

COUNTY OF MILWAUKEE  
INTEROFFICE COMMUNICATION

1 Parks  
Referred

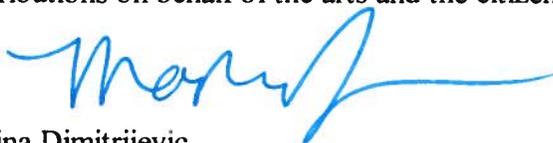
SEP 07 2012

County Board  
Chair

DATE : August 28, 2012, 2012  
TO : Milwaukee County Board of Supervisors  
FROM : County Board Chairwoman Marina Dimitrijevic  
SUBJECT : **Appointment of Mr. Dante Houston to Cultural, Artistic & Musical Programming Advisory Council (CAMPAC)**

Pursuant to the provisions set forth in Adopted Resolutions File Nos. 86-463(a)(a) and 86-466(a)(a), and subject to confirmation by this honorable body, I am hereby appointing Mr. Dante Houston to the Cultural, Artistic & Musical Programming Advisory Council (CAMPAC). This appointment fills the remainder of the term of Mr. Ceasar Stinson, which expires October 1, 2013. Mr. Stinson has moved out of state, and I appreciate the willingness of Mr. Houston to serve and fill out this this term. Mr. Houston's resume is attached for your information.

With his background at Johnson Controls, Inc., Associated Bank, Rockwell Automation, Manpower Business Solutions and M & I Bank, Mr. Houston clearly brings an interesting private business focus to CAMPAC, adding diversity to a body that currently is represented by a number of individuals with important community and non-profit experience. Assuming confirmation, I look forward to Mr. Houston's positive contributions on behalf of the arts and the citizens of Milwaukee County.



Marina Dimitrijevic  
Chairwoman,  
County Board of Supervisors

Attachment

cc: Dante Houston  
Mary Cannon, CAMPAC Chair

# Dante A. C. Houston, AIRS CSSR

8551 N. Servite Dr. #215, Milwaukee, WI 53223  
(414) 378-4937  
houstondante@hotmail.com

## CAREER SUMMARY

Senior Talent Acquisition Specialist with over eight years of full-cycle experience in banking, pharmaceuticals and industrial automation. Greatest strength is being globally minded, locally focused with a background spanning recruitment in the US, Canada, and Latin America. I have been particularly successful leading social media passive recruitment efforts, while also partnering with national diversity organizations and educational institutions.

## PROFESSIONAL EXPERIENCE

Johnson Controls, Inc / Talent Acquisition January 2011-Present  
Senior Recruiter – Power Solutions / Americas Plants

- Established salaried level recruitment process for 17 US-based plants
- Trained plant HR Managers on Taleo system navigation and importance of OFCCP tracking
- Collaborated with Shared Services Recruitment team to implement Agency Manager
- Participated in University Relations core school selection
- Assisted with implementation of new Operations Development Program
- Maintain a TTF of 60 days for exempt-level hires
- Mentored and trained departmental new hires

Associated Bank / Talent Acquisition September 2010-January 2011  
Contract Recruiter – Retail Banking/Mortgage

- Act as a consultant for Retail Banking, Mortgage, and Business Development managers
- Research and recommend new sources for active and passive candidate recruiting
- Full-cycle recruitment, managing 45-50 positions
- Fluent in Taleo / Applicant Tracking System

Rockwell Automation / Global Talent Acquisition May 2008 – September 2010  
*World's Largest Industrial Automation Company, Milwaukee, WI*  
North America Talent Acquisition – Senior Recruiter

- Sourced, Identified, and Presented candidates to three major business units (Control Products & Solutions, Global Sales & Marketing – Customer Care, and Operations & Engineering Services)
- AIRS Certified Social Sourcing Recruiter, Certificate 2009
- Executed basic and advanced recruiting techniques to identify active and passive candidates
- Talent Acquisition Lead at NSBE and Veteran Career Fairs
- ICS Triplex & Hinz Talent Acquisition Integration Team Lead
- Partnered with Canadian & Latin America to launch recruitment efforts in remote regions
- Project Manager – Project SCAN / Corporate Sustainability & Paperless Recruitment
- Communication Team Lead - Corporate Sustainability Global Taskforce
- Transfer to Affiliate / Global Mobility Team Member
- Created & Launched Recruitment Satisfaction Survey
- Certified 360 Feedback Coach
- Developed and maintained relationships with diverse organizations
- Assisted in the development of advertising strategies
- Managed relationships with third-party vendors
- Conducted New Employee Orientation
- Assisted with FY08 Candidate Applicant Flow Audit

- Fluent in Kenexa / BrassRing Applicant Tracking System
- Social & Professional Networking Sites Project Manager / International Integrator

Manpower Business Solutions / Abbott Labs RPO July 2005-May 2008  
*World's Third Largest Employment Agency, Milwaukee, WI*  
Senior Medical Recruiter & RPO Account Specialist

- Established Executive Referral Program
- Nominated by management to serve on the Applicant Tracking System Demonstration Team
- Negotiated contracts for implementation of personality profile assessments
- Monitored Diversity Initiatives while partnering with diversity networks
- Developed / Implemented peak staffing planning and organizational development strategies
- Implemented recruitment strategies to attract qualified candidates and maintain a high fill rate
- Responsible for passive and active internet recruitment / Cold Calling
- Partnered with Sr. Management to formulate the components of the RPO model to include an examination of the external environment, long term objectives, action plans short term objectives, functional tactics and restructuring initiatives aimed at refocusing organizational resources
- Trained new employees and International Division Representatives on sourcing database strategies
- 2007 stack ranking - #10 of 58 recruitment team members (120 placements)

M&I Bank June 1997-July 2005  
*Nationally Recognized Leader in Financial Services Industry, Milwaukee, WI*  
 On-site HR Generalist / Recruiter (October 2003-July 2005)

