

Meeting Notice
Local Elected Officials of Western Wisconsin

John Aasen, Trempealeau County
Max Hart, Jackson County
Wallace Habegger, Monroe County
Monica Kruse, La Crosse County
Mary Anne McMillan Urell, Buffalo County
John Pedretti, Vernon County
Brad Steiner, Crawford County
Steve Thomas, Juneau County

Upcoming Meetings
Monday, May 22, 2023 at 3 p.m.

Monday, January 30, 2023
3:00 p.m. to 4:30 p.m.

Western Wisconsin Workforce Development Center
2615 East Avenue South, Suite 101
La Crosse, WI 54601

A proud partner of the  **AmericanJobCenter** network

**Local Elected Officials of Western Wisconsin
Meeting Agenda
Monday, January 30, 2023
3 p.m.
Western Wisconsin Workforce Development Center**



Agenda Item	Pages	Action
I. CALL TO ORDER		
A. Call to Order		
B. Announcements and Introductions		
II. ORDER OF BUSINESS		
A. Meeting Minutes — October 24, 2022	1 - 3	x
B. Financials	4 - 17	x
C. Program Updates		x
1. WIOA Youth		
2. WIOA Adult and Dislocated Worker		
3. Businesses Services		
4. Department of Corrections		
5. Worker Advancement Initiative		
D. Director Updates		
E. Western Wisconsin WDB Membership		x
1. Jon Bingol	18 - 21	
2. Jamie Gular	22 - 27	
3. Janelle Pogodzinski	28 - 31	
4. Chelsey Steinbrecher	32 - 33	
III. CONCLUSION		
A. Unfinished Business		
B. New Business		
IV. ADJOURN		

Board Chair: John Aasen
Minute Scribe: Jessie Quinn
Meeting Attendance: See Page 3

A proud partner of the  American Job Center network

The Western Wisconsin Workforce Development Board, Inc. is an Equal Opportunity Employer/Program. If you have a disability and need access to this information in an alternative format or translated to another language please contact Jessie Quinn by phone (608-789-5410), email (quinnj@westernwdb.org), or dial 711 for the Wisconsin Relay service.

I. CONSENT ITEMS

A. Call to Order

Mr. Aasen called the meeting to order at 12:36 p.m. A quorum was present as indicated by roll call.

B. Announcements and Introductions

Introductions were made.

II. DISCUSSION - Organization Structure

Ms. Myers resigned from her position effective October 18. Ms. Brown before Ms. Myers's departure they had a discussion on what is going well for the Western Wisconsin WDB and where the organization has opportunities to change and grow. Ms. Brown explained the executive committee's vision is to go forward without an executive director, but rather have Ms. Quinn focus on administration and Ms. Scarborough focus on compliance. Board leadership will be important and the board will possibly look at hiring a grant writer. Western Wisconsin WDB members agreed this sounds like a good structure and the executive committee should move forward with making the structure permanent.

III. ORDER OF BUSINESS

A. Meeting Minutes — August 29, 2022

Motion made (Thomas/Steiner) to approve the August 29, 2022 meeting minutes.

Motion approved unanimously.

B. Financials

Ms. Quinn presented the financials as of August 31, 2022

Motion made (Thomas/Aasen) to approve the financials as of August 31, 2022.

Motion approved unanimously.

C. Program Reports/Updates

1. WIOA Adult & Dislocated Worker

Ms. Scarborough reported all technical assistance sessions for the year have been scheduled with the state. She also reported Workforce Connections is on track to meet performance goals and has met case load goals. WCI is also exceeding referral and co-enrollment goals.

Ms. Pierce reported the 35% training goal will be met for WIOA Adult, but WIOA Dislocated Worker will be difficult to meet because the organization is not seeing dislocated workers.

2. WIOA Youth

Ms. Burkhardt reported the program is seeing increased enrollments. She has been working on outreach to employers for work experience sites.

Ms. Altimus reported she has increased the Western Wisconsin WDB's social media presence.

3. DOC Windows to Work

Ms. Hoffman reported she currently has six enrolled in Windows to Work at Jackson Correctional

Institution and 11 at New Lisbon Correctional Institution. She is also working with participants in the community who have already released from institutions.

4. **Worker Advancement Initiative**
Ms. Fish reported 297 people have applied for services and 70 have been served. She has been meeting with Ho-Chunk to schedule trainings.
 5. **DOC Job Centering**
Ms. Masse reported she has been planning a transition fair for Jackson Correctional Institution. The fair will feature employers and social services organizations from throughout the state. She also said job center traffic has increased.
 6. **Business Services**
Ms. Ruetten reported on the Coulee Region Job Fair, which was held in September. There were 75 employers and about 150 jobseekers in attendance. He said mini and virtual job fairs are still being held. TUMMA is looking at hosting an awards night.
- D. **TDCON Committee**
TDCON is going to be held in La Crosse in April. Mr. Ruetten will be looking to board members for help.
- E. **RFP Committee**
Ms. Quinn asked to let her know if you are interested in being a member.
- F. **Case Management Policy**
The Workforce Development Board accepted the new policy.

IV. CONCLUSION

- A. **Unfinished Business**
None.
- B. **New Business**
Mr. Ruetten suggested looking into upgrading the building's internet as well as purchasing an OWL system for board use.

V. ADJOURN

Meeting adjourned at 1:49 p.m.

Respectfully recorded,
Jessie Foss, recorder

Respectfully submitted,
John Aasen

Jessie Quinn

Present

John Aasen
Wally Habegger
Mary Anne McMillan Urell
Brad Steiner
Steve Thomas

Not Present

Max Hart
Monia Kruse
John Pedretti

Others Present

Craig Achenbach
Hannah Altimus
Michelle Burkhardt
Krissa Hoffman
Kristin Masse
Teresa Pierce
Jessie Quinn
Amy Scarborough

Draft

Budget: Year to Date for the period of 07.01.2022 to 06.30.2023

WIOA Admin as of 11.30.22

Generated by quinnj@westernwdb.org on 2023-01-05

		<u>PY22 Budget</u>		<u>YTD Budget</u>		<u>Actual</u>		<u>PY22 Remaining</u>
Salaries/Wages	\$	35,500	\$	14,792	\$	8,450	\$	27,050
Staff Bonuses	\$	1,136	\$	473	\$	956	\$	180
Fringe	\$	12,211	\$	5,088	\$	3,228	\$	8,983
Staff Travel	\$	557	\$	232			\$	557
Staff Development	\$	278	\$	116			\$	278
Supplies	\$	6,050	\$	2,521	\$	196	\$	5,854
Rent	\$	2,884	\$	1,202	\$	1,275	\$	1,609
Telephone & Internet	\$	668	\$	278	\$	35	\$	633
Postage	\$	121	\$	50	\$	12	\$	109
Copier	\$	202	\$	84	\$	311	\$	(109)
Outside Printing	\$	686	\$	286	\$	70	\$	616
Software	\$	4,759	\$	1,983	\$	3,310	\$	1,449
Outreach	\$	403	\$	168			\$	403
Memberships	\$	605	\$	252	\$	1,300	\$	(695)
Licenses and Fees	\$	4,840	\$	2,017			\$	4,840
Business Insurance	\$	2,420	\$	1,008	\$	2,206	\$	214
BOD & LEO Travel & Meetings	\$	807	\$	336	\$	137	\$	670
Fiscal Services	\$	403	\$	168			\$	403
Total	\$	74,530	\$	31,054	\$	21,485	\$	53,045

