, transparency, and results in a structure environment
- *Success in leading transformation of 32-year non-profit revenue model with 400 volunteers in 2 years
- *Ability to work with all levels of constituency dealing with barriers and achieving successful goals

C. List work or volunteer experience that would add to your expertise for this Board/Commission

Dates (from/to)	Employer or Volunteer Activity	Responsibilities
1965-1967	American Red Cross	Student Volunteer Chair @ Clark AFB (Vietnam War casualties & main air avac base)
1975	Bonneville Power Administration	Citizen Representative to Board
2010-current	Albertina Kerr Centers	Special Advisor – 2010 Volunteer Board Chair – 2011 to current
2011-current	Albertina Kerr Centers	Foundation Board Trustee

2nd Choice:

Name of Board/Commission/Committee: N/A

A. Reasons for wanting to serve on this group:

B. List skills or knowledge that would be relevant to this Board/Commission:

C. List work or volunteer experience that would add to your expertise for this Board/Commission:

Dates (from/to)	Employer or Volunteer Activity	Responsibilities
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3rd Choice:

Name of Board/Commission/Committee: N/A

A. Reasons for wanting to serve on this group:

B. List skills or knowledge that would be relevant to this Board/Commission:

C. List work or volunteer experience that would add to your expertise for this Board/Commission

Dates (from/to)	Employer or Volunteer Activity	Responsibilities
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List your experience working on diverse teams or committees:

- *30+ years in multi-facet business environment involving global organizations (small, medium, large companies)
- *Leadership positions in variety of cross functional teams during business career involving large scale operations, populations and disciplines with budget levels of \$2million-\$300million
- *Strong advocate for providing improved facilities for employee populations and participation in employee committees during business career
- *Working with diverse representatives including staff for BPA during assessment of future power strategies/recommendations that would protect resources
- *Responsibility for fast paced, challenging environment with incoming large volume of military casualties during war time in Air Force Hospital and leading 100+ high school volunteers while maintaining 4.0 GPA
- *Evolving from Board Advisor at Albertina Kerr to planning and implementing a new business strategy for 32-year organization to a P&L based model with over 417 volunteers, average age 70, tenure 8 years using grass roots, collaborative and stakeholder approaches

RETAIL AND CORPORATE SERVICES EXECUTIVE

*Retail Operations / Store Development / Real Estate / Facilities & Corporate Services
Purchasing / Supply Chain Management / Loss Prevention / Multi Channel*

Over 30 years of increasingly responsible experience in planning, budgeting and directing operations, corporate procurement and administration departments for retailers and their suppliers.

- Created turnaround strategy for environmental paint company that differentiated a lifestyle brand.
- Led total business unit strategic planning process for Multi Channel within a \$4 billion business unit.
- Built a new format retail organization from the ground up as V.P. of Retail.
- Directed a 180-unit national specialty store chain with international exposure encompassing 3-5 regions and 4,000 employees as V.P., Store Operations.
- Established store construction, purchasing and loss prevention departments to support rapid growth as V.P., Store Development, Loss Prevention, Services and Facilities.

Track record of improvements in every area of responsibility, particularly in generating millions of dollars in cost savings. Recognized as a change agent with strong collaborative and consensus building skills. Developed numerous employees for promotion. Expertise includes:

- | | |
|---|--|
| ▪ Multi-Unit Retail/Corporate Operations | ▪ Vendor Sourcing / Selection |
| ▪ Facilities Construction / Maintenance | ▪ Competitive Bidding / Contract Negotiation |
| ▪ Store Remodels / Relocations | ▪ Business Development / Real Estate |
| ▪ New Store Design / Planning | ▪ Loss Prevention / Asset Protection |
| ▪ Site Selection / Lease Negotiation | ▪ Project Management/Scale Roll outs |
| ▪ Purchasing / Procurement/Green Strategies | ▪ Public Speaking / Presentations |

PROFESSIONAL EXPERIENCE

YOLO COLORHOUSE – Portland, OR.

President/CEO
Consultant to Board

6/10-1/12
1/13-7/13

Recruited to direct a boutique green paint company's turnaround working in the big box multi-channel market segment focusing on DIY, lifestyle and direct to consumer companies. Reports to Board of Directors.

