

Questions to be asked of the Golf Committee Candidates

1. What do you see as the role of the Golf Committee?
2. Why do you want to serve on the golf committee?
3. Have you ever served on a committee at any golf course before?
4. What are your top priorities for the Golf Venues?
5. How do work to build consensus?
6. Tell us about any budgeting experience you may have.
7. Tell us about any golf operations experience you may have.



The Incline Village General Improvement District Board of Trustees is seeking interested candidates who wish to serve as an At-Large Member on the Golf Committee. The goal of board appointed committees is to engage and leverage the skills and expertise of community members to assist the board in moving initiatives forward. Committees shall comprise of up to 4 At-Large community members appointed by the Board of Trustees. The Board appointed Trustee is Michaela Tonking and she will be the Committee Chair who will formulate meeting agendas and schedule. Should vacancies occur, the Board may solicit applicants and make appointments. Appointments are for up to 2 years, or the Board's determined/expected duration of the committee, whichever is less. A committee may be an ongoing committee, or a duration/project specific committee. All meetings are subject to Open Meeting Law. At-Large members are to have relevant professional experience for their specific committee.

Responsibilities/Authority – All committees are advisory to the Board. The committees shall review all relevant information and make recommendations to the Board, in alignment with the District's Strategic Plan, any applicable District master plans, and Board identified priorities. They are to identify the financial impacts of all of their recommendations, identify how recommendations align with the budget, and if applicable, how they affect the 5-year capital plan. The Board can set timelines and committee goals and expectations. Committee Trustees shall report monthly on the progress of the committee.

Proposed Objectives

Golf Committee – Discuss and review operational service levels, financial sustainability, formulate community focused recommendations in alignment with board policies and identify necessary capital investments. Identify if any related District policy revisions are needed.

Goal – To formulate recommendations for the board's consideration related to optimizing all aspects of the golf operations, including revenue growth opportunities, cost efficiency optimization and expanding passholder participation. Provide input on current and the 5-year plans to improve sustainability in alignment with policies that provide fairness and equity to all recreation passholders and protect the golf course assets for future generations.

Any interested candidate should submit a letter of interest and a resume. These two documents can be submitted either via U.S. Mail addressed to Director of Administrative Services Susan Herron, IVGID, 893 Southwood Boulevard, Incline Village, Nevada 89451; or hand delivered to the aforementioned address; or submitted via e-mail (sah@ivgid.org). It is the interested candidate's responsibility to ensure that their documents have been received for consideration. All submittals must be received no later than Tuesday, August 1, 12 noon (PST).

Further, all interested candidates must be available to be interviewed during the Incline Village General Improvement District Board of Trustees meeting tentatively scheduled for August 9, 2023 at 6:00 p.m. During this meeting, the Board of Trustees may make their final decision. If you have any questions regarding this matter, please contact Susan Herron, Director of Administrative Services, IVGID, at (775) 832-1207 or via e-mail at sah@ivgid.org.

Armand Jay Simon Jr.

My name is Armand Jay Simon Jr. and this letter and attached resume constitute my interest in serving as an At-Large Member on the Golf Committee.

As reflected on my resume, I was a practicing CPA for 30 years and have relevant experience having served on the Board of Directors at Blackhawk Country Club in Madison, Wisconsin and on a less formal advisory capacity to the Men's Group at Troon North Golf Club in Scottsdale, Arizona.

I think it's important to summarize why I am applying for this position. For several years, the Championship Golf Course has been the center of not only my summer recreation, but more importantly the hub of our social life and lifelong friendships. I have a vested interest in seeing golf in Incline Village thrive and be the best it can be. Whatever I can contribute to that end I will gladly do.

Thank you for your consideration, Jay Simon

From

Armand Jay Simon Jr.
774 Golfers Pass Rd.
Incline Village, NV, USA
480-415-3587
ajmsn@aol.com

ARMAND JAY SIMON JR.

IVGID Golf Committee

DETAILS

ADDRESS

Incline Village, NV
USA

PHONE

480-415-3587

EMAIL

ajsmsn@aol.com

SKILLS

Ability to Work in a Team

Leadership Skills

Excellent Communication Skills

Analytical Thinking

Highly Organized

HOBBIES

I am an avid golfer and have been playing at the Championship Course for around 20 years. I am currently a member of Incline Village Golf Club and was previously a member of Tahoe Incline Golf Club where I served on the Board 2018-2020 and as President during the 2020 season. I am also an avid hiker and a member of the Tahoe Trampers where I occasionally act as a hike leader.

PROFILE

30 plus years in Public Accounting, including the last 20 as a Managing Partner and President of an International Group of Accounting Firms. As a lifelong golfer, I have also served on the Boards of various non-profits including private and public golf courses.

EMPLOYMENT HISTORY

Managing Partner/Risk Officer, Virchow,
Krause & Company, LLP (now Baker Tilly)

Madison,
Wisconsin

Jan 1998 — Dec 2011

Ran the Madison office (Firm Headquarters at that time) and served as a member of the Firm's Executive Committee 1999-2005. My role as Managing Partner of Madison was to oversee and manage over 200 accountants. My role on the Executive Committee was to assist the Firm's CEO in the merger of over 10 Public Accounting Firms, act as the Firm's representative to the International Association we were affiliated with, and to oversee Firm professional liability issues.

Managing Partner, Morton, Nehls & Tierney,
S.C.