- Acted as a consultant on staffing levels and retention strategies within Payment Services / Mortgage / College Recruitment / Corporate Headquarters
- Educated hiring managers and candidates on the hiring process
- Managed the full cycle recruitment process, including establishing job requirements, sourcing, screening, interviewing/evaluating and offer negotiations
- Identified departmental and performance goals
- Created solutions to filling positions with the most qualified candidates
- Worked with third party agencies and community-based organizations
- Administered pre-employment testing, reference verification, background checks, drug screens
- Employee Relations Liaison
- Named Interim College Recruitment Manager
- Extensive knowledge of PeopleSoft Applicant Tracking System
- High-volume contract and hourly recruitment (40-50 hires per month)

Auditor 1 - M&I Support Services Corporation *ISO 9001: 2000 Certified* June 2001-October 2003  
 Vault Administration Associate - M&I Support Services Corporation Cash June 2000-August 2000  
 Human Resources/EEO Department Assistant - M&I Bank May 1999-August 1999  
 Legal Assistant - M&I Trust Company May 1999-August 1999  
 Corporate Compliance Monitoring Specialist - M&I Marshall & Ilsley Bank June 1997-May 1999

## **OTHER EMPLOYMENT**

Ripon College, Department of Financial Aid, Department Work Study September 1998-May 2001  
 Milwaukee Public Schools, Office Assistant June 1996-June 1997  
 United States District Courts, Summer Intern June 1995-September 1995  
 Silver Spring Neighborhood Center, Counselor/Tutor June 1993-June 1996

## **EDUCATION**

Ripon College  
Ripon, Wisconsin  
B.A. Speech Communication



Alverno College  
Milwaukee, Wisconsin  
M.A. Education, Organizational Development & Instructional Design



## **PROFESSIONAL AFFILIATIONS**

- ✓ FUEL Milwaukee / Creative Council Diversity & Inclusion – Past Chair
- ✓ National Black MBA Association
- ✓ INROADS/WI Inc. Alumni Association – Interim Leadership Team /Alumnus of the Year, 2002

## **ACTIVITIES**

- ✓ Theta Chi Fraternity, Ripon College Delta Omega Chapter - Immediate Past Alumnus  
Advisor/Alumni Advisory Board / Distinguished Alumnus , 2004
- ✓ Ripon College Alumni Association – Board of Directors – Immediate Past President
- ✓ Ripon College Class Agent – Elected by Ripon College Class of 2001
- ✓ Ripon College 2012 Presidential Search Committee
- ✓ Milwaukee Bay View High School Alumni Association - Member

## **CIVIC EXPERIENCE**

- ✓ Adult Black Achievers – YMCA Career Clusters Co-Chair & Adult Achiever of the Year 2010
- ✓ YWCA – Program Volunteer, Circle of Women Table Captain
- ✓ Milwaukee Career Network – Career Panelist
- ✓ JobCamp II – Presenter on Networking Strategies
- ✓ SHRM HR Games – Presenter / Judge
- ✓ Special Olympics, Mentor / Global Messengers Speech Coach
- ✓ Milwaukee Public Theatre, Board of Directors / Past Vice President
- ✓ Servite Woods Homes Association, Employment Committee Liaison
- ✓ African-American Male Teach-in, Dr. MLK, Jr. School

COUNTY OF MILWAUKEE  
INTEROFFICE COMMUNICATION

*Park*  
2 Referred  
OCT 16 2012  
County Board  
Chair

DATE : October 15, 2012  
TO : Milwaukee County Board of Supervisors  
FROM : County Board Chairwoman Marina Dimitrijevic  
SUBJECT : **Appointment of Patty Pritchard Thompson to Milwaukee County Parks Advisory Commission**

Pursuant to the provisions of Adopted County Board Resolution File No. 07-170, and subject to confirmation by this honorable body, I am pleased to appoint Ms. Patty Pritchard Thompson to the Milwaukee County Parks Advisory Commission. She will fill a vacant position on the Parks Advisory Commission for a term expiring August 1, 2015. The Commission provides policy and funding guidance to the County Board on issues such as budget, preservation and maintenance needs of the County Parks.

Attached for your review is the resume for Ms. Pritchard Thompson, a graduate of the University of Milwaukee. Patty has over 15 years of experience working with corporate organizations and consulting firms to build strong technology teams. Her current professional position is Senior Recruiter at Rockwell Automation.

I also am sharing with you additional information detailing Patty's extensive community involvement. Past President of the Bay View Neighborhood Association, Patty already makes significant contributions to the improvement of the Milwaukee County Parks. Named the 2009 "Bay View Person of the Year," Patty has secured sponsorships for the Chill on the Hill and led fundraising efforts for the Pumpkin Pavilion at Humboldt Park. She has been a great asset to the South Shore, participating with Beach Clean-Ups at Bay View Beach and volunteering to assist the Bay View Lions with the future of the Frolics.

Your support of my appointment of Patty to the Milwaukee County Parks Advisory Commission is requested. As Chairwoman, I know that the Board looks forward to the continued involvement of the Commission as we work in collaboration with our partners to enhance the Milwaukee County Parks and, in turn, the quality of life of our residents.



Marina Dimitrijevic  
Chairwoman, County Board of Supervisors

cc: Patty Pritchard Thompson  
Supervisor Gerry P. Broderick, Chairman, Parks, Energy and Environment Committee  
County Executive Chris Abele  
Janelle Jensen, Committee Clerk, Parks, Energy and Environment Committee  
Jessica Janz-McKnight, Research Analyst, Parks, Energy and Environment Committee  
James Keegan, Interim Director, Department of Parks, Recreation and Culture

**PATTY PRITCHARD THOMPSON**  
2720 S. Delaware Ave.  
414-403-8003 (C)  
pattypt@gmail.com

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**BUSINESS OBJECTIVE**

A client-facing position in recruitment where I can support business objectives through qualifying needs, building relationships, and meeting professional goals. Looking to bring my leadership capabilities, professionalism, flexibility and personal network to a prestigious organization that will take full advantage of my skills and talents.