- Collaborated with majority owner, NYC equity firm, to set a bold strategy, vision and positive culture.
- Developed sales direction and accountability with metrics that changed sales trajectory in 60 days.
- Launched first online paint selling with homedepot.com within 4 months and within the DIY channel.
- Delivered comprehensive assessment of operating costs that delivered 10% savings within 60 days.
- Established multi-channel selling with Lowe's and Amazon.com within 6 months.

SEARS HOLDINGS – Hoffman Estates, IL

2008 to 2009

Vice President, Channel Management (Retail and Ecommerce)

Recruited to create a total business unit strategic planning process that executes the customer experience and brings to life the product and brand promise elements in each format (stores, online and services). Held broad scope of responsibility that maximized Sears' total market position for the business across 3400 retail stores representing a \$2 billion online business and full spectrum home services (installation, delivery, fulfillment) operations. Reported to the President, Business Unit, Tools/Paint, Lawn and Garden.

- Delivered a 40% improvement in associate selling rates within 900 full line stores by building a "best-in-class" retail training/e-learning program within first 4 months of tenure.
- Created systems and processes to track operational excellence and execution for business unit within retail store locations.

- Determined customer experience that included merchandise presentation standards, visual elements, customer service and in-store messaging that created simple consistency and associate selling targets.
- Increased business operating profit by \$3 million for business categories across 80 stores through chairing underperforming store project that developed significant action items.

NAU INC. - Portland, OR**2006 to 2008****Vice President, Web Fronts (Retail)**

Recruited to build a breakthrough concept retail organization from the ground up for this innovative, start-up outdoor and lifestyle apparel company. Reported to COO and supervised 40+ staff. Broad scope of responsibility encompassed brand and retail strategy development, real estate and site selection, prototype store development, store construction, store operations, P&L performance, budgeting, merchandising, customer experience, staffing, vendor selection/negotiation, and community relations/corporate giving.

Secured 10 store locations; developed training and operational standards/programs; established architectural and design drawing standards in compliance with green building practices; hired and trained retail staff; and created a compelling brand and customer experience that received high profile media and industry coverage. Developed a comprehensive real estate strategy for a projected 150-store organization.

- Built a "best-in-class" retail organization from the ground up that incorporated elements of the online shopping experience in-store while demonstrating the highest level of social responsibility.
- Achieved 12% Comp Sales after year one. Met or exceeded all store metrics (ADS, UPT, Conversion).
- Built 2007-prototype proof of concept stores within 10% of budget without fixture prototyping. Reduced prototype construction costs 40%.
- Incorporated green building practices that were widely profiled in the industry and received Leadership in Energy and Environmental Design (LEED) recognition.

THE DISCOVERY CHANNEL STORE - Berkeley, CA**1996 to 2006****Vice President, Store Development, Loss Prevention, Services and Facilities (2000-2006)**

Promoted to establish and manage store construction and purchasing departments for this rapidly growing specialty gift retailer with 175 stores and \$275 million in annual sales. Scope of responsibility encompassed site selection, landlord/lease negotiation, managing bid processes, and coordinating with state and local municipalities.

Negotiated and secured contracts for new store construction at the rate of 12-25 new stores per year, as well as the remodel of existing stores. Oversaw facilities maintenance, administration and purchasing of operational supplies for all stores and home office. Administered a \$20 million construction / capital budget and an \$8 million purchasing, administrative, special projects, and facilities management budgets. Reported directly to President, Commerce Division. Supervised a staff of 10.

Took on additional responsibility in 2002 for launching a company-wide asset protection / loss prevention strategy with the goal of instilling a loss prevention focus into company culture at all levels. Planned and managed the processes, systems, controls and directives to identify and mitigate internal / external theft of merchandise, paperwork errors and inventory shrink for all retail stores, distribution center and corporate office. Administered Security and Emergency Response with parent company for the retail division, including the 400,000 sq. ft. distribution center. Coordinated with local law enforcement for prosecution and legal issues associated with losses.

- Directed the construction of 58 new stores within one year (2000) equaling 290,000 square feet.
- Reduced project management and architectural fees 25% within first 6 months.
- Managed corporate office consolidation combining 5 locations into a 45,000 square foot, 100-year old paint plant that included all space planning activities.