Madison,
Wisconsin

Oct 1978 — Dec 1997

After leaving a large Chicago based CPA Firm in 1978, I joined a small Madison CPA firm where I became Managing Partner in 1986 and ultimately merged in to Virchow, Krause which ultimately became Baker Tilly, a billion dollar plus Accounting and Consulting Firm.

EDUCATION

Accounting and Finance, University of
Wisconsin

Madison,
Wisconsin

1972 — 1976

Graduated with a double major in accounting and finance in 1976. I became licensed as a CPA in 1977.

REFERENCES

References available upon request

**IVGID Trustee's
July 27, 2023**

I am writing to express my interest in being a member of the golf advisory committee. I am an avid golfer and will be the incoming president of the Incline Village Golf Club. I have been a member of multiple association board of directors and have been involved in development of multiple five year plans for these statewide and national organizations. As a physician and surgeon who was the chairman of my department at the University of California at Irvine I have many years of experiance in working collaboratively across multiple disciplines. I hope you will consider my application.

Sincerely

Steven Ross
714-348-7190

CURRICULUM VITAE

Steven Douglas Knauer Ross, M.D.
Clinical Professor and Interim Chairman
Retired July 2017

DOB: February 13, 1951
Bakersfield, California

Marital Status: Married

Office Address: 903 Tahoe Blvd Suite 80266
Incline Village, NV 89451

EDUCATION

Specialty Training Foot/Ankle with F. William Wagner, M.D., Professor Orthopaedics (LAC/USC) Medical Center, Los Angeles, California	1982-1984
Los Angeles County/University of Southern California Residency Orthopaedic (LAC/USC) Medical Center, Los Angeles, California	1978-1982
LAC/USC Medical Center Internship Surgical Los Angeles, California	1977-1978
USC Medical School, M.D. Los Angeles, California	1973-1977
Occidental College A.B. Chemistry Los Angeles, California	1969-1973

LICENSES AND CERTIFICATIONS

California Medical License G 037046	1978
Diplomat, American Board of Orthopaedic Surgery	1984
California Dept. of Health Services: X-ray Supervisor and Operator Certification	1986

PRINCIPAL POSITIONS HELD

UCI Medical Center, Orange, CA Department of Orthopaedic Surgery Health Science - Interim Chairman	December 2015- June 2017
UCI Medical Center, Orange, CA Department of Orthopaedic Surgery Vice Chairman	2002- December 2015
UCI Medical Center, Orange, CA Department of Orthopaedic Surgery Health Science - Clinical Professor	2000- June 2017
UCI Medical Center, Orange, CA Department of Orthopaedic Surgery Associate Clinical Professor	1994-2000

UCI Medical Center, Orange, CA Department of Orthopaedic Surgery Assistant Clinical Professor	1984-1994
UCI Medical Center, Orange CA Department of Orthopaedic Surgery Director, Orthopaedic Foot Clinic	1984- June 2017
St. Joseph Hospital Orange, CA Department of Orthopaedic Surgery Chairman	1994-1996
USC School of Medicine, Los Angeles CA Department of Orthopaedic Surgery Assistant Clinical Professor	1984-1994
Garden Grove Medical Center, CA Department of Surgery Chief	1987-1988
LAC/USC Medical Center, Los Angeles CA Department of Orthopaedic Surgery Chief, Orthopaedic Out Patient Services	1982-1984
LAC/USC Medical Center, Los Angeles CA Department of Orthopaedic Surgery Staff Physician	1982-1984
LAC/USC Medical Center, Los Angeles CA Department of Orthopaedic Surgery Associate Director Adult Orthopaedic Foot Service	1982-1984
USC School of Medicine, Los Angeles, CA Department of Orthopaedic Surgery Assistant Professor	1982-1984

ORTHOPAEDIC ASSOCIATIONS

Member AAOS Board of Directors	2011-2013
Past Chair AAOS Board of Specialty Societies	2014-2015
Chair AAOS Board of Specialty Societies	2013-2014
Chair-elect AAOS Board of Specialty Societies	2011-2012
Secretary position of the Board of Specialties of the AAOS (BOS)	2010-2011
Governing Council International Federation of Foot and Ankle Societies (IFFAS)	2008-2011
President American Orthopaedic Foot and Ankle Society	2007-2008
President Elect American Orthopaedic Foot and Ankle Society	2006-2007
Chair California Orthopaedic Assn Allied Health Committee	2008-Present
Member Council on Advocacy AAOS	2006-2008
Chairman Health Policy Committee AAOS-BOS	2006-2008
Member AAOS Board of Specialty Societies (BOS)	2005-2013
Vice President American Orthopaedic Foot and Ankle Assn	2005-2006
President, California Orthopaedic Association	2001-2002
First Vice President California Orthopaedic Association	2000-2001
Second Vice President California Orthopaedic Association	1999-2000
Secretary/Treasurer California Orthopaedic Association	1998
Director & Chairman, Program & Continuing Medical Education Committee California Orthopaedic Association, Annual Meeting Costa Mesa, CA	1997 1997
Board of Directors, AAOFAS	1997-2002
President, AAOFAS	2000-2002

Board of Counselors, AAOS	1996-2002
President, Western Orthopaedic Association Orange County Chapter	1992
Board of Directors California Orthopaedic Association	1991-2010
President Elect, Western Orthopaedic Association Orange County Chapter	1991
Vice President, Western Orthopaedic Association Orange County Chapter	1990
Secretary-Treasurer, Western Orthopaedic Association Orange County Chapter	1989
Delegate, AMA for AOFAS	2001-2008
Alternate Delegate, AMA for AOFAS	1999-2000, 2007-2010
Co-chair national task force on podiatry	2017-Present

VISITING PROFESSORSHIPS

Visiting Professor, Temple University Philadelphia Pennsylvania	10/2010
Visiting Professor, Albert Einstein School of Medicine Montifore Medical Center New York	9/21-9/22/10
Visiting Professor, University of California, San Francisco	March 2011
Visiting Professor, Brown University, Rhode Island	2/19 – 2/20/13
“Advocacy for Orthopaedics.”	