Budget: Year to Date for the period of 07.01.2022 to 06.30.2023

WIOA Adult as of 11.30.22

Generated by quinnj@westernwdb.org on 2023-01-05

		<u>PY22 Budget</u>		<u>YTD Budget</u>		<u>Actual</u>		<u>PY22 Remaining</u>
Salaries/Wages	\$	51,072	\$	21,280	\$	10,955	\$	40,117
Staff Bonuses	\$	1,766	\$	736	\$	274		
Fringe	\$	17,684	\$	7,368	\$	3,809	\$	13,875
Staff Travel	\$	865	\$	360			\$	865
Staff Development	\$	433	\$	180			\$	433
Rent	\$	34,307	\$	14,295	\$	7,493	\$	26,814
Telephone & Internet	\$	1,038	\$	433	\$	57	\$	981
Subcontractor	\$	424,612	\$	176,922	\$	299,140	\$	125,472
Total	\$	531,777	\$	221,574	\$	321,728	\$	208,557

Budget: Year to Date for the period of 07.01.2022 to 06.30.2023

WIOA Dislocated Worker as of 11.30.22

Generated by quinnj@westernwdb.org on 2023-01-05

		<u>PY22 Budget</u>		<u>YTD Budget</u>		<u>Actual</u>		<u>PY22 Remaining</u>
Salaries/Wages	\$	46,672	\$	19,447	\$	15,146	\$	31,526
Staff Bonuses	\$	1,617	\$	674	\$	479		
Fringe	\$	16,325	\$	6,802	\$	4,891	\$	11,434
Staff Travel	\$	792	\$	330			\$	792
Staff Development	\$	396	\$	165			\$	396
Rent	\$	24,622	\$	10,259	\$	5,977	\$	18,645
Telephone & Internet	\$	951	\$	396	\$	136	\$	815
Subcontractor	\$	292,040	\$	121,683	\$	13,637	\$	278,403
Total	\$	383,415	\$	159,756	\$	40,266	\$	342,011

Budget: Year to Date for the period of 07.01.2022 to 06.30.2023
 National Dislocated Worker as of 11.30.22

Generated by quinnj@westernwdb.org on 2023-01-05

		<u>PY22 Budget</u>		<u>YTD Budget</u>		<u>Actual</u>		<u>PY22 Remaining</u>
Rent	\$	13,550	\$	5,646	\$	6,161	\$	7,389
Subcontractor	\$	185,000	\$	77,083	\$	16,531	\$	168,469
Total	\$	198,550	\$	82,729	\$	22,693	\$	175,858

Budget: Year to Date for the period of 07.01.2022 to 06.30.2023
WIOA Youth as of 11.30.22

Generated by quinnj@westernwdb.org on 2023-01-05

		<u>PY22 Budget</u>		<u>YTD Budget</u>		<u>Actual</u>		<u>PY22 Remaining</u>
Salaries/Wages	\$	152,999	\$	63,750	\$	55,072	\$	97,927
Staff Bonuses	\$	5,460	\$	2,275	\$	1,747	\$	3,713
Fringe	\$	60,175	\$	25,073	\$	22,621	\$	37,554
Staff Travel	\$	2,875	\$	1,198	\$	1,791	\$	1,084
Staff Development	\$	1,438	\$	599	\$	50	\$	1,388
Rent	\$	14,210	\$	5,921	\$	6,575	\$	7,635
Telephone & Internet	\$	2,551	\$	1,063	\$	951	\$	1,600
Subcontractor	\$	24,537	\$	10,224	\$	11,789	\$	12,748
Participant								
Support Services	\$	25,000	\$	10,417	\$	2,420	\$	22,580
Work Experience Wages & FICA	\$	12,500	\$	5,208	\$	413	\$	12,087
Training	\$	43,750	\$	18,229	\$		\$	43,750
Assessments	\$	5,450	\$	2,271	\$		\$	5,450
						\$		\$
								-
Total	\$	350,945	\$	146,227	\$	103,429	\$	247,516

Budget: Year to Date for the period of 07.01.2022 to 06.30.2023

Rapid Response Admin as of 11.30.22

Generated by quinnj@westernwdb.org on 2023-01-05

	<u>PY22 Budget</u>	<u>YTD Budget</u>	<u>Actual</u>	<u>PY22 Remaining</u>
Salaries/Wages	\$ 1,985	\$ 827	\$ 912	\$ 1,073
Staff Bonuses	\$ 60	\$ 25	\$ 47	\$ 13
Fringe	\$ 809	\$ 337	\$ 335	\$ 474
Staff Travel	\$ 29	\$ 12	\$	\$ 29
Staff Development	\$ 15	\$ 6	\$	\$ 15
Supplies	\$ 319	\$ 133	\$ 1	\$ 317
Rent	\$ 196	\$ 82	\$ 115	\$ 82
Telephone & Internet	\$ 35	\$ 15	\$ 2	\$ 33
Postage	\$ 6	\$ 3	\$	\$ 6
Copier	\$ 36	\$ 15	\$ 23	\$ 13
Outside Printing	\$ 21	\$ 9	\$ 5	\$ 16
Software	\$ 251	\$ 104	\$ 236	\$ 14
Outreach	\$ 21	\$ 9	\$	\$ 21
Memberships	\$ 32	\$ 13	\$	\$ 32
Licenses and Fees	\$ 255	\$ 106	\$	\$ 255
Business Insurance	\$ 127	\$ 53	\$ 160	\$ (33)
BOD & LEO Travel & Meetings	\$ 42	\$ 18	\$ 10	\$ 32
Fiscal Services	\$ 21	\$ 9	\$	\$ 21
Total	\$ 4,262	\$ 1,776	\$ 1,847	\$ 2,415

Budget: Year to Date for the period of 07.01.2022 to 06.30.2023

Rapid Response Program as of 11.30.22

Generated by quinnj@westernwdb.org on 2023-01-05

	<u>PY22 Budget</u>	<u>YTD Budget</u>	<u>Actual YTD</u>	<u>PY22 Remaining</u>
Subcontractor	\$ 38,311	\$ 15,963	\$ 16,263	\$ 22,048
Total	\$ 38,311	\$ 15,963	\$ 16,263	\$ 22,048

Budget: Year to Date for the period of 07.01.2022 to 06.30.2023

DOC Windows to Work Admin as of 11.30.22

Generated by quinnj@westernwdb.org on 2023-01-05

		<u>PY22 Budget</u>		<u>YTD Budget</u>		<u>Actual YTD</u>		<u>PY22 Remaining</u>
Salaries/Wages	\$	4,570	\$	1,904	\$	2,679	\$	1,891
Staff Bonuses	\$	139	\$	58	\$	67	\$	72
Fringe	\$	1,810	\$	754	\$	1,002	\$	807
Staff Travel	\$	68	\$	28	\$		\$	68
Staff Development	\$	34	\$	14	\$		\$	34
Supplies	\$	742	\$	309	\$	1,420	\$	(678)
Rent	\$	373	\$	156	\$	344	\$	30
Telephone & Internet	\$	82	\$	34	\$	4	\$	78
Postage	\$	15	\$	6	\$	36	\$	(21)
Copier	\$	84	\$	35	\$	54	\$	30
Outside Printing	\$	49	\$	21	\$	8	\$	42
Software	\$	584	\$	243	\$	350	\$	233
Outreach	\$	49	\$	21	\$		\$	49
Memberships	\$	74	\$	31	\$	163	\$	(88)
Licenses and Fees	\$	594	\$	247	\$	124	\$	470
Business Insurance	\$	297	\$	124	\$	262	\$	35
BOD & LEO Travel & Meetings	\$	99	\$	41	\$	17	\$	82
Fiscal Services	\$	49	\$	21	\$		\$	49
Total	\$	9,713	\$	4,047	\$	6,530	\$	3,183