**PROFESSIONAL EXPERIENCE**

**Rockwell Automation**

Global leader in the industrial automation control and information solution industry

***Contract Recruiter via Victory Personnel***

June 2012-Present

- Added to the team to provide research, sourcing, and support for the Control Products & Solutions group, specifically recruiting Project Engineers, Project Managers, Application Engineers, and associated engineering professionals
- First contact with active and passive candidates through tools such as Brass Ring, Linked In, Monster, Career Builder, and Indeed, along with direct sourcing through networks
- Maintained contact with client groups under the direction of the Lead Recruiter, and helped to expand recruiting efforts through client interaction and engagement

**Johnson Controls Power Solutions**

Leading supplier of lead acid batteries and hybrid systems to the automotive industry

***Contract Recruiter via Magic Workforce Solutions***

January 2011-April 2012

- Brought into the Talent Acquisition team to focus on a critical recruitment effort to staff the SAP Center of Excellence and Enterprise Projects
- Developed strong relationships with hiring managers to build confidence with an underserved portion of the business
- Successfully hired several high profile positions and continue to build a larger, stronger pipeline of quality candidates to ensure candidate flow and strong hiring options
- Collaborated with outside research services and search firms to extend the reach of the Johnson Controls recruiting message
- Managed a team of contract recruiters who provided additional sourcing and candidate contacts
- Currently developing a strategy to engage hiring managers and their teams in the SAP branding of Power Solutions through social networking

**Codeworks, Inc.**

Milwaukee's 6<sup>th</sup> largest consulting company focusing on contract employees and independent consultants

***Senior Recruiter***

March 2010-January 2011

- High volume recruitment of all levels of technical consultants with the ownership of the Data Warehouse domain
- Built solid relationships with consultants resulting in employee and business referrals
- Account Manager on several new accounts adding new revenue to the organization
- Exceeded commission goals in the first quarter of employment
- Provided guidance on internal processes and updated procedures for this fast growing, Inc 500 company

## **Pinstripe Talent**

Recruitment Process Outsourcing firm providing talent acquisition solutions

### ***Contract Consultant***

July 2009-January 2010

- Corporate recruiter providing support for both health care and commercial businesses
- Successfully recruited candidates to meet client needs including hiring a team of 10 recruiters in 10 days
- Quickly learned the RPO business and met defined service level agreements for internal hiring managers
- Sourced and pipelined numerous candidates slated for future needs
- Developed recruitment marketing plans for open positions including social media initiatives
- Identified experienced candidates for several clients including a large sporting goods company, a large financial company, and a start-up regulatory division of a CPG company

## **Zywave, Inc.**

Wisconsin's 5<sup>th</sup> largest software company, providing software and services to the insurance industry

### ***Account Executive***

November 2008-July 2009

- Sold technology solutions to independent insurance agents and brokers in the Northwest Region
- Built strong rapport, developed relationships, and built credibility for Zywave products
- Performed demonstrations of multiple software products to prospects and clients
- Managed a territory of over 2000 clients and prospects in 4 states
- Focused primarily on new client development and partner retention
- Strong user of Salesforce.com and other automation technologies

## **MillerCoors**

America's second largest Brewing Company, part of SAB Miller

### ***Talent Acquisition Specialist***

October 2007-September 2008

- Worked specifically with the Marketing Department to hire highly skilled professionals for roles in Brand, Promotions, Sports Marketing, Consumer Insights, and Content
- Developed strong relationships with client groups to provide a high level of service and hiring accuracy
- Used behavioral based interview process to select the best qualified candidates
- Facilitated internal moves and promotions within the MillerCoors organization
- Co-developed a pilot network on Facebook and Linked In to connect alumni to each other and to MillerCoors
- Participated in women's employee network group to influence policies that could allow for a more flexible work environment
- Provided reporting on candidate activity using applicant tracking systems and organic reports

## **SysLogic, Inc.**

Southeast Wisconsin's largest Women/Minority Owned Software Services Firm

### ***Business and Resource Development Manager***

December 2004-October 2007

- Built a strong technical team by focusing on diversity and using forward-thinking recruiting techniques
- Developed a strong network of independent consultants and subcontractors to allow for scalability on projects
- Subject Matter Expert on applicant tracking software selection project
- Developed recruiting reports to reflect activity and successes
- Coach, mentor, and lead team of consultant interviewers
- Focused on continuous improvement of recruiting and sales process to ensure smooth transition of consultants and projects
- Responsible for business development at new client accounts, including one of the top 3 clients
- Managed multiple consultants while on project assignments at various clients

## **Compuware Corporation**

Wisconsin's largest Professional IT Services and Software Products Company

### ***Senior Technical Recruiter***

July 2003-November 2004

- Source, recruit, interview, and hire high quality, professional technical talent for the Milwaukee branch office
- Planned and coordinated a career open house to attract prospective local employees. Responsible for salary negotiating, coaching, and marketing of newly hired candidates
- Participated in planning and production of the quarterly business meeting held to inform the Professional Staff of organizational updates

## **Greenbrier & Russel, Inc.**

Software Application and Package Implementation Consulting Company

### ***Technical Recruiter***

March 1995-June 2003

- Use a variety of tools for progressive recruiting such as web advertising and sourcing, employee referral program, college recruiting throughout the State of Wisconsin, and an extensive personal network. Resulted in the growth of the local organization by nearly 200% in 7 years
- Work with management team to develop strategic recruiting plans and implementation of new process. Implement and support processes to promote employee retention and satisfaction. Resulted in consistent retention levels of 90% and above
- Designed and facilitated a highly successful college recruiting program in the state of Wisconsin, and participated in National campus recruiting events. Was able to develop company reputation across campus and became known as an "employer of choice." Highly active in on-campus activities such as job fairs, on-campus interviews, round table and panel discussions, and professional group presentations
- Develop reports for upper management to reflect recruiting activity and cost association, provided accurate cost-per-hire data and interview-to-hire ratio information, resulting in process improvement and cost savings
- Train, mentor and provide leadership for several other Recruiters in corporate culture and recruiting style. Develop a team of consultants called the Recruiting Committee to assist in the interviewing process. Collaboratively designed interview questions and marketing materials to support staffing efforts