AWARDS

2017 Southern California Super Doctors (Los Angeles Magazine)	2017 (January)
California Orthopaedic Association, William W. Tipton Leadership Award.	2009

SERVICE TO SCHOLARLY JOURNALS AND PUBLICATIONS

Reviewer <i>Foot and Ankle International</i>	
Official Journal of the American Orthopaedic Foot and Ankle Society	1991-2017
Associate Editor Orthopaedics Today- Foot and Ankle section	2003-2011

SCIENTIFIC POSTERS

Jeff N Mercer MD, PhD*; Nathaneal D Heckmann MD; Lawrence C Wang BS; Michelle H McGarry MS; Steven DK Ross MD; Thay Q Lee PhD: Biomechanical analysis of a flatfoot model and lateral column lengthening technique. <i>Orthopaedic Biomechanics Laboratory, VA Long Beach Healthcare System and University of California, Irvine, CA</i>	2014
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PRESENTATIONS AT SCIENTIFIC MEETINGS AND SOCIETIES

COA Annual Meeting PRESENTATION: “Update on the Foot and Ankle – Hallux Valgus”	May 2016
AOFAS Annual Meeting. PRESENTATION:“Lateral Column Lengthening in Stage II Adult Acquired Flat Foot.”	July 17, 2015
COA Annual Meeting (Moderator). PRESENTATION: “Update on Foot and Ankle.”	April 23-26, 2015
Wilson-Bost Meeting, PRESENTATION: “Lateral Column Lengthening in Stage II Adult Acquired Flat Foot”.	March 2015
PRESENTATION: AAOS annual meeting Biomechanical Analysis of a Flatfoot Model and Lateral Column Lengthening Technique - Podium presentation	2014
Symposium Speaker “The Social and Economic Value of Orthopaedic Surgery” AAOS Annual Meeting	March 2013

Western Orthopaedic Association, Monterrey, CA PRESENTATION: "The Charcot Foot and Ankle"	August 7, 2010
Second International Symposium of Foot and Ankle Surgery, Chang ying China PRESENTATION: "Fractures of the Calcaneus"	September 11-13, 2009
Poster presentation at AAOS annual meeting "Talonavicular and Subtalar Joint Contact with Lateral Column Lengthening"	February 2009
American Orthopaedic Foot and Ankle Society, Denver, CO PRESENTATION: "Special Report: Highlights of the 24 th Annual Summer Meeting of the American Orthopaedic Foot and Ankle Society, Denver Colorado	June 26-28, 2008
Graduate Research Forum and Foot and Ankle Update. Presentation: "Update on Calcaneal Fractures"	June 6, 2008
Course Chairman – UCI Graduate Research Forum and Foot and Ankle Update	June 5-6, 2008
AAOS Annual Meeting Presentation by Keri Reese MD KINEMATICS OF TARSAL BONES IN FLAT FOOT DEFORMITY AND LATERAL COLUMN LENGTHENING USING DIFFERENT SHAPED BONE GRAFTS Keri A. Reese, MD, Steven D. Ross, MD, Michelle H. McGarry, MS, Thu-Ba Leba, BA, Thay Q. Lee, PhD	March 6, 2008
California State University, Fullerton PRESENTATION: "Common Foot and Ankle Problems"	October 28, 2003
UCLA, Grand Rounds Presentation, Los Angeles, CA PRESENTATION: "Fractures of the Calcaneus"	November 6, 2002
UCI Grand Rounds Presentation Irvine, CA PRESENTATION: "Structures of the AAOS and Other Associations"	June 14, 2001
AOFAS Regional Review, Los Angeles, CA PRESENTATION: "Fractures of the Calcaneus"	October 2000
UCI Grand Rounds Presentation Irvine, CA PRESENTATION: "Fractures of the Ankle and Calcaneus"	August, 3 2000
Orthopaedic Hospital, Los Angeles CA PRESENTATION: "Soft Tissue Injuries of the Foot and Ankle"	November 1999
Foot and Ankle Course COA Annual Meeting PRESENTATION: "Ankle Arthritis" "Diabetic Foot"	May 1999
UCI Grand Rounds Presentation Irvine, CA PRESENTATION: "Ankle Arthroscopy"	January 1997
American Orthopaedic Foot and Ankle Society, San Francisco, CA "AOFAS Review Course 1995" PRESENTATION: "Tendon Injuries" "Ankle Arthroscopy"	October 1995
American Orthopaedic Foot and Ankle Society: Treatment of the Foot and Ankle Review Course. Los Angeles, CA PRESENTATION: "Fracture of the Calcaneous"	Oct 24-28, 1994
Orthopaedics & Sports Medicine Update Forth Annual Symposium Mammoth Lakes, CA PRESENTATION: "Treatment of Calcaneous Fractures"	March 18, 1988

Orthopaedics & Sports Medicine Update Forth Annual Symposium
Mammoth Lakes, CA
PRESENTATION: "A New Type of Ankle Fusion" March 17, 1988