- Developed standard store design that reduced per square foot costs 30% while remaining true to parent company's brand.
- Collected \$1.6 million in 9 months by implementing a process to collect all tenant allowances from landlords for each store built.
- Cut inventory shrink from 1.3% of sales to less than 1% within one year.
- Worked with Divisional President / CEO to chair numerous cross-divisional and shareholder projects.

Vice President, Store Operations (1997 to 1999)

Reported directly to company COO and held full responsibility for store communications, store operations, training and development, repair and maintenance, and purchasing services for 200 stores. Directed all new store opening functions. Managed G&A budgets of \$26 million and store payroll for 3 regions and 16 districts. Supervised field and home staffs of 25. Planned all field conferences and special events.

- Saved \$2.5 million in purchasing supplies within 9 months.
- Reduced store payroll expense \$1.5 million within first year from 24% of sales to 18%.
- Maintained inventory shrink at less than 1.05% of sales.
- Introduced incentive programs that supported an increase of comp store sales of +6%.
- Created customer loyalty program that generated 900,000 new customers in 18 months.
- Established process for repair and maintenance, reducing vendor response from 72 hours to 24 hours.
- Developed and implemented numerous training and education programs such as Product Knowledge, Customer Care, weekly Operational Bulletins, monthly contests, monthly operational calendars, and one voice communication to stores.

Director of Purchasing (1996 to 1997)

Recruited to direct all purchasing services, including repair and maintenance, for 135 stores. Supervised a 5- member staff. Managed relationships and contracts with 55+ vendors and controlled a \$20 million budget. Purchased all retail store supplies, corporate office supplies, and distribution supplies for warehouse, including proprietary products, office supplies, register supplies, industrial supplies, corrugated, printed material, and service contracts. Reported to SVP Retail.

- Saved \$500,000 the first 6 months and more than \$1 million during tenure.
- Established key vendor contracts, reducing vendor base to 25.
- Negotiated alliance with International Paper as third party master distributor of all store supplies that reduced overall cost of goods from 2.4% of sales per store to 1.8%.
- Reduced freight and transportation costs 50%.

CANOVER INDUSTRIES, INC. - New York, NY

1994 to 1996

Senior Director of Corporate Services

Senior operations executive for this supplier of paper and packaging to major retailers and institutional customers. Scope of accountability encompassed order fulfillment, warehouse operations, customer service, purchasing, national account development and account management for a \$150 million per year business. Supervised a 20-member staff and controlled a \$30 million operations budget. Reported to President.

- Added over 200 new accounts during tenure generating \$50 million in sales.
- Developed key contracts with Kohl's, Sport's Authority, Eddie Bauer and Federated with 6 months.
- Saved \$600,000 annually by streamlining order process.

STARBUCKS COFFEE COMPANY - Seattle, WA

1989 to 1994

Director of Purchasing and Environmental Affairs

Held full responsibility for the planning, staffing, budgeting and operations of a purchasing and environmental affairs department serving 350 retail locations in the U.S. and Canada. Managed a staff of 10 and controlled a \$100 million budget for the purchase of supplies and raw condiments. Reported to CFO.

- Delivered \$600,000 cost savings the first year.
- Saved \$1+ million by maintaining fixed prices on milk products within the U.S. and Canada for 2 years.
- Established a progressive environmental committee that built a pioneering reputation within the national environmental community and became a model for McDonald's and other large chains. This culture of social responsibility continues today at Starbucks.
- Introduced a socially responsible plastic cup that saved over \$1 million per year.

VARIOUS

before 1989

- Operations Management – Siemens (global medical manufacturer)
- Manufacturing Management - Quantum Medical Systems (ultrasound manufacturer)
- Purchasing and Materials Management – Attachmate (software development vertical)
- Purchasing and Supply Chain Management – Teltone (telecommunications manufacturer)
- Operations Management – Max L. Israel Company (global food service company)
- Retail Supervision and Merchandising – Fedco (discount retailer, Santa Barbara)

EDUCATION / CERTIFICATION

UNIVERSITY OF WASHINGTON – Seattle, WA – Major: Business and English
Certified Purchasing Associate

PROFESSIONAL AFFILIATIONS

National Retail Federation (NRF); National Association of Purchasing Management (NAPM); Association of Planning and Inventory Control (APICS); International Council of Shopping Centers (ICSC); National Association of Female Executives (NAFE)

Albertina Kerr Centers Foundation 501C – Board Chair-Elect, Chair 2010-current,
Foundation Board Trustee