## **EDUCATION**

BA Organizational Communication, University of Wisconsin-Milwaukee

## **COMMUNITY INVOLVEMENT**

### **Bay View Neighborhood Association**

All Volunteer, Membership driven non-profit organization providing Bay View with neighbor, business and community connection

### ***President, Past President, Current Sponsorship Chair***

February 2007-Present

- Responsible for the planning and execution of neighbor-driven initiatives including community events, meetings, conferences, and concerts
- Increasing brand awareness of the BVNA through targeted advertising, social media, network building, and public exposure
- Liaison to other neighborhood organizations, businesses and local politicians

- Increased membership by 100% through networking, promotions, and direct recruitment
- Secured significant sponsorships for large community events including Chill on the Hill, a 13 week summer concert series at Humboldt Park
- Named the 2009 “Bay View Person of the Year” by the Interorganizational Council of Bay View

**Future Milwaukee Community Leadership Development Program, Class of 2001**

Member of the Recruiting and Interviewing Team, Project Mentor

Patty Pritchard Thompson  
2720 S. Delaware Ave.  
Milwaukee, WI 53207  
414-403-8003  
[pattypt@gmail.com](mailto:pattypt@gmail.com)

## **Community Involvement**

### **Bay View Neighborhood Association**

All Volunteer, Membership driven non-profit organization providing Bay View with neighbor, business and community connection. Significant contributions have been made to Milwaukee County Parks in the form of in-kind improvements, volunteer hours, and increased park exposure.

#### ***President, Past President, Current Sponsorship Chair***

February 2006-Present

- Named the 2009 “Bay View Person of the Year” by the Interorganizational Council of Bay View
- Responsible for the planning and execution of neighbor-driven initiatives including community events, meetings, conferences, and concerts
  - Secured significant sponsorships for Chill on the Hill, a 13 week summer concert series at Humboldt Park. In partnership with Milwaukee County Parks, this series has grown significantly in attendance and exposure over the last 6 years, reaching an audience of over 26,000 people each season
  - Work closely with the Park People of Milwaukee to produce “Run for the Parks” at Chill on the Hill. This 5K fun run raises money specifically for Park improvements, and is a great partnership between interested parties
  - Led the fundraising efforts for Pumpkin Pavilion, a 4 day event each October at Humboldt Park Pavilion, that features 800+ carved pumpkins, live music, food, and hay rides. This event brings in 2000 people to Humboldt Park throughout the weekend

- Participated in Winter Blast, a community event featuring a chili cook off, family events, and music at South Shore Park Pavilion each February. This event brings in other community groups to showcase their mission and encourage participation and cooperation between groups
- Participated in Beach Clean Ups, resulting in significant reduction of garbage at Bay View Beach and raised awareness of ongoing beach cleaning efforts through the Adopt-a-Beach program
- Increasing brand awareness of the BVNA through targeted advertising, social media, network building, and public exposure
- Liaison to other neighborhood organizations, businesses and local politicians
- Increased membership by 100% through networking, promotions, and direct recruitment

### **South Shore Frolics Committee**

In conjunction with the Bay View Lions, this newly formed committee has been formed to represent the interests of the Bay View neighbors for this significant event at South Shore Park.

### ***Committee Member, Parade Announcer***

September 2012-present

- Coordinating with current organizers to rethink, improve, and execute change for this 3 day event
- Brainstorming on sponsorship ideas to better serve local business and community interests
- Future goal of parade organizing and fundraising. Served as Parade Announcer for the previous 10 parades

Current professional position is Senior Recruiter at Rockwell Automation. Other community involvement includes church, music groups, and sports including a Tennis League at Humboldt Park.



OFFICE OF THE COUNTY EXECUTIVE

# Milwaukee County

CHRIS ABELE COUNTY EXECUTIVE

Date: July 3, 2012

To: Marina Dimitrijevic, Chairwoman, County Board of Supervisors

From: Chris Abele, County Executive

Subject: Appointment to Milwaukee Public Museum Board of Directors

Pursuant to Milwaukee County General Ordinance 1.22 and subject to the confirmation of your Honorable Body, I am hereby appointing Don Tyler to serve on the Milwaukee Public Museum Board of Directors. Don Tyler's appointment will expire on January 1, 2015.

Attached is a copy of his biography for your review.

Your consideration and review of this appointment is appreciated.

A handwritten signature in black ink, appearing to read "Chris Abele".

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Chris Abele  
Milwaukee County Executive

Cc: Supervisor Gerry Broderick, Chair, Parks, Energy & Environment Committee  
 Jessica Janz-McKight, Analyst, Parks, Energy & Environment Committee  
 Janelle Jensen, Clerk, Parks, Energy & Environment Committee  
 Jay Williams, Milwaukee Public Museum  
 Don Tyler

**DONALD G. TYLER**  
4480 North Maryland Avenue  
Shorewood, Wisconsin 53211  
Home: (414) 962-9870 Cell: (414) 217-8595

### **BACKGROUND SUMMARY**

**SENIOR EXECUTIVE** with more than 20 years of progressive experience in organizational leadership, administration, marketing and sales specifically in the financial services industry. Skilled in P&L management and development of new business, product and distribution opportunities. Demonstrated performance in:

Product Development  
General Management  
Strategic Planning

Marketing Communications  
Marketing Plans  
Distribution Strategies

New Business Development  
Sales Management  
Budgeting

### **PROFESSIONAL EXPERIENCE**

**MILWAUKEE SYMPHONY ORCHESTRA (MSO)**, Milwaukee, WI **2010**  
Wisconsin's largest and most significant performing arts organization, the MSO plays a vital cultural, education and economic role in shaping the vitality of Milwaukee and the surrounding area.

#### **Interim President & Executive Director**

Reporting to the Chairman of the Board, responsibilities include the overall leadership, direction and management of the MSO. The MSO has a staff of approximately 35 professionals and 88 professional fulltime musicians performing over 140 concerts each season.