Orthopaedics & Sports Medicine Update Fourth Annual Symposium
Mammoth Lakes, CA
PRESENTATION: "Fracture Bracing Techniques" March 16, 1988

American Orthopaedic Foot and Ankle Society 3rd Annual Summer Meeting
Santa Fe, New Mexico
PRESENTATION: "Internal Compression Arthrodesis of the Ankle" July 18, 1987

American Orthopaedic Foot and Ankle Society 3rd Annual Summer Meeting
Santa Fe, New Mexico
PRESENTATION: "Preoperative Evaluation of Fractures of the Os Calcis" July 17, 1987

American Orthopaedic Foot and Ankle Society 16th Annual Meeting
New Orleans, LA
PRESENTATION: "Internal Compression Arthrodesis of the Ankle" Feb. 19-20, 1986

American Academy of Orthopaedic Surgeons 53rd Annual Meeting
New Orleans, LA
PRESENTATION: "Complex Fractures of the Femur Treated with
Interlocking Nails" February 1986

Orthopaedics 1986 - A Symposium on the Current Trends in Lower Extremity
Injuries: Workshop on INYP Nail Technique. Sponsored by the Northern
INYO Hospital at the Mammoth Inn Mammoth Lakes, CA
PRESENTATION:
"A New Type of Ankle Fusion"
"Treatment of Os Calcis Fractures" March 1985

Orthopaedics 1986 - Northern INYO Hospital & Richards Medical
Company Mammoth Lakes, CA
PRESENTATION: "Analysis of Normal Synovial Fluid" March 17, 1985

Orthopaedics 1986 - Northern INYO Hospital & Richards Medical
Company Mammoth Lakes, CA
PRESENTATION: "Fracture Bracing Techniques" March 16, 1985

Orthopaedic Trauma, Current State of the Art Rancho Mirage, CA
PRESENTATION: "Fractures of the Os Calcis: Surgical versus Non-surgical
Treatment"
"Fracture of the Talus: Diagnosis, Treatment and Prognosis" December 1984

Ankle Fracture Symposium Mammoth Lakes, CA
PRESENTATION: "Nonunion of Ankle Fractures and their Treatment" March 1984

Western Orthopaedic Association San Diego, CA
PRESENTATION: "Grosse-Kemps Interlocking Nail for Fractures of the
Femoral Shaft: Preliminary Results" March 1984

American Academy of Orthopaedic Surgeons Annual Meeting
Atlanta, GA
PRESENTATION: "Functional Bracing of Diaphyseal Tibia Fractures" February 1984

American Academy of Orthopaedic Surgeons, Palm Springs, CA
PRESENTATION: "Fat Embolism: Fact and Fiction"
"Fractures of the Os Calcis - Surgery versus Non-surgical Treatment"

“The Lauge-Hansen Classification of Ankle Fractures”
“The Challenge of Forearm Fractures” December 1983

New Developments in Functional Fracture Management, Santa Monica, CA
PRESENTATION: “Functional Bracing of Tibial Shaft Fractures”
“Functional Bracing of Isolated Ulnar Fractures”
“Functional Bracing of Femur Fractures”
“Functional Bracing of Humeral Fractures” November 1983

USC Continuing Education Conference, Los Angeles, CA
PRESENTATION: “The Open Treatment of Os Calcis Fractures” August 1983

Medical Center Series, Principals of Orthopaedic Trauma Los Angeles, CA
PRESENTATION: “Fractures of the Os Calcis-Anatomy and Pathology” February 1983

Annual Orthopaedic Nursing Seminar, Santa Monica, CA
PRESENTATION: “Degenerative Joint Disease” November 1982

American Academy of Orthopaedic Surgeons Annual Meeting, Anaheim, CA
PRESENTATION: “Comparison of STH and Charnley THA” March 1982

PUBLICATIONS

1. Nathanael D.HeckmannMD1Jeffrey N.MercerMD, PhD2Lawrence C.WangMD3Michelle H.McGarryMS3Steven D.K.RossMD2Thay Q.LeePhD23
Biomechanical Evaluation of a Cadaveric Flatfoot Model and Lateral Column Lengthening Technique *The Journal of Foot and Ankle Surgery* April 2021

1. Ran Schwarzkopf, Duy Phan, Melinda Hoang, **Steven DK Ross**, D. Mukamel. “Do Patients with Income-Based Insurance have access to total joint arthroplasty?” *Journal of Arthroplasty* D. 29(6): 1083-6, 2014 June.

2. Ross, MD, Steven D.K. "Technical Tip: The Crescentic Shelf: A Modified Ludoff Osteotomy." *Foot & Ankle International* 32.4 (2011 April): 452-54.

3. Trepman, Elly, M.D., Thordarson, David B, M.D., **Ross, Steven DK**, M.D., Pinney, Stephen, M.D., “Special report: Highlights of the Twenty-Fourth Annual Summer Meeting of the American Orthopaedic Foot and Ankle Society, Denver, Colorado, June 26-28, 2008” *Foot and Ankle Surgery*, 15 (2009) 161-167.

4. **Ross, S.D.K.**, “Calcaneal fractures: Which patients are the best surgical candidates?” *Orthopedics Today*, Vol. 26(8):28-32, 2006.

5. **Ross, Steven DK**, M.D., Faux, J. Robert, M.D., “Surgical Treatment of the Unstable Lesser Metatarsophalangeal Joint” *Techniques in Foot and Ankle Surgery*, Vol. 3(2):106-112, 2004.