Budget: Year to Date for the period of 07.01.2022 to 06.30.2023

DOC Windows to Work Pgm as of 11.30.22

Generated by quinnj@westernwdb.org on 2023-01-05

		<u>PY22 Budget</u>		<u>YTD Budget</u>		<u>Actual YTD</u>		<u>PY22 Remaining</u>
Salaries/Wages	\$	47,840	\$	19,933	\$	14,804	\$	33,036
Staff Bonuses	\$	2,041	\$	850	\$		\$	2,041
Fringe	\$	11,003	\$	4,585	\$	6,082	\$	4,921
Staff Travel	\$	9,970	\$	4,154	\$	2,882	\$	7,088
Staff Development	\$	500	\$	208	\$		\$	500
Telephone & Internet	\$	1,200	\$	500	\$	503	\$	697
Participant Support	\$	14,000	\$	5,833	\$	4,590	\$	9,410
Total	\$	86,554	\$	36,064	\$	28,861	\$	57,693

Budget: Year to Date for the period of 07.01.2022 to 06.30.2023

DOC Job Centering Admin as of 11.30.22

Generated by quinnj@westernwdb.org on 2023-01-05

	<u>PY22 Budget</u>	<u>YTD Budget</u>	<u>Actual YTD</u>	<u>PY22 Remaining</u>
Salaries/Wages	\$ 6,475	\$ 2,698	\$ 4,021	\$ 2,454
Staff Bonuses	\$ 206	\$ 86	\$	\$ 206
Fringe	\$ 2,268	\$ 945	\$ 1,401	\$ 867
Staff Travel	\$ 101	\$ 42	\$	\$ 101
Staff Development	\$ 50	\$ 21	\$	\$ 50
Supplies	\$ 1,097	\$ 457	\$ 1,522	\$ (425)
Rent	\$ 443	\$ 184	\$ 337	\$ 106
Telephone & Internet	\$ 121	\$ 50	\$	\$ 121
Postage	\$ 22	\$ 9	\$	\$ 22
Copier	\$ 124	\$ 52	\$ 54	\$ 70
Outside Printing	\$ 73	\$ 30	\$ 5	\$ 68
Software	\$ 863	\$ 360	\$ 391	\$ 472
Outreach	\$ 73	\$ 30	\$ 796	\$ (723)
Memberships	\$ 110	\$ 46	\$ 228	\$ (118)
Licenses and Fees	\$ 878	\$ 366	\$	\$ 878
Business Insurance	\$ 439	\$ 183	\$ 258	\$ 181
BOD & LEO Travel & Meetings	\$ 146	\$ 61	\$ 24	\$ 122
Fiscal Services	\$ 73	\$ 30	\$	\$ 73
Total	\$ 13,563	\$ 5,651	\$ 9,036	\$ 4,527

Budget: Year to Date for the period of 07.01.2022 to 06.30.2023

DOC Job Centering Pgm as of 11.30.22

Generated by quinnj@westernwdb.org on 2023-01-05

		<u>PY22 Budget</u>		<u>YTD Budget</u>		<u>Actual YTD</u>		<u>PY22 Remaining</u>
Salaries/Wages	\$	87,360	\$	36,400	\$	10,458	\$	76,903
Staff Bonuses	\$	4,082	\$	1,701	\$		\$	4,082
Fringe	\$	21,403	\$	8,918	\$	1,571	\$	19,832
Staff Travel	\$	2,000	\$	833	\$	385	\$	1,615
Staff Development	\$	1,000	\$	417	\$		\$	1,000
Total	\$	115,845	\$	48,269	\$	12,414	\$	103,431

Budget: Year to Date for the period of 07.01.22 to 6.30.23
Worker Advancement Initiative Admin as of 11.30.22

Generated by quinnj@westernwdb.org on 2023-01-05

		<u>PY21 Budget</u>		<u>YTD Budget</u>		<u>Actual YTD</u>		<u>PY21 Remaining</u>
Salaries/Wages	\$	41,555	\$	17,315	\$	10,720	\$	30,835
Staff Bonuses	\$	1,275	\$	531	\$	180	\$	1,095
Fringe	\$	16,159	\$	6,733	\$	4,125	\$	12,034
Staff Travel	\$	625	\$	260			\$	625
Staff Development	\$	313	\$	130			\$	313
Supplies	\$	6,792	\$	2,830	\$	22	\$	6,770
Rent	\$	3,894	\$	1,623	\$	1,698	\$	2,197
Telephone & Internet	\$	750	\$	313		68.05	\$	682
Postage	\$	136	\$	57			\$	136
Copier	\$	770	\$	321	\$	350	\$	420
Outside Printing	\$	453	\$	189	\$	72	\$	381
Software	\$	5,343	\$	2,226	\$	3,543	\$	1,800
Outreach	\$	453	\$	189			\$	453
Memberships	\$	679	\$	283	\$	1,463	\$	(783)
Licenses and Fees	\$	5,434	\$	2,264			\$	5,434
Business Insurance	\$	2,717	\$	1,132	\$	2,360	\$	357
BOD & LEO Travel & Meetings	\$	906	\$	377	\$	154	\$	752
Fiscal Services	\$	453	\$	189			\$	453
Total	\$	88,706	\$	36,961	\$	24,753	\$	63,953

Budget: Year to Date for the period of 07.01.2022 to 06.30.2023

Worker Advancement Initiative Pgm as of 11.30.22

Generated by quinnj@westernwdb.org on 2023-01-05

		<u>PY22 Budget</u>		<u>YTD Budget</u>		<u>Actual YTD</u>		<u>PY22 Remaining</u>
Salaries/Wages	\$	51,460	\$	21,442	\$	16,299	\$	35,161
Staff Bonuses	\$	2,217	\$	924	\$		\$	2,217
Fringe	\$	11,024	\$	4,593	\$	3,490	\$	7,534
Staff Travel	\$	1,087	\$	453	\$	134	\$	952
Rent	\$	5,403	\$	2,251	\$	2,198	\$	3,205
Staff Development	\$	543	\$	226	\$		\$	543
Telephone & Internet	\$	1,304	\$	543	\$	636	\$	668
Participant Support	\$	1,078,000	\$	449,167	\$	102,566	\$	975,434
Total	\$	1,151,038	\$	479,599	\$	125,323	\$	1,025,715

Budget: Year to Date for the period of 07.01.2022 to 06.30.2023

GRANT STATUS REPORT
As of October 31, 2022

	WIOA Administration 4/1/21 - 6/30/23	WIOA Administration 4/1/22 - 6/30/24	WIOA Adult 7/1/21 - 6/30/23	WIOA Adult 7/1/22 - 6/30/24	WIOA Dislocated Worker 7/1/21 - 6/30/23	WIOA Dislocated Worker 7/1/22 - 6/30/24
Grant available	\$ 129,692	\$ 54,951	\$ 559,251	\$ 293,939	\$ 181,352	\$ 333,305
<i>Prior year expenditures</i>	\$ 88,793		\$ 449,597		\$ 87,763	
<i>Current TYD expenditures</i>	\$ 21,485		\$ 109,654	\$ 142,116	\$ 40,266	
Total expenditures	\$ 110,278	\$ -	\$ 559,251	\$ 142,116	\$ 128,029	\$ -
Grant balance	\$ 19,414	\$ 54,951	\$ 0	\$ 151,823	\$ 53,323.10	\$ 333,305.00
Percent Spent	85.03%	0.00%	100.00%	48.35%	70.60%	0.00%