#### ***Leadership***

- Work closely with the Board and the Music Director, staff and other key constituents in the continued implementation of the strategic business plan during a nine month interim period.
- Actively engages in MSO Board meetings and Board committees; assists the MSO Board in establishing policy and manages governance and compliance.

#### ***Administration***

- Manages day-to-day business operations and develops effective and measurable operations, business and financial performance metrics.
- Oversees all personnel activities for staff and artistic, including hiring, development, retention and implementation;
- Works closely with the Chief Financial Officer, manages and directs all activities related to cash flow, annual budgets and revenue projections;

#### ***Development & External Relations***

- Directs and actively participates in the development and stewardship of major donors, including individuals, corporations, institutions and foundations;
- Builds effective relationships with business leaders, influential members of the community, media, other arts groups and vendor and banking relationships in an effort to positively influence and represent the presence and brand of the MSO.

**NORTHWESTERN MUTUAL & NORTHWESTERN MUTUAL INVESTMENT SERVICES,**  
Milwaukee, WI **2003 to 2010**

One of the largest mutual insurance and independent broker-dealer firms in the country.

**Vice President, Executive Officer**

As Vice President of Investment Products & Services (IPS), responsibilities include overseeing the product and vendor research, negotiation and management, development and maintenance of Brokerage and Advisory Services, Annuities, Mutual Funds, and Business Retirement Products and Services, Business Development (including a premier Investment Specialist Program), Consulting, Training, Sales Support, Marketing and Field Communications as well as Affinity Funds Distribution & Planning.

***Products and Services Development & Management***

- Responsible for the management and direction of research, product pricing, structure and compensation design, development and management of all brokerage and advisory products and services for the broker-dealer and Trust company.
- Responsible for the management and direction of key strategic relationships related to both brokerage clearing and advisory services platforms, Northwestern Mutual's Affinity Funds program and other ancillary support relationships, including Morningstar, Albridge, FRC, etc.

***Business Development, Marketing, Training & Communications***

- Responsible for the management and direction of all broker-dealer and Trust company business development activities through Northwestern Mutual's field force of approximately 6,000 registered representatives and investment advisors. Business development activities included Managing Partner (branch manager) investment platform consultations, integrated practice management resources, investments and annuities wholesaling activities and management of the Investment Specialist program.
- Responsible for the management and direction of all broker-dealer and Trust company field force and client marketing, training and communications. Marketing activities included the development and distribution of broker-dealer and Trust company marketing campaigns and materials, recognition and awards programs and conferences; training activities included the development, distribution of broker-dealer and Trust company field training ranging from required product training to business and practice management training through web-based learning, onsite, conference and schools.

***Executive Officer***

- Reporting directly to an Executive Vice President on the Management Committee, responsible for all typical business line activities, including staff hiring, training and management; revenue growth and expense management; active member of various corporate committees including Compliance Best Practices, Business Integration and Investment Products & Services/Agencies.

**PRECISION MARKETING PARTNERS & THE ACADEMY OF FINANCIAL SERVICES STUDIES,** Milwaukee, WI **1998 to 2002**

Privately-held consulting firms serving the financial services industry.

**President and Co-founder**

1998 to 2002

Responsible for general management of two service firms focused on providing strategic sales and marketing and education and training services to mid- to large-size financial services firms. Developed and implemented marketing and sales plans for multiple distribution channels and multiple product lines. Accountabilities included P&L, strategic and business planning, budgeting, staffing, new product development, sales, marketing, finance and operations.

### ***Sales and Marketing***

- Co-founded and developed a comprehensive marketing plan to position our firms strategically as a leading provider of sales and marketing consulting services and education and training capabilities.
- Worked jointly in developing a significant client base representing more than 100 financial services firms.

### ***General Management***

- Directed and managed many of the consulting, operations and financial aspects of the firms.
- Key participant as President and Board Member in all significant management decisions related to the management and operation of the firms.

**WELLS CAPITAL (STRONG CAPITAL MANAGEMENT), Milwaukee, WI** **1995 to 1998**  
Privately-held mutual fund company with over \$32 billion in assets under management.

#### **Senior Vice President**

1998

#### **Vice President, National Sales Manager**

1995 to 1997

Responsible for general management of the \$10 billion, 34 employee Intermediary Services division established to service defined contribution, variable insurance products and mutual fund wrap and supermarket relationships through broker-dealer, insurance and consultant channels. Accountabilities included P&L, strategic and business planning, managing a \$16 million budget, staffing, new product development, sales, marketing, finance and operations.

### ***General Management***

- Directed strategies which expanded division assets at 60% annualized rate, from \$1.5 to \$10 billion between 1995 and 1998.
- Increased division's percentage of company's net sales from 15% to over 90%.
- Served on the Senior Management Committee, formulating corporate business strategy.
- Selected to serve on industry advisory boards including Fidelity, Schwab and First Trust.

### ***Sales and Marketing***

- Created unique, growth-oriented sales and marketing strategies, positioning Strong as a recognized leader in broker-dealer, insurance, bank and consultant intermediary channels.
- Built regional sales force, increasing company visibility in financial advisor, broker-dealer and insurance marketplaces.
- Designed and implemented comprehensive marketing strategies including creation of industry standard setting collateral materials, advisor forums, conference calls.
- Created innovative marketing strategy with Fidelity which increased Strong's 1998 FundsNetwork assets from \$1 to \$2 billion and established Strong as #1 in net sales.

**THRIVENT (AAL CAPITAL MANAGEMENT), Appleton, WI** **1994 to 1995**  
\$12 billion mutual fund subsidiary of Aid Association for Lutherans (AAL).

#### **Vice President of Marketing and Sales**

Responsible for all marketing and sales support activities related to AAL Mutual Funds, Variable Annuities and brokerage unit. Managed staff of 23 and marketing budget of \$3.5 million.