6. Jeffery A. Mann ,MD, Loretta B. Chou. MD, **Steven D. K. Ross** MD *Foot and Ankle Surgery* Chapter 9 in *Current Diagnosis and Treatment in Orthopaedics* third edition Lange Medical books/McGraw Hill copy write 2003

7. Tehranzadeh, Stuffman, **Ross, S.D.K.**, “Partial Hawkins Sign in Fractures of the Talus: A Report of Three Cases” *American Journal of Roentgenology*, December 2003 181:1559-1563.

8. **Ross, S.D.K.**, “Comparison of Custom and Prefabricated Orthosis in the Initial Treatment of Proximal Plantar Fasciitis” *Foot and Ankle International* April 1999 Vol. 20 #4 p 214-221.

9. **Ross, S.D.K.**, “Calcaneal Fractures” *American Academy of Orthopaedic Surgeons, Orthopaedic Knowledge Update: Foot and Ankle*, Chap.15 pp. 227-240. 1994.

10. **Ross, S.D.K.**, “Intra-articular Fractures of the Calcaneous” *Current Practice in Foot and Ankle Surgery. McGraw-Hill*

Inc. 1993.

11. **Ross, S.D.K.**, "Application of Healing Casts, Casts, Braces, and Appliances in the Lower Extremity" Sammarco Editor, Lea & Febiger, Foot and Ankle Manual, Chap 27 pp 339-349. 1991.

12. **Ross, S.D.K.**, "Complex Fractures of the Os Calcis" Techniques in Orthopaedics V. 2, No.3 1987, pp 50-70. Hindman.

13. **Ross**, and Sowerby, "Fractures of the Talus and Calcaneus : Evaluated by Computed Tomography" Complication in Orthopaedic Surgery, V.1 1986, Second Edition, pp 191-196.

14. **Ross** and Sarmiento, "Complications of Functional Fracture Bracing" Complication in Orthopaedic Surgery, V. 1, 1986, Second Edition, pp 127-148.

15. Baumgarten,, Bloebaum, **Ross**, et al. "Normal Human Synovial Fluid: Osmolality and Exercise Induced Changes" The Journal of Bone and Joint Surgery, December 1985, V 67-A No. 9 pp 1336-1339.

16. Sarmiento, **Ross**, et al. "Functional Fracture Bracing" Atlas of Orthotics, Biomechanical Principals and Applications, American Academy of Surgeons. Second Edition 1985, pp 358-370.

17. **Ross** and Sowerby, "The Operative Treatment of Fracture of the Os Calcis" CORR 199, October 1985, pp 132-143.

18. **Ross** and Matta. "Internal Compression Arthrodesis of the Ankle" CORR 199, October 1985, pp 54-60.

19. Sarmiento, Hoy, Sobol, **Ross**, et al. "Prefabricated Functional Braces for the Treatment of Fracture of the Tibial Diaphysis" Journal of Bone and Joint Surgery, V. 66-A, No 9. December 1984, pp. 1328-1339.

20. **Ross** and Wiss, "The Open Femoral Neck Fracture: Case Report" Orthopaedics, V. 7, No. 5 May 1984, pp 889-892.

Updated on: September 19, 2019

Dear IVGID Board of Trustees,

My name is Robert Watson and I am writing to express interest in volunteering as an AT-Large Member of the Golf Committee.

I have been an incline resident since August of 2017. I am an avid golfer with executive experience in many areas of business, including the golf business. As you can see from my attached resume, I believe I am qualified for this position.

I am currently retired and spend summer months(May thru October) at Incline and winter months in Hawaii.

I am a past board member and president of a private country club in southern California, Bermuda Dunes CC. I am currently a member of two private Country Clubs: Clearcreek Tahoe CC and Kohanaiki CC in Kailua-Kona HI. I am also a summer member of Tahoe Mountain CC, a semi private CC, with Grey's Crossing and Old Greenwood golf courses. I am a member of Incline Village Golf Club and serve as a board member to this club. I regularly play the Incline Village Championship Course both on my own and as a member of IVGC.

Having read the posting for candidates for this committee, I feel I have a combination of 1) the relevant general knowledge and experience in overseeing golf operations, 2) relevant general industry general management experience, and 3) knowledge and familiarity with the Incline Village golf venues, which combined will put me in an position to add significant value to this committee. I feel my contributions will be in alignment with the Proposed Objectives of the golf committee.

Thank you for your consideration,

Robert Watson
361 Country Club Drive

Resume for Robert Watson for volunteer position as an at Large Member of the IVGID Golf Committee

Graduate of UC Davis in 1980 with Bachelor of Science Degree in Agricultural and Managerial Economics

1980- 1986: worked for and climbed managerial ladder for Intel Corporation at newly opened Fab 1 in Santa Clara

1986 -1991: worked as independent Entrepreneur in Investment Real Estate in Silicon Valley eventually obtaining Real Estate Brokers license and forming Progressive Investments

1991-2012: Became President of Vitamin Research Products Inc.(VRP) led company through successful Chapter 11 reorganization, took over ownership of VRP. Successfully grew VRP after relocation from Silicon Valley to Carson City,NV. Sold company to employees via ESOP then resold company to Private Equity Group

2012- current: Retired and volunteer on many HOA boards, Golf Course boards, Private company Boards

Current Status: Chairman of Board for Incrediwear Holding Inc., Business advisor to the following startup companies: Beyond Futurecueticals, Advanced Medical Solutions and WellTwist. IVGC Board member.