	WIOA Youth 4/1/21 - 6/30/23	WIOA Youth 4/1/22 - 6/30/24	DOC WtW Admin 7/1/22 - 6/30/23	DOC WtW Pgm 7/1/22 - 6/30/23	Rapid Response Admin 7/1/22 - 6/30/23	Rapid Response Pgm 7/1/22 - 6/30/23
Grant available	\$ 426,654	\$ 373,797	\$ 9,713	\$ 86,554	\$ 4,262	\$ 38,311
<i>Prior year expenditures</i>						
<i>Current TYD expenditures</i>	\$ 103,429		\$ 6,530	\$ 28,861	\$ 1,847	\$ 16,263
Total expenditures	\$ 103,429	\$ -	\$ 6,530	\$ 28,861	\$ 1,847	\$ 16,263
Grant balance	\$ 323,225	\$ 373,797	\$ 3,183	\$ 57,693	\$ 2,415.00	\$ 22,047.53
Percent Spent	24.24%	0.00%	67.23%	33.34%	43.34%	42.45%

	Worker Advancement Initiative Admin 10/1/21 - 9/30/23	Worker Advancement Initiative Pgm 10/1/21 - 9/30/23	DOC Job Centering Admin 7/1/21 - 6/30/23	DOC Job Centering Pgm 7/1/21 - 6/30/23	National Dislocated Worker Pgm	National Dislocated Worker Admin
Grant available	\$ 136,364	\$ 1,363,636	\$ 16,000	\$ 144,000	\$ 198,550	\$ 19,855
<i>Prior year expenditures</i>	\$ 26,786.00	\$ 131,569.00	\$ 2,829	\$ 11,746		
<i>Current TYD expenditures</i>	\$ 24,753	\$ 125,323	\$ 9,036	\$ 12,414	\$ 22,693	\$ 494
Total expenditures	\$ 51,539	\$ 256,892	\$ 11,865	\$ 24,160	\$ 22,693	\$ 494
Grant balance	\$ 84,825	\$ 1,106,744	\$ 4,135	\$ 119,840	\$ 175,857	\$ 19,361
Percent Spent	37.80%	18.84%	74.15%	16.78%	11.43%	2.49%

APPLICANT NAME: JON BINGOL

HOME ADDRESS: N1660 HAGEN ROAD LA CROSSE WI 54601
Street City State Zip

COUNTY REPRESENTED: Buffalo, Crawford, Jackson, LaCrosse, Monroe, Pepin, Pierce, Trempealeau, Vernon

BUSINESS / ORGANIZATION NAME: MISSISSIPPI RIVER REGIONAL PLANNING COMMISSION

POSITION HELD / TITLE: Executive Director

PHONE #: 608-785-9396 EMAIL: jon@mrrpc.com FAX: 608-785-9394

ADDRESS: 1707 Main Street, Suite 435 La Crosse WI 54601
Street / Mailing Address City State Zip

Please indicate the categories you represent: **CHECK ALL THAT APPLY**

PRIVATE SECTOR

- Agriculture/Forest/Fish
- Information Technology
- Construction
- Health Care
- Transportation/Public Utilities
- Wholesale / Retail Trade
- Finance / Insurance / Real Estate
- Manufacturing
- Other: _____
(specify)

ONE-STOP PARTNERS

- Job Service (Wagner-Peyser)
- Vocational Rehabilitation
- Veterans (E&T, Outreach)
- Adult Educ. & Family Literacy
- Post-Secondary Education
- Unemployment Insurance
- Other: _____
(specify)

OTHER CATEGORIES

- Apprenticeship
- Economic Development
- Local Education (K-12)
- Labor Organizations
- Community Based Org:
- Other: _____
(specify)

Please describe why you wish to serve on the Western Wisconsin Workforce Development Board, Inc. (e.g. work experience, educational background, community partnerships, special qualifications, etc.) **Please attach your resume to this application.**

I believe that I can add value to the organization as we work to improve connections and opportunities for employees, employers and those looking to expand their work horizons. I have experience and enthusiasm for this work. Also, the MRRPC may be able to connect resources for some efforts of the WWDOB. I appreciate having or getting the opportunity to be involved in this important undertaking. JB.

For Affirmative Action purposes, please provide the following voluntary information:

Female Male Minority Non-Minority

JON BINGOL MBA, CFPIM, CQM, PCD, Jonah
N1660 Hagen Road, La Crosse, Wisconsin 54601
Cell (608) 397-7161 e-mail: bingolj@aol.com

SUMMARY

Proven **leader** with years of diverse experience in non-profit management, healthcare, supply chain, financial services, consulting, and community & economic development. Accomplished as a strategic thinker, problem solver, communicator, and project manager from inception through execution. Dedicated to lifelong learning and continuous improvement.

EMPLOYMENT HISTORY

Mississippi River Regional Planning Commission, La Crosse, WI

Executive Director

2022 - Present

Led economic and community development efforts for nine Wisconsin counties through the development and implementation of comprehensive plans, hazard mitigation plans, transportation plans, revolving loan programs, microloans, work force development programs and grant administration.

Forward Path Logistics, La Crosse, WI

General Manager

2020 - 2022

Directed operations, managed employees, coordinated supply chain efforts, provided customer service, synchronized sales and developed vendor relationships.

Gundersen Health System, La Crosse, WI

Director of Degen Berglund

2013 - 2019

Led all aspects of this affiliate of Gundersen Health System operating retail pharmacies and durable medical equipment businesses with as many as 109 employees and \$16 million in gross revenue.

- Reorganized operation, facilities, contracts, finances, and workforce that resulted in improved operation and return to profitability.
- Implemented numerous continuous improvement and employee development processes that reduced turnover and improved productivity.
- Repaired and enhanced the company's 401k plan and ensuring regulatory compliance which increased participation by 30 percent.

Project Manager for Efficiency Improvement

2012 - 2013

Completed improvement efforts across the health system utilizing lean and six sigma tools/methods.

- Improved operating room efficiency, supply chain performance, revenue cycle work flow, patient safety and business development saving the health system in excess of \$3 million.

Aspirus Wausau Hospital, Wausau, WI

Management Engineer

2008 - 2012

Organized and managed improvement efforts for the hospital and health system.

- Facilitated process improvements in the emergency department, supply chain, revenue cycle, pharmacy, medical records, nursing and human resources that yielded over \$4 million in cost savings.
- Led organizational training and development on: lean, six sigma, theory of constraints, process improvement tools and methods that contributed to creating a culture of quality.

Jon Bingol
Page 2

Edward Jones, Janesville and Marshfield, WI

Investment Representative

2004 - 2006

- Provided sales, service and education for clients and prospects on investment products. Passed all necessary licensing requirements for the position.
- Managed investments for clients realizing an average net return of 17.3%.