- Upgraded collateral marketing material and corporate image, improving company visibility in the marketplace while reducing costs. Developed and launched AAL's first variable annuity.

<b>AMERICAN FINANCE GROUP (AFG), Boston, MA</b>	<b>1985 to 1994</b>
\$1 billion asset management company offering investments to individuals and institutions.	
<b>Senior Vice President, National Marketing Director</b>	1987 to 1993
<b>Regional Vice President (Wholesaler)</b>	1985 to 1987
<b>ANGELES CORPORATION, Los Angeles, CA</b>	<b>1983 to 1985</b>
\$500 million diversified asset management investment company.	
<b>Marketing Manager, Regional Sales Director (Wholesaler)</b>	
<b>CAMPRO SYSTEMS, Denver, CO</b>	<b>1977 to 1983</b>
\$1 million advertising production company.	
<b>Principal and Co-founder</b>	

#### **EDUCATION**

**BA, Business/Marketing**, University of St. Thomas, St. Paul, MN, 1977  
**BA, Journalism**, University of St. Thomas, St. Paul, MN, 1977

#### **LICENSES**

Past NASD Series 7, 24, 65 and 63

#### **CURRENT AND PAST AFFILIATIONS**

Current Board, Executive Committee and Finance Committee Member of the Milwaukee Symphony Orchestra; Current Board Member of Repairers of the Breach, a Milwaukee-based homeless resource center, Current Board Member of Eagle Capital Growth Fund, Former Trustee for Northwestern Mutual's 401(k) and Defined Benefit Plans, Former Committee Member, Private Client Group Committee of SIFMA; Former Committee Member, LIMRA Broker-Dealer Committee; Former Board Trustee, Quintara Funds; Former Board Member of SEED, a community non-profit for the local school district; Past President, Shorewood Little League



OFFICE OF THE COUNTY EXECUTIVE

# Milwaukee County

CHRIS ABELE COUNTY EXECUTIVE

Date: June 29, 2012

To: Marina Dimitrijevic, Chairwoman, County Board of Supervisors

From: Chris Abele, County Executive

Subject: Appointment to the War Memorial Corporation Board of Trustees

Pursuant to the provisions set forth in Milwaukee County General Ordinance 45.058 and subject to confirmation by your honorable body, I am hereby appointing Don Tyler to serve on the War Memorial Corporation Board of Trustees. Don Tyler's term will expire on April 30, 2016.

Attached is a copy of his biography for your review.

Your consideration and confirmation will be appreciated.

Chris Abele  
Milwaukee County Executive

cc: Supervisor Gerry Broderick, Chair, Parks, Energy & Environment Committee  
Milwaukee County Board of Supervisors  
Kelly Bablitch, Chief of Staff, County Board  
Dave Drent, Executive Director, War Memorial Corp.  
Don Tyler

**DONALD G. TYLER**  
4480 North Maryland Avenue  
Shorewood, Wisconsin 53211  
Home: (414) 962-9870 Cell: (414) 217-8595

### **BACKGROUND SUMMARY**

**SENIOR EXECUTIVE** with more than 20 years of progressive experience in organizational leadership, administration, marketing and sales specifically in the financial services industry. Skilled in P&L management and development of new business, product and distribution opportunities. Demonstrated performance in:

Product Development  
General Management  
Strategic Planning

Marketing Communications  
Marketing Plans  
Distribution Strategies

New Business Development  
Sales Management  
Budgeting

### **PROFESSIONAL EXPERIENCE**

**MILWAUKEE SYMPHONY ORCHESTRA (MSO)**, Milwaukee, WI **2010**  
Wisconsin's largest and most significant performing arts organization, the MSO plays a vital cultural, education and economic role in shaping the vitality of Milwaukee and the surrounding area.

#### **Interim President & Executive Director**

Reporting to the Chairman of the Board, responsibilities include the overall leadership, direction and management of the MSO. The MSO has a staff of approximately 35 professionals and 88 professional fulltime musicians performing over 140 concerts each season.

#### ***Leadership***

- Work closely with the Board and the Music Director, staff and other key constituents in the continued implementation of the strategic business plan during a nine month interim period.
- Actively engages in MSO Board meetings and Board committees; assists the MSO Board in establishing policy and manages governance and compliance.

#### ***Administration***

- Manages day-to-day business operations and develops effective and measurable operations, business and financial performance metrics.
- Oversees all personnel activities for staff and artistic, including hiring, development, retention and implementation;
- Works closely with the Chief Financial Officer, manages and directs all activities related to cash flow, annual budgets and revenue projections;

#### ***Development & External Relations***

- Directs and actively participates in the development and stewardship of major donors, including individuals, corporations, institutions and foundations;
- Builds effective relationships with business leaders, influential members of the community, media, other arts groups and vendor and banking relationships in an effort to positively influence and represent the presence and brand of the MSO.

**NORTHWESTERN MUTUAL & NORTHWESTERN MUTUAL INVESTMENT SERVICES,  
Milwaukee, WI** **2003 to 2010**

One of the largest mutual insurance and independent broker-dealer firms in the country.

**Vice President, Executive Officer**

As Vice President of Investment Products & Services (IPS), responsibilities include overseeing the product and vendor research, negotiation and management, development and maintenance of Brokerage and Advisory Services, Annuities, Mutual Funds, and Business Retirement Products and Services, Business Development (including a premier Investment Specialist Program), Consulting, Training, Sales Support, Marketing and Field Communications as well as Affinity Funds Distribution & Planning.

***Products and Services Development & Management***

- Responsible for the management and direction of research, product pricing, structure and compensation design, development and management of all brokerage and advisory products and services for the broker-dealer and Trust company.
- Responsible for the management and direction of key strategic relationships related to both brokerage clearing and advisory services platforms, Northwestern Mutual's Affinity Funds program and other ancillary support relationships, including Morningstar, Albridge, FRC, etc.