Hobbies/Fun activities: Golf, Hiking, Boating, Traveling, Entertaining

Current Golf Memberships: ClearCreek Tahoe Country Club, Tahoe Mountain Club summer membership, Kohanaiki Country Club in Kailua-Kona, Incline Village Golf Club

Married with 2 daughters age 28 and 22

Susan A. Herron

From: Elyse Gut <elyse.gut@gmail.com>
Sent: Friday, July 28, 2023 2:04 PM
To: Susan A. Herron
Subject: Golf Advisory Committee
Attachments: Resume-Letter.docx; Resume.pdf

Follow Up Flag: Flag for follow up
Flag Status: Flagged

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Hi Susan:

I am interested in applying for the golf advisory committee with Trustee Tonking. I've attached my resume and letter of interest.

I am sorry to say I will not be available to attend the meeting on Aug. 9th. I have a house full of guests for the week.

If you have any questions, please don't hesitate to contact me.

Thank you.

--

Elyse Gut
214.906.5454

TO: IVGID Board of Trustees
FROM: Elyse Gut
DATE: July 28, 2023
SUBJECT: Golf Advisory Committee

Dear Trustees:

I am interested in serving on the Golf Advisory Committee with Trustee Tonking. Having lived in Incline Village for almost 30 years, 17 years as a full-time resident, I have a sincere vested interest in our community as a whole. Our community assets are so much a part of what makes this community so exceptional. Investment in these assets is critical to our residents, especially those who live, work and play here.

I have always been a believer in building my life on what I give. Non-profit organizations have been the center of the time and energy I give. Equality to all, regardless of ability or financial worth is what makes sense to me.

Learning how to play golf 8 years ago once joining the Mountain Niners was a welcomed addition to my health and wellbeing. Not only did I become addicted to the game, I also was fortunate enough to meet many outstanding women who greatly enrich my life every day in wonderful friendships.

I'd like to be given the opportunity to represent the Mountain Course, as our team of 160+ golfers provide what I would guess to be much of its income. In 2021, with approximately 120 golfers, we filled over 1400 slots during the season. It's a beautiful place to call home, while being a tougher than nails golf course.

Thank you for your time and consideration.

"Excellence is never an accident; it is the result of high intention, sincere effort, intelligent direction, skillful execution and the vision to see obstacles as opportunities."

Elyse Gut

Community Member

Summary

I have been a member of this community since 1994. During this time, I have served as a volunteer for Tahoe Family Solutions from 2005 to present. I served in the role of board member, then Board Chair in two separate years. I have served on the Board for the Mountain Niners Golf Club in the role of Treasurer since 2016. Currently, I am serving as Vice President and Treasurer, while managing many aspects of the golf club.

Experience

1988-2005

Conference Manager / HR Southwest Human Resources Conference and Expedition, Dallas/Ft. Worth, TX

Volunteer Event planner responsible for coordinating over 100 volunteers for this annual conference hosting over 3000 attendees, 300 exhibitors and over 100 educational session speakers and 3 keynote speakers.

1982-1987

Human Resources Generalist / Steak and Ale Restaurant Corporation, Dallas, TX

Responsible for many aspects of Human Resources including but not limited to hiring, employee retention, employee appreciation programs, health insurance, training, employee counseling.

1987-1994

Human Resources Manager/Director/ Todays Temporary Dallas, TX

Responsibilities were same as listed above for the company's 150 full time employees.

Education

**Batchelor's Degree
Early Childhood Education
Child Development**
University of Pittsburgh

Skills

- Creativity
- Leadership
- Positive Attitude
- Ability to Multitask
- Organization
- Problem Solving
- Teamwork

Contact

214-906-5454 (cell)
elyse.gut@gmail.com

Greg J. Flanders
P.O. 8926, 587 Lucille
Incline Village, NV 89450
Cell – 775-721-1263

Hello Trustees,

I would like to be considered to serve as a member of the Golf advisory Committee. My name is Greg Flanders and I have been a full-time resident of Incline Village for over 30 years. I am a golfer as is my wife and we are golf club members. We also utilize the beaches, tennis center(pickleball), ski Incline pass holders and the recreation center.

I have served two terms as a TIGC Board member and attended previous golf committee meetings as a TIGC representative. I feel that an appointed "Golf Advisory Committee is a great idea and with or without myself as a member will help Trustees receive needed input from the golf community.

We sold our Carson City manufacturing business in February 2023, and I now have time to dedicate to local events and the Golf Advisory committee. My wife Lisa and I have been self-employed for 40+ years. I have an excellent understanding of marketing, finances, accounting methods, depreciation, employee costs, and golf course management. I have served two terms on the Washoe County Citizens Advisory Board, served as President of two different Incline HOA Boards for multiple terms. I rarely attend IVGID meetings but do watch almost every meeting live or recorded to remain abreast of current issues.

Recent years have seen many changes to our golf operations and a push to fiscal responsibility. I was part of prior golf advisory committee and thought we did a good job providing input for the board. I was disappointed that the golf advisory committee was not utilized during the most recent golf review. Local golfer input is most valuable and was not included in the 2022 review.

I am available to answer questions about my experience from all the Board Members and Golf staff. Lisa and I own G and C Properties, LTD, a Nevada Limited Liability Company and own several real estate investments in our community but have no IVGID conflicts of interest.

I am available for individual or group interviews.

Kind regards,


Greg J. Flanders

JOHN E. JOHNSON, CFA

PO Box 3087
Incline Village, Nevada 89450
john@johnejohnson.com

Sent by email to: sah@ivgid.org

July 28, 2023

Susan Herron
IVGID
893 Southwood Boulevard
Incline Village, Nevada 89451

RE: Application for the Golf Committee

Dear Ms. Herron:

I am writing to apply for the at-large position of the IVGID golf committee. As instructed, I have attached my resume.