Kellogg Company, Battle Creek, MI

Senior Supply Chain Planner

2002 - 2004

Managed all production and distribution of Pop Tarts for North America, Australia and the United Kingdom. Managed supply chain for new product introduction for Krave, Fruit Snacks, and Eggo Syrup.

- Conducted APICS (AMES & CPIM) courses for 42 co-workers that inspired supply chain improvement across the company.
- Improved supply chain performance that increased customer service, reduced lead times and lowered inventory levels.

Community Mental Health of St. Joseph County, Three Rivers, MI

Director of Continuous Improvement

2000 - 2001

Reported all required quality measures to state and federal regulators. Led improvement efforts to increase employee engagement, productivity and customer service. Coordinated community efforts with other service providers and government entities.

- Led Joint Commission Accreditation survey, resulting in a successful audit and re-accreditation.
- Developed a plan to address County's transportation needs and created a county-wide transportation authority.

St. Joseph County Economic Development Corporation, Centreville, MI

Executive Director

1997 - 2000

Managed all aspects of economic development for the County including retention, recruitment and business assistance to improve profitability, employment growth and investment.

- Facilitated Community Development Block Grants (CDBGs) for two Villages, grants of \$1.226 million with total project investment over \$5 million, creating over 150 jobs.
- Assisted with Michigan Economic Growth Authority (MEGA) developing an incentive package for a local manufacturer that facilitated an expansion with total project investment exceeding \$73 million, creating over 220 jobs.
- Issued a Tax-exempt Industrial Development Revenue Bond (IDRB) of \$2.4 million for a local manufacturer with a total project investment over \$4 million, creating over 40 jobs.
- Redeveloped two industrial facilities with over 110,000 square feet under roof on 37 acres.

Consultant/Instructor/Real Estate Broker

1993 - Present

- Consulted at over 300 client sites resulting in over \$1.2 billion of cost savings and revenue enhancements.
- Formed a Real Estate Brokerage Company (HomeStar Development LLC, 2006) serving Northwestern Wisconsin.
- Trained over 5,000 adults on supply chain management, quality, process improvement, JIT/Lean/Six Sigma/Theory of Constraints, marketing, communication and business management with reported cost savings by students over \$5 billion.
- Adjunct faculty at Western Michigan University, Glen Oaks Community College, Southwestern Michigan College, Kalamazoo Valley Community College and North Central Technical College

EDUCATION, CERTIFICATIONS & LICENSES

Master's in Business Administration (MBA), Viterbo University, La Crosse Wisconsin.

Graduated: 2018

Bachelor of Business Administration (BBA), University of Wisconsin--Eau Claire.

Graduated: 1990. Major: Marketing

CPIM, Certified in Production & Inventory Management in 1994 and **CFPIM** (Certified Fellow) in 2000 with approved certification maintenance through APICS/ASCM to January 2026

CQM, Certified Quality Manager in 2001 through ASQ

PCD, Professional Community Developer in 1996 through the Community Development Council

Examiner, Wisconsin Forward Award Board of Examiners, 2009 - 2012

Jonah, Avraham Y. Goldratt Institute, Facilitator for Management Skills Workshop in 1995;

Jonah Program in 1993

Wisconsin--Licensed: Real Estate Broker, 1986 to Present; Insurance Agent: (Accident & Health) 1986 to 1991 and 2004 to Present, (Life) 2004 to Present; General Securities (Series 7 & 63) 2004 to 2008

AWARDS, PUBLICATIONS & VOLUNTEER LEADERSHIP

APICS, International Society, 2001 Voluntary Service Award, 1999 Student Chapter Mentor Award

Crunch Time for Health Care "Continuous Process Improvement for the Medical

Profession", book published through Amazon, September 2012, co-author.

APICS, Chapter, Regional and International Boards of Directors

1988 - 2014

Aptiv, Board of Directors

2019 - Present

City of Three Rivers-Michigan Planning Commission, Commissioner

1998 - 2001

Gundersen Credit Union, Board of Directors

2016 - Present

Joint Development Commission, Board of Directors

2017 - 2018

Michigan Economic Development Association, Board of Directors

1997 - 2001

Michigan Economic Development Corporation, Chartering Member, BOD

1999 - 2000

River Country Tourism Council, Board of Directors

1997 - 2004

Seven Rivers Hospice Home Inc., Founding Member, Board of Director

2019 - Present

Village Merchant Group, Board of Directors

2013 - 2019



Board Member Application

APPLICANT NAME: _____

HOME ADDRESS: _____
Street City State Zip

COUNTY REPRESENTED: _____

BUSINESS / ORGANIZATION NAME: _____

POSITION HELD / TITLE: _____

PHONE #: _____ EMAIL: _____ FAX: _____

ADDRESS: _____
Street / Mailing Address City State Zip

Please indicate the categories you represent: **CHECK ALL THAT APPLY**

PRIVATE SECTOR

- Agriculture/Forest/Fish
- Information Technology
- Construction
- Health Care
- Transportation/Public Utilities
- Wholesale / Retail Trade
- Finance / Insurance / Real Estate
- Manufacturing
- Other: _____
(specify)

ONE-STOP PARTNERS

- Job Service (Wagner-Peyser)
- Vocational Rehabilitation
- Veterans (E&T, Outreach)
- Adult Educ. & Family Literacy
- Post-Secondary Education
- Unemployment Insurance
- Other: _____
(specify)

OTHER CATEGORIES

- Apprenticeship
- Economic Development
- Local Education (K-12)
- Labor Organizations
- Community Based Org:
- Other: _____
(specify)

Please describe why you wish to serve on the Western Wisconsin Workforce Development Board, Inc. (e.g. work experience, educational background, community partnerships, special qualifications, etc.) **Please attach your resume to this application.**

For Affirmative Action purposes, please provide the following voluntary information:

- Female
- Male
- Minority
- Non-Minority

Jamie Jo Gular
27622 County Hwy CA
Tomah, WI 54660
Cell: (608) 344-1623
Email: jjgular@gmail.com

WORK EXPERIENCE:

Workforce Development Specialist - 07/2022 to present; Directorate of Human Resources (DHR) Fort McCoy, WI (FMWI)

- Advises Garrison leaders and key managers on implementation of workforce development program matters such as Army Civilian Training, Education and Development System, intern program; professional development programs; and Army Career Program/ Career Field management.
- Serves as the Garrison Training Officer advising managers on the development of training plans for improving employee performance in technical, professional, managerial, administrative and other occupations.
- Conducts studies relating to such factors as turnover, mission and technology to identify workforce dynamics, trends and anticipated changes that may impact the workforce in order to develop short and long range workforce requirements and plans.
- Develops internal and external networks which support workforce development and employee engagement, furtherance of the strategic business plan and positive imaging of USAG Fort McCoy.
- Conducts surveys and performance gap analysis to determine employee training needs and requirements.
- Facilitates meetings to advise staff on new Workforce Development policies, processes and procedures.
- Plan lessons and training aids on various workforce development topics (such as awards, performance management, resume writing, onboarding, succession planning and USA Jobs).
- Currently developing Fort McCoy's Civilian Hire to Retire Strategy to attract, recruit, develop and retain diverse, experienced candidates.