***Business Development, Marketing, Training & Communications***

- Responsible for the management and direction of all broker-dealer and Trust company business development activities through Northwestern Mutual's field force of approximately 6,000 registered representatives and investment advisors. Business development activities included Managing Partner (branch manager) investment platform consultations, integrated practice management resources, investments and annuities wholesaling activities and management of the Investment Specialist program.
- Responsible for the management and direction of all broker-dealer and Trust company field force and client marketing, training and communications. Marketing activities included the development and distribution of broker-dealer and Trust company marketing campaigns and materials, recognition and awards programs and conferences; training activities included the development, distribution of broker-dealer and Trust company field training ranging from required product training to business and practice management training through web-based learning, onsite, conference and schools.

***Executive Officer***

- Reporting directly to an Executive Vice President on the Management Committee, responsible for all typical business line activities, including staff hiring, training and management; revenue growth and expense management; active member of various corporate committees including Compliance Best Practices, Business Integration and Investment Products & Services/Agencies.

**PRECISION MARKETING PARTNERS & THE ACADEMY OF FINANCIAL SERVICES  
STUDIES, Milwaukee, WI** **1998 to 2002**

Privately-held consulting firms serving the financial services industry.

**President and Co-founder**

1998 to 2002

Responsible for general management of two service firms focused on providing strategic sales and marketing and education and training services to mid- to large-size financial services firms. Developed and implemented marketing and sales plans for multiple distribution channels and multiple product lines. Accountabilities included P&L, strategic and business planning, budgeting, staffing, new product development, sales, marketing, finance and operations.

### ***Sales and Marketing***

- Co-founded and developed a comprehensive marketing plan to position our firms strategically as a leading provider of sales and marketing consulting services and education and training capabilities.
- Worked jointly in developing a significant client base representing more than 100 financial services firms.

### ***General Management***

- Directed and managed many of the consulting, operations and financial aspects of the firms.
- Key participant as President and Board Member in all significant management decisions related to the management and operation of the firms.

**WELLS CAPITAL (STRONG CAPITAL MANAGEMENT), Milwaukee, WI** **1995 to 1998**  
Privately-held mutual fund company with over \$32 billion in assets under management.

#### **Senior Vice President**

1998

#### **Vice President, National Sales Manager**

1995 to 1997

Responsible for general management of the \$10 billion, 34 employee Intermediary Services division established to service defined contribution, variable insurance products and mutual fund wrap and supermarket relationships through broker-dealer, insurance and consultant channels. Accountabilities included P&L, strategic and business planning, managing a \$16 million budget, staffing, new product development, sales, marketing, finance and operations.

### ***General Management***

- Directed strategies which expanded division assets at 60% annualized rate, from \$1.5 to \$10 billion between 1995 and 1998.
- Increased division's percentage of company's net sales from 15% to over 90%.
- Served on the Senior Management Committee, formulating corporate business strategy.
- Selected to serve on industry advisory boards including Fidelity, Schwab and First Trust.

### ***Sales and Marketing***

- Created unique, growth-oriented sales and marketing strategies, positioning Strong as a recognized leader in broker-dealer, insurance, bank and consultant intermediary channels.
- Built regional sales force, increasing company visibility in financial advisor, broker-dealer and insurance marketplaces.
- Designed and implemented comprehensive marketing strategies including creation of industry standard setting collateral materials, advisor forums, conference calls.
- Created innovative marketing strategy with Fidelity which increased Strong's 1998 FundsNetwork assets from \$1 to \$2 billion and established Strong as #1 in net sales.

**THRIVENT (AAL CAPITAL MANAGEMENT), Appleton, WI** **1994 to 1995**  
\$12 billion mutual fund subsidiary of Aid Association for Lutherans (AAL).

#### **Vice President of Marketing and Sales**

Responsible for all marketing and sales support activities related to AAL Mutual Funds, Variable Annuities and brokerage unit. Managed staff of 23 and marketing budget of \$3.5 million.

- Upgraded collateral marketing material and corporate image, improving company visibility in the marketplace while reducing costs. Developed and launched AAL's first variable annuity.

<b>AMERICAN FINANCE GROUP (AFG), Boston, MA</b>	<b>1985 to 1994</b>
\$1 billion asset management company offering investments to individuals and institutions.	
<b>Senior Vice President, National Marketing Director</b>	1987 to 1993
<b>Regional Vice President (Wholesaler)</b>	1985 to 1987
<b>ANGELES CORPORATION, Los Angeles, CA</b>	<b>1983 to 1985</b>
\$500 million diversified asset management investment company.	
<b>Marketing Manager, Regional Sales Director (Wholesaler)</b>	
<b>CAMPRO SYSTEMS, Denver, CO</b>	<b>1977 to 1983</b>
\$1 million advertising production company.	
<b>Principal and Co-founder</b>	

#### **EDUCATION**

**BA, Business/Marketing**, University of St. Thomas, St. Paul, MN, 1977  
**BA, Journalism**, University of St. Thomas, St. Paul, MN, 1977

#### **LICENSES**

Past NASD Series 7, 24, 65 and 63

#### **CURRENT AND PAST AFFILIATIONS**

Current Board, Executive Committee and Finance Committee Member of the Milwaukee Symphony Orchestra; Current Board Member of Repairers of the Breach, a Milwaukee-based homeless resource center, Current Board Member of Eagle Capital Growth Fund, Former Trustee for Northwestern Mutual's 401(k) and Defined Benefit Plans, Former Committee Member, Private Client Group Committee of SIFMA; Former Committee Member, LIMRA Broker-Dealer Committee; Former Board Trustee, Quintara Funds; Former Board Member of SEED, a community non-profit for the local school district; Past President, Shorewood Little League



OFFICE OF THE COUNTY EXECUTIVE

# Milwaukee County

CHRIS ABELE COUNTY EXECUTIVE

Date: June 29, 2012

To: Marina Dimitrijevic, Chairwoman, County Board of Supervisors

From: Chris Abele, County Executive

Subject: Appointment to the War Memorial Corporation Board of Trustees

Pursuant to the provisions set forth in Milwaukee County General Ordinance 45.058 and subject to confirmation by your honorable body, I am hereby appointing Jim Duff to serve on the War Memorial Corporation Board of Trustees. Jim Duff's term will expire on April 30, 2016.