I want to serve on the golf committee because I want to help ensure that the golf in Incline Village is as good as it can be for all golfers, that the courses remain accessible to all and that the operations are financially stable. As you can see from the attached resume, my background is in finance and valuing closely-held businesses. What you don't see on my resume is that I have a strong background in accounting, which is required for my job.

What you also don't see on my resume is that I was an original appointee to the City of Lodi's Budget and Finance Committee, serving for several years including as the original chairman. This committee reported to and made recommendation to the Lodi City Council on all budget related items. So, I am very familiar with working on a committee that reports to a governing body and with how budgets come together.

In addition to my resume, here is a summary of other items.

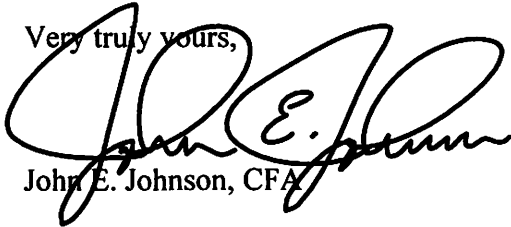
- My wife and I are full-time residents of Incline Village.
- I am an avid golfer. I have played golf throughout the United States and in Scotland.
- I have an advanced certificate in the rules of golf from the United States Golf Association (USGA).
- I volunteer as a golf rules official with the Northern Nevada Golf Association (NNGA), the Southern Nevada Golf Association (SNGA) and the American Junior Golf Association (AJGA).
- While I am an avid golfer and I have a good understanding of the rules, my first priority is that golf is fun and a great way to get outside.

- Before moving to Incline Village, I was a member of the Micke Grove Men's Golf Club in Lodi, California for 25 years including two years on the board of directors and one as handicap chairman.
- I was a member of the Northern California Golf Association (NCGA) for over 30 years.
- I believe that it is important for you to know that I am not a member of any of the golf clubs in Incline Village. As evidenced by the points directly above, I am not opposed to golf clubs at public courses.

I am available for the meeting and interviews on August 9, 2023 at 6pm.

I look forward to working with the IVGID board of trustees, the other members of the committee and the entire Incline community to ensure that the golf in Incline is as good as it can be for all and that it is financially stable for future generations.

Very truly yours,

A handwritten signature in black ink, appearing to read "John E. Johnson". The signature is fluid and cursive, with a large initial "J" and "E".

John E. Johnson, CFA

Attachments

JOHN E. JOHNSON, CFA

Chartered Financial Analyst

Appraisal Services
Litigation Support
Investment Analysis

P.O. Box 3087
Incline Village, Nevada 89450
(209) 369-1451
(775) 325-1411

AREAS OF SPECIALTY

Experienced in the valuation of closely-held business and partnership interests for a variety of purposes, including ESOPs, estate and gift tax matters, litigation support and mergers and acquisitions. Expertise in the valuation of various investment instruments including general and limited partnership interests, common and preferred stock, stock options and various types of debt. Considerable background in determining discounts and premia for such things as control, lack of control, blockage and lack of marketability. Also experienced in valuing a variety of intangible assets including covenants not to compete, customer lists, patents, trade names and other intellectual property.

QUALIFIED BUSINESS VALUATION EXPERT

California Superior Court of Merced County
California Superior Court of Riverside County
California Superior Court of Sacramento County
California Superior Court of San Joaquin County
California Superior Court of Stanislaus County
United States Bankruptcy Court for the Eastern District of California.

PROFESSIONAL BACKGROUND

Schultze, Wallace & O'Neil, Sacramento, Valuation Manager
Arthur Andersen & Co., Los Angeles, Appraisal and Valuation Services Group

EDUCATION

Bachelor of Science, Business Administration with an emphasis in Finance from the University of Southern California.
Chartered Financial Analyst (CFA), CFA Institute
Uniform Standards of Professional Appraisal Practice, American Society of Appraisers

PROFESSIONAL AND CIVIC AFFILIATIONS

CFA Institute
Past President of the Sacramento Society of Financial Analysts
The National Center for Employee Ownership (NCEO)
Estate Planning Council of Northern Nevada

PRESENTATIONS AND ARTICLES WRITTEN

National Center for Employee Ownership (NCEO) National Conference

- "ESOP Appraisal Basics" – 1995 through 2002, 2004 and 2008
- "Implementing an ESOP Plan" – 2005
- "Is An ESOP Right For You?" – 2006
- "Planning Issues For An ESOP Sale" – 2007
- "Communication in Employee Owned Companies" – 2009 and 2011 through 2013
- "S-Corporation ESOP Basics" – 2010
- "Valuation and Other Issues for Smaller Companies with ESOPs" – 2014
- "The Valuation Report Checklist – What Trustees Should Be Looking For" – 2015
- "When Is Aggressive Too Aggressive" – 2016
- "Valuation: What is it and How is it Done?" – 2017
- "Shifting the Focus: Would the ESOP Really Want to Buy Your Company?" - 2018
- "Considerations Involving ESOP Acquisition Transactions Following an Initial Transaction" – 2018
- "The New ESOP Roll-Out – Introducing Employee Ownership" – 2020

Other

- "Valuation Issues for ESOPs" – NCEO Regional Events 1993, 1995 and 1996
- "Valuation for ESOP Purposes" – NCEO Webinar December 2011
- "Valuing Interests in Limited Partnerships," Stockton Estate Planning Council and Stanislaus County Estate Planning Council
- Co-author of "Preparing For a Valuation of Your Imaging Center," The RBMA Bulletin, June/July, 1994

Polly Wolfe
515 Eagle Drive
Incline Village, NV 89451
925-216-9329

Trustee Michaela Tonking.