Management Analyst - 07/2019 to 08/2022; Plans, Analysis and Integration Office, Fort McCoy WI

- Served as Fort McCoy's Army Stationing and Installation Plan (ASIP) Program Manager. Processed stationing packages, which required extensive communication with both the stationing unit and Fort McCoy's Senior Leaders (SL) and Subject Matter Experts (SME). Prepared briefings and analytical reports and conducted presentations to Garrison personnel and Senior Leaders.
- Lead the Stationing - Quarterly Action Team (SQAT) working group collaborating with Garrison SMEs with a focus on gathering accurate population information and verification of units assigned to Fort McCoy. Served as the Project Lead on a Lean Six Sigma (LSS) project to improve data collection and documentation of units operating on Fort McCoy.
- Served as an Installation Management System (IMS)/Strategic Planning SME, providing advice and assistance to users. Served as an instructor for Fort McCoy's Strategic Business Plan

and IMS course. In addition, actively participated in the conduct of all Garrison Senior Management Boards and Performance Review Meetings.

- Served as a Productivity Improvement Board (PIB) Consultant to two Directorates.
- Served as the Best Garrison Competition (BGC) Project Manager - Reviewed project requirements, created Plan of Actions and Milestones.
- Served on the Workforce Development Working Group providing input and guidance on career development training for the civilian workforce, on-boarding procedures for new employees and recruitment tools to attract and retain highly qualified personnel.

Supervisory Program Specialist to the Associate Chief of Staff-Mental Health - 09/2018 to 08/2019; Veterans Administration, Tomah, WI

- Supervised the work of administrative, technical, and medical support employees to ensure adherence to quality standards, deadlines, and proper procedures. Advised employees on the training opportunities available to improve their knowledge and skills and improve job performance. Analyzed internal processes and recommended and implemented procedural or policy changes to improve operations
- Served as a liaison between the Human Resources Office and Mental Health's Management in coordinating workforce and civilian personnel matters. Provided advice and/or guidance to managers regarding requirements for awards such as performance, time off, on-the-spot, special act, meritorious civilian service, etc. Ensured submissions of personnel actions comply with requirements of local directives and regulations.
- Served on several interview panels for technical, administrative, and medical professional positions. Assisted management in the development of crediting plans to determine knowledge, skills, abilities, and other characteristics necessary for the recruitment and placement of well qualified candidates for internal or external competitive staffing actions.
- Utilized written and oral communication to develop and deliver briefings, investigate and respond to congressional complaints, project reports, and staffing issues. Coordinated performance improvement, special projects and town hall meetings based on Office of Inspector General (OIG) inspections and climate survey results.

Additional Duties and Accomplishments

- Developed and managed a robust new hire on-boarding program and out-processing program.
- Developed a staffing and human resource guide for processing various personnel actions.
- Developed a tracking tool to managed and monitor personnel authorizations and requirements, vacancies, and other personnel actions such as updating position descriptions, organizational restructuring, recruitment, personnel evaluations, and awards.
- Conducted market research on recruitment and retaining high quality employees. Implemented the "Stay Interview" which proved to be effective in boosting morale and retaining employees.
- Served on the Strategic Recruitment Hiring Team, developing short- and long-range staffing plans to forecast personnel mission requirements, assess employee turnover patterns, review past recruitment practices, technological changes, and local labor market conditions, and provided advice to managers on future staffing strategies.

Management Analyst - 08/2010 to 09/2018; Resource Management Office (RMO), Manpower and Agreements Branch, Fort McCoy, WI

- Served as Agreements Manager: Developed and maintained liaison relationships with organizations and the community to establish cost-effective Memorandum of Understandings & Agreements (MOU/MOA), intra-service and interagency support agreements. Gained knowledge on Intergovernmental Support Agreements (IGSAs) through research and extensive communication with IMCOM's IGSA subject matter experts.
- Served as the Installation Managers' Internal Controls Administrator: Developed training criteria for Internal Control Administrators (ICA). Evaluated training effectiveness through feedback and work submitted. Adjusted training to meet program requirements. Conducted training and briefings for key internal controls personnel, employees, managers and supervisors. Analyzed material weaknesses and ensured corrective action and follow-up procedures were taken.

Additional Duties and Accomplishments -

- Served on the Fort McCoy Army Community of Excellence (ACOE) Team for Award Years 2017, 2018 and 2019. Fort McCoy was awarded the Bronze (2017), Silver (2018) and Bronze (2019). Received the Commander's Award for Civilian Service for performance (2017 and 2018).
- Selected to serve on the Board of Examiners for Installation Management Command's (IMCOM) ACOE Award Year 2015. Utilizing the Baldrige Excellence Framework and Criteria, independently evaluated applications from Army Garrisons across the country and overseas.
- Out of 250 applicants, I was selected as one of 25 for IMCOM's Development Assignment Program. The assignment included a Reimbursable Summit project for Fort Belvoir. Served as the Action Officer managing a project that required preparation, research, collaboration, and analysis. The Reimbursable Summit project saved USAG Fort Belvoir over \$1,000,000 in reimbursable costs. Awarded an Army Achievement Medal.
- Recognized by IMCOM HQs for a Best Practice - Fort McCoy Managers' Internal Control Program.

Human Resources (HR) Assistant - 01/2010 to 08/2010; Civilian Personnel Advisory Center (CPAC), Classification and Staffing Div., Fort McCoy

- Provided exceptional customer service, providing advice and assistance to management, supervisors and employees on recruitment, classification procedures, completion of onboarding forms and other HR documents.
- Provided advice and assistance on automated personnel programs such as Fully Automated System of Classification (FASCLASS) and the Defense Civilian Personnel Data System (DCPDS). Provided day-to-day recruitment and placement services for assigned organizations.
- Processed Requests for Personnel Actions (RPA); e.g., recruitment, reassignments, details, leave without pay (LWOP), and transfers. Prepared vacancy announcements and reviewed vacancy announcement packages for completion and produced referral lists. Verified employment eligibility, qualifications, salary determinations and set pay.
- Utilized a wide range of Human Resource practices, laws, regulations, and standard operating practices to provide Human Resource Management advisory and technical services.

Human Resource/Office Manager, Rental and Marketing Manager - 02/2006 to 01/2010; Tomah Lumber Inc., Tomah WI

- Managed the staffing process, including recruitment, interviewing, hiring and onboarding new employees. Managed employee training, performance evaluations and employee benefits.
- Provided training and technical assistance to management and employees on new computer systems and accounting software programs. Utilized QuickBooks to prepare accounts payable/receivable, payroll, and create reports. Provided statistical data and job costing for each construction project. Utilized analytical techniques to clarify, refine, alter, or improve the work methods of the office.
- Served as the Rental manager - Showed rental properties to potential tenants, processed rental applications, background checks and credit checks prior to approval. Made oral presentations to potential customers to communicate available services and rental guidelines. Rental vacancies dropped to the lowest in company history and remained low.
- Served as the Marketing Manager - Developed marketing plans for residential developments, house construction, and rental properties. Designed effective marketing materials including logos, print advertisements, radio ads, television commercials, billboards, and designed the company's new website. Had extensive contact with customers, contractors, vendors, business executives, City and County Officials, Chamber of Commerce, and other county and city offices. Established partnerships with local businesses to stage model homes.

Additional Duties and Accomplishments -

- Collected feedback from employees on their individual work environment and conditions. As a result, I gained Management approval to implement Employee Appreciation Day, Employee of the Quarter, and special occasion celebrations. Received positive feedback from both management and employees. The company saw an increase in employee satisfaction and morale and reduced turnover.