Your consideration and confirmation will be appreciated.

Attached is a copy of his biography for your review.

Chris Abele  
Milwaukee County Executive

cc: Supervisor Gerry Broderick, Chair, Parks, Energy & Environment Committee  
Milwaukee County Board of Supervisors  
Kelly Bablitch, Chief of Staff, County Board  
Dave Drent, Executive Director, War Memorial Corporation  
Jim Duff, Director of Veteran Services

## RESUME

**James A. Duff**

**8020 Harwood Avenue**

**Wauwatosa, Wisconsin 53213**

**(home) 414.302.1396 (work) 414.382.1753 (cell) 414.322.1581**

**OBJECTIVE:** A position of influence in government, with responsibility for realizing cost savings while expanding services and achieving efficiencies

**EXPERIENCE: Deputy Director/Acting Director, Veterans Services 12/2004 – 12/2011  
Director, Veterans Services 12/2011 - Present  
Milwaukee County, Milwaukee, WI**

- Principal representative to county's 60,000 veterans and their families
- Conduct outreach, make presentations at schools, meeting places and community events
- Developed new services while reducing personnel costs
- Principal advocate regarding veterans issues
- Fostered creative relationships to provide additional services to veterans
- Assist veterans/families in applying for local/state/federal benefits
- Maintained or reduced budget in every year of assignment

**Adjutant, Cudworth Post 23 04/2003 – 11/2004**

**American Legion, Whitefish Bay, WI**

- Managed administrative activities of a 900+ member veterans organization
- Made public speeches and presentations

**Supervisor, Customer Services 09/1999 – 03/2003**

**United States Postal Service, Milwaukee, WI**

- Supervised 30 union employees in mail delivery and customer service
- Managed assignments and overtime in achieving budgetary goals

**Manager, Production/Distribution 04/1997 – 09/1999**

**Hometown Inc, Milwaukee, WI**

- Supervised 35 union employees in ice production/distribution, fuel oil deliveries, and maintenance and customer service.
- Responsible for operational budget of \$4M; achieved budgetary goals

**Chief, Personnel Automation and Data Processing 06/1989 – 03/1997**

**Headquarters, Wisconsin Army National Guard, Madison, WI**

- Responsible for integrity of Wisconsin Army National Guard personnel data base and all associated information and reports
- Managed Standard Installation/Division Personnel Reporting System (SIPDERS) Branch – 8 military employees
- Provided information/reports to all levels of chain-of-command
- Conducted briefings to end-users/reported to staff agencies at state level

**MILITARY EXPERIENCE: Retired US Army: Active Army 1971-1978, (AGR – WIARNG) 1983-1997**

**EDUCATION: BA, Business/Communications, Concordia College, Mequon, WI 2004**

**Currently enrolled in MBA program at UW-Whitewater**

**ORGANIZATIONS/AFFILIATIONS: Member, VVA, American Legion, VFW; War Memorial Center Veterans Board of Directors; Past President, Soldiers Home Foundation Inc; Past Chairman, Board of Directors Grays Child Development Center; Licensed Minister, Church of God in Christ**



OFFICE OF THE COUNTY EXECUTIVE

*Milwaukee County*

CHRIS ABELE COUNTY EXECUTIVE

Date: June 29, 2012

To: Marina Dimitrijevic, Chairwoman, County Board of Supervisors

From: Chris Abele, County Executive

Subject: Appointment to the War Memorial Corporation Board of Trustees

Pursuant to the provisions set forth in Milwaukee County General Ordinance 45.058 and subject to confirmation by your honorable body, I am hereby appointing Andy Nunemaker to serve on the War Memorial Corporation Board of Trustees. Andy Nunemaker's term will expire on April 30, 2014.

Your consideration and confirmation will be appreciated.

Attached is a copy of his biography for your review.

Chris Abele  
Milwaukee County Executive

cc: Supervisor Gerry Broderick, Chair, Parks, Energy & Environment Committee  
Milwaukee County Board of Supervisors  
Kelly Bablitch, Chief of Staff, County Board  
Dave Drent, Executive Director, War Memorial Corporation  
Andy Nunemaker

Andy Nunemaker  
2221 North Terrace Avenue  
Milwaukee, WI

Andy Nunemaker is the CEO of Dynamis Corporation, a provider of sales software in the healthcare insurance industry. Prior to co-founding Dynamis, Andy served as President of Intermedix EMSystems and CEO of EMSystems (Intermedix acquired EMSystems in 2010). Andy also held a number of executive roles with GE Healthcare including CEO of GE Healthcare for Australia, New Zealand and Southeast Asia. Andy holds a Bachelor of Science Degree in Electrical Engineering from Valparaiso University, a Master of Science Degree in Electrical Engineering from Georgia Tech and an MBA from Harvard, where he served as student body president.

Andy serves on the Board of Directors for Valparaiso University, the Milwaukee Symphony Orchestra, the Milwaukee Art Museum and the Marcus Center for the Performing Arts. He teaches in the MBA program at Marquette University as a part-time faculty member in the Entrepreneurship program and is a member of the Marquette University Golden Angel Network. He is past-president of the Entrepreneur's Organization of Wisconsin, the Milwaukee Forum, the Historic Water Tower Neighborhood Association and the Harvard Business School Club of Wisconsin.

Andy was awarded the "40 Under 40 Award" by the Milwaukee Business Journal in 2006 recognizing his outstanding professional and charitable achievements. He received the Small Business Times Bravo Award for Entrepreneurialism in 2006. Andy was a finalist for the 2008 and 2009 Ernst & Young Entrepreneur of the Year Award, recognizing his entrepreneurial and business accomplishments, and he was named Milwaukee's Fittest Executive by the Biz Times and Wisconsin Athletic Club in 2009. Andy was also awarded the Young Alumnus of the Year by Valparaiso University and the Friend of the College of Business Administration by Marquette University.