Enclosed please find my resume and interest in the Golf Advisory Position. I feel I can bring a wide variety of information about golf to this group as I didn't start playing golf til 2006 and have played with 3 different golf groups here in town. I can bring a measure of common sense and fairness to both this group and our current Board.

I am going to be out of town on August 9, and can do a zoom call but am wondering if it could happen at 5 P.M. instead of 6 as we have plans for the evening. I am also available on the 8th of August.

Thank you so much for your consideration.

Polly Wolfe

Golf Experience:

2006- Teester Niners- having never played golf before I started taking lessons at the Champ course and at Old Brockway.

2009- Mountain Niners- along with a 10 other women, the Mountain Niners group was started from scratch, by-laws were written, budget was formed. This group serves new golfers, golfers who only want to play 9 holes, golfers who have a physical issue. The Niners now have a membership of 150 women.

2012- Incline Village Golf Group Ladies. I now play with this group twice a week. I have served on the board in different positions, membership, play day chair, enjoying both the game and the camaraderie.

Non-Profits:

2005- Tahoe Family Solutions: formerly known as Children's Cabinet. I have been on this board since 2005, serving as Chair twice and volunteer in their Homework Help Club. I ran Brunch with Santa for 12 years, and have raised money for Camp Explore and their mental health program.

July 28, 2023

IVGID Board of Trustees

I would like to be considered for one of the 4 At-Large community members of the Golf Committee. I have been a resident of Incline Village for 23 years and am an active golfer. I am passionate about our community which I chose to be my 'forever' home and will work tirelessly to help achieve the goals and objectives of the IVGID Board of Trustees.

As you will see from my attached resume, I have extensive business experience. I have worked with both governmental/public organization as well as private business on both a paid and volunteer basis. I have a proven track record of identifying and implementing efficiency and effectiveness initiatives and opportunities. I also a member of the 2021-2022 Golf Advisory Committee.

I look forward to the opportunity to meet with you as you consider candidate for these positions.

Sincerely,

A handwritten signature in black ink, appearing to read "Katherine C. Holland". The signature is fluid and cursive, with a long horizontal flourish at the end.

**Katherine C. Holland
250 Pine Cone Road
Incline Village, NV. 89451**

Katherine C. Holland

250 Pine Cone Road • Incline Village, NV 89451

E-Mail: kholland@fearlesstraveler.com

Phone: 775-530-1574

Summary

Katherine Holland has been a resident of Incline Village since May 2000. She has over 35 years of diverse experience in multiple industries and has extensive global experience as well as having lived in Europe, Asia, and the US. She has a proven track record as a leader in transforming businesses to achieve substantially higher performance as well as initiating and managing start-ups. Katherine is a golfer and has been a member of many clubs. She has been on many for profit and non-profit boards and advisory committees. She also has significant experience with governments & governmental agencies at all levels. Katherine is retired and married to a retired Professor of Finance.

Business Experience

International Business Machines Corp (IBM)

1997-2013

- IBM Senior State Executive and Senior Location (Reno, Incline Village & Las Vegas) Executive for the State of Nevada (2008-2013). In addition to her full time 'salaried' role, Katherine was responsible for Government Relations, Employee Relations, & Public Relations for the state of Nevada. In this role, Katherine met regularly with Federal Senators including Harry Reid as the Senate Majority leader and all Nevada Federal Congress representatives, as well as two Governors of Nevada. She led the formation of several Public/Private Partnerships between business, government, DRI and the IBM corporation to help bring new businesses/increase revenue to Nevada.
- Vice President & Global General Manager – Healthcare & Life Sciences Industry (2009-2013) Based out of Nevada. Managed the worldwide P&L and led the strategy, solutions development, sales, delivery and CRM for all IBM products and services to clients in the healthcare payer and provider industries and biotech, pharmaceutical, medical diagnostics, medical device and related industries. Grew revenue and profit over 250% to \$3B over 5 years. Exceeded plan in 18/20 quarters and led all industries in growth for 4 consecutive years. Member of the IBM Industry Academy, an elite group of 50 executives appointed by the Chairman and CEO.
- Vice President – IBM Americas Public Sector (2008) Based out of Nevada. Managed the sales organization for Canada, the US and Latin America for clients in the Government, Education, Life Sciences and Healthcare industries. Grew revenue for the first time in 3 years.
- Vice President & Managing Director – Proctor & Gamble (2007) Based in Cincinnati, OH. Managed the worldwide relationship with IBM's largest Consumer Products Client.
- Vice President & Managing Director – AstraZeneca (2002-2007) Based in London, UK. Managed the worldwide relationship with IBM's largest Life Sciences client. Grew revenues 300% to \$750M over 5 years, improved profit 700%, and improved client satisfaction from 2 to 9/10.

- **Vice President & General Manager – IBM Asia Pacific Communication Sector (1998- 2001) Based in Tokyo, Japan.**
Managed consulting services, outsourcing services and product sales, delivery to clients across Asia Pacific in the Telecommunication, Utilities (electric, gas, water and waste) and Media & Entertainment industries. Grew revenue 400%, to \$5B and signed more than \$8B in contracts over 3 years.
- **Vice President – IBM Asia