ADDITIONAL CAREER HIGHLIGHTS

Management Assistant - 09/2002 to 09/2004; Resource Management Office, Manpower and Equipment Division, Fort McCoy, WI

Management Support Assistant - 08/2001 to 09/2002; Directorate of Plans, Training, Mobilization and Security (DPTMS), Training Support Center (TSC), USAG FMWI

Classification Assistant - 02/1998 to 05/2001; Army National Capital Region, Civilian Personnel Operations Center (CPOC), Classification Div., Fort Belvoir, VA

Office Manager - 02/1997 to 05/1998; Kinetic Systems Inc., Colorado Springs, CO

Office Manager - 09/1992 to 01/1995; CNN Headline News Radio, Honolulu, HI

Administrative Specialist/Personnel Sergeant, E-5-71L - 12/1986 to 11/1991; U.S. Army, 82nd Airborne Division, Fort Bragg, NC;

SPECIALIZED EDUCATION/TRAINING:

- Business Administration - Hawaii Pacific University
- Marketing – UW Platteville
- Servant Leadership – Viterbo University
- Workforce Planning and Employment; Orientation, Onboarding, and Exit Strategies
- Human Resources Staff Development
- Human Resource Development: Employee Training
- Professional in Human Resources: Performance Management; Recruiting; HR Tools and Processes; Learning; Labor Relations; HR Organization;
- Business Execution: Linking Strategy to People and Operations
- Coaching Techniques that Drive Change
- Implementing and Assessing a Succession Planning Program
- Lean Six Sigma Green Belt Course and Six Sigma Project Management Basics
- Product Management: Metrics for Product Managers
- Strategic Planning in the Federal Government
- Civilian Education System (CES) – Foundation Course; Intermediate Course; Supervisor Development Course; Management Development Course; Action Officer Course
- Clarity and Conciseness in Business Writing Course

APPLICANT NAME: Janelle Pogodzinski

HOME ADDRESS: 109 McIntosh Rd E La Crosse MN 55947
Street City State Zip

COUNTY REPRESENTED: La Crosse WI

BUSINESS / ORGANIZATION NAME: J.F. Brennan Company Inc

POSITION HELD / TITLE: Chief Human Capital Officer

PHONE #: 608-797-0106 EMAIL: jpogodzinski@jfbrennan.com FAX: _____

ADDRESS: 818 Bainbridge St. La Crosse WI 54603
Street / Mailing Address City State Zip

Please indicate the categories you represent: **CHECK ALL THAT APPLY**

PRIVATE SECTOR

- Agriculture/Forest/Fish
- Information Technology
- Construction
- Health Care
- Transportation/Public Utilities
- Wholesale / Retail Trade
- Finance / Insurance / Real Estate
- Manufacturing
- Other: _____
(specify)

ONE-STOP PARTNERS

- Job Service (Wagner-Peyser)
- Vocational Rehabilitation
- Veterans (E&T, Outreach)
- Adult Educ. & Family Literacy
- Post-Secondary Education
- Unemployment Insurance
- Other: _____
(specify)

OTHER CATEGORIES

- Apprenticeship
- Economic Development
- Local Education (K-12)
- Labor Organizations
- Community Based Org:
- Other: _____
(specify)

Please describe why you wish to serve on the Western Wisconsin Workforce Development Board, Inc. (e.g. work experience, educational background, community partnerships, special qualifications, etc.) **Please attach your resume to this application.**

Providing opportunities to those who have obstacles is critical to helping solve the war on talent. Especially in the trades. I have a background with rich connections in La Crosse and nationally that can assist with the mission of the organization. I would be humbled to have the opportunity to give back.

For Affirmative Action purposes, please provide the following voluntary information:

Female Male Minority Non-Minority

Janelle M. Pogodzinski, PHR, SHRM-CP, MBA

69 McIntosh Road East La Crescent, MN (608) 386-5879
turtlepogo@yahoo.com

Human Resource Executive

Highly motivated, results-driven Human Resource professional with 20+ years of diverse HR and safety experience including a strong background in regional and corporate-level support in multiple U.S.-based, culturally diverse locations with an outstanding record of leading change, developing learning opportunities, and navigating employee relations issues.

CORE COMPETENCIES

Organizational Development	Risk Management
Change Management	Compliance Reporting
Employee Relations	Personnel Administration
Strategic Planning	FLSA, EEOC, ADA, FMLA
Negotiations	Payroll Administration
Process Improvement	Microsoft Suite
Executive Relationships	Benefits Administration
Policy Design & Implementation	Employee Recruitment & Retention
Employee & Labor Law	Training and Development
Performance Management	Safety, Health & Wellness
Succession Planning	HRIS
	Compensation

Human Resource Leadership Experience

J.F Brennan Company, Inc La Crosse, WI (September 2020 – Current)

Marine Construction Company

Chief Human Capital Officer

Report directly to the CEO. Transformed the Human Capital (HC) team from transactional to transformational. Implementing a business partner approach with HC operations and Learning arms. Lead the companies' efforts to win the war on talent including developing a world class learning organization, put into action a comprehensive talent management structure, implemented a compensation model and philosophy, executed a Human Resource Management system implementation. Partnered with the organization leaders to understand our business and the talent needed as well as the gaps associated. Currently creating a workforce plan to execute to fill the identified gaps. Speak at national conferences on the programs and transformations that the team and the organization has overcome in the last two years.

Ashley Furniture Industries, L.L.C. Arcadia, WI (November 2014 – August 2020)

The World's largest furniture manufacturer.

Director of Human Resources – Ashley Distribution Services, LTD & Ashley Furniture Industries

Report directly to the Executive Vice President of Human Resources and Strategy. Developed a Human Resource team to support 7% annual growth in the transportation division of the company. Conducted a gap analysis. Restructured the recruitment process, reducing time to hire from 42 days to 14 days. Reduced advertising costs by 30% while hiring more drivers in 9 months than all of the previous year. Developed policies, procedures and implemented supervisor training. Work with senior leadership to develop a strategic direction to continue aggressive growth. Conduct investigations and corrective actions. Researched and negotiated new providers for advertising of job postings. Responsible for the Fleet Safety Department ensuring DOT compliance. Lead a team of 10. Support operations nationwide including Wisconsin, Mississippi, North Carolina, Pennsylvania and California.

Reinhart Foodservice, L.L.C., La Crosse, WI (August 2006 – November 2014)

\$6 billion Company operating 31 locations serving over 35 states providing exceptional broad line foodservice distribution to restaurants, hospitals, schools and more.

Area Human Resource Manager (October 2012 – November 2014)

Reported directly to the Vice-President of Human Resources. Supervise four HR Managers at field locations throughout the Midwest. Evaluate, coach and mentor these individuals to develop a bench and support the organization. Conduct ethics investigations and recommend corrective action. Serve as a key member of the HR senior leadership team developing and executing the annual operating plan for the HR department. Assure that there is alignment between the field locations and the goals of the overall organization. High impact communicator effectively planning and presenting a weeklong leadership course for managers at all levels of the organization. Instrumental in creating an employee orientation program utilizing a creative tool called the Orange Book. Senior HR lead regarding employee engagement survey, communicate and develop action plans to make the organization the best place to work. Advise division presidents on HR related topics, policies, and procedures.

Human Resource Manager, Corporate (April 2011 – October 2012) (Duties added to current position)

Supervise a staff of two. Developed and implemented strategic plan to change the culture of the corporate support offices from a top down to one that values servant leadership. Coordinated the move of 175 corporate employees from four buildings into one. Participated and provided human resource support to a team of senior leaders in the reorganization of the Finance and IT teams, including employee severance, coaching and mentoring. Established an in-house comprehensive leadership development program for high performing employees. Developed a learning series, consisting of 20 sessions, for all employees to further their professional development.

Claims Administrator (Aug 2006 – December 2011)

Managed a self-insured, high deductible worker's compensation, auto liability and general liability policies for 24 divisions consisting of 4,500 employees and 1,000 semi-trucks. Lead internal investigator and manager on all serious accidents and injuries. Participated in negotiations, arbitrations, and trials. Analyzed and managed large loss claims in over 35 jurisdictions to determine appropriate reserve levels resulting in lower injury and accident severity rates. Created and implemented a Critical Accident Response Policy which resulted in approximately a saving of \$500,000 over 2 years. Managed the decentralization of Workers' Compensation claims to the divisional human resource managers resulting in a more efficient process, higher safety awareness and cost savings. During the decentralization process completed both the Claims Administrator role and the HR Manager Role.

MATHY CONSTRUCTION COMPANY - Onalaska, WI (May 2002 – August 2006)

A private General Contractor in highway and street construction, union environment

Human Resources Analyst

Coordinated processes in the areas of benefits, training, safety, and DOT compliance. Participated in the acquisition of two new business units, including preparing for and conducting introductory benefits meetings and driver training for the new employees resulting in a smooth transition. Conducted all new hire orientations (including policies, health, dental, vision and 401(k) programs) Lead annual benefit enrollment meetings and presented worker’s compensation training sessions for over 300 employees at annual safety meetings. Daily administration of employee benefits for over 500 employees, including self-insured medical and dental plans. Coordinated COBRA, HIPAA and Life Continuation notices. Reconciled fees associated with self-insured plans. Assisted with the preparation of Federal EEO-1 and Vets 100 reporting.

EDUCATION/PROFESSIONAL

Degrees

Master of Business Administration- Viterbo University August 2014

Bachelor of Science -Business Administration emphasis in Human Resources- University of Wisconsin-Platteville, May 2000

Certifications

PHR (Professional in Human Resources)
SHRM-CP,

Affiliations

Society for Human Resource Management (SHRM)
La Crosse Area SHRM Chapter – 4-year Board Member
Association of General Contractors – National HR Steering committee



APPLICANT NAME: Chelsey Steinbrecher
HOME ADDRESS: W5983 Schultz Ln Onalaska WI 54650
Street City State Zip
COUNTY REPRESENTED: La Crosse
BUSINESS / ORGANIZATION NAME: Mayo Clinic Health System
POSITION HELD / TITLE: Talent Sourcing Specialist
PHONE #: 608-769-8800 **EMAIL:** steinbrecher.chelsey@mayo.edu **FAX:** _____
ADDRESS: 700 West Ave S La Crosse WI 54601
Street / Mailing Address City State Zip

Please indicate the categories you represent: **CHECK ALL THAT APPLY**

PRIVATE SECTOR	ONE-STOP PARTNERS	OTHER CATEGORIES
Agriculture/Forest/Fish	Job Service (Wagner-Peyser)	Apprenticeship
Information Technology	Vocational Rehabilitation	Economic Development
Construction	Veterans (E&T, Outreach)	Local Education (K-12)
<input checked="" type="checkbox"/> Health Care	Adult Educ. & Family Literacy	Labor Organizations
Transportation/Public Utilities	Post-Secondary Education	Community Based Org:
Wholesale / Retail Trade	Unemployment Insurance	
Finance / Insurance / Real Estate	Other: _____	Other: _____
Manufacturing	(specify)	(specify)
Other: _____		
(specify)		

Please describe why you wish to serve on the Western Wisconsin Workforce Development Board, Inc. (e.g. work experience, educational background, community partnerships, special qualifications, etc.) **Please attach your resume to this application.**

My work at Mayo Clinic Health System is specifically focused on recruitment and retention for positions in Southwest Wisconsin. I have been working closely with WI DWD on implementing our Medical Assistant Registered Apprenticeship Program, partnering with Viterbo University to provide the didactic portion of the apprenticeship. I have developed strong relationships with key stakeholders at PK-12 school districts in CESA 4 along with post-secondary ed institutions in La Crosse and Winona. I feel that serving on the WDB will allow Mayo Clinic to be well represented in the workforce development efforts of SWWI and be a positive contributor to future development initiatives. I am a strong advocate of cultivating local talent and finding ways to create and retain skilled workers so that applicant pipelines are continually building to support future employment needs.

For Affirmative Action purposes, please provide the following voluntary information:

Female Minority
 Male Non-Minority

CHELSEY STEINBRECHER

SKILLS & EXPERTISE

8 years experience in Human Resources
15 years experience working in education/public sector
Confident leader and independent decision maker
Innovative problem solver
Forward and creative thinker
Social media recruitment
Website management
Sourcing/recruiting/onboarding
Highly skilled in technology applications
Experienced with project implementations and roll-outs

PROJECT IMPLEMENTATION/ROLLOUT

State sponsored registered apprenticeship program
College work study program/placement on our campus
E3 Works state sponsored employment program
Summer internship, 2022
Baccalaureate preceptorship
Online custom forms integration with internal databases
Database transfer for new system implementation
Rollout of new applicant tracking system
Develop and implement internal process improvements
Build improved database systems
Research and implement virtual interview platforms
Implement new employee hiring/onboarding programs
Contract negotiation for social media job posting platforms

ACADEMIC HISTORY

LAKELAND UNIVERSITY

College of Business Administration: 2001

Bachelor's Degree: Business Administration and Accounting
Magna Cum Laude, GPA of 3.653

CONTACT INFORMATION

PGP: She/Her/Hers
p. 608.769.8800
LinkedIn: @chelsey-steinbrecher
ctsteiny4@gmail.com

CAREER SUMMARY

TALENT SOURCING SPECIALIST

Mayo Clinic Health System | 2022-Present

- Partner with leadership and recruiters to understand staffing needs.
- Develop and implement proactive, innovative sourcing strategies.
- Develop and cultivate relationships with professional organizations and college/school recruitment.
- Serve as a key resource for candidates and positively represent the Mayo Clinic brand.
- Be well versed in department needs and Mayo Clinic to accurately portray the advantages of working at Mayo Clinic.

HUMAN RESOURCES GENERALIST | EXECUTIVE ASST

School District of La Crosse | 2014-2022

- Source candidates on a variety of online recruitment platforms.
- Represent the district at recruitment fairs and events.
- Department lead and liaison for the district administrative team.
- Diversity Hiring Committee team member.
- Coordinate new employee onboarding and orientation sessions.

DISTRICT REGISTRAR, ENROLLMENT COORDINATOR

School District of La Crosse | 2013-2014

- Manage and process bi-annual pupil counts for the district.
- Serve as a positive public relations advocate for the school district, including dissemination of district information.
- Systems management and tech support.

PUPIL SERVICES, ENROLLMENT COORDINATOR

School District of Onalaska | 2009-2013

- Manage centralized student enrollment.
- Review student records and manage student databases.
- Prepare tuition estimates for open enrollment applicants.
- Responsible for several state and Medicaid reports.

ASSOCIATE ADMINISTRATIVE SPECIALIST

UNIVERSITY OF WISCONSIN - LA CROSSE | 2007-2009

- Supervision of student employees/grad assistants
- Payroll management
- Contract issuance for vendors/external agencies
- Manage department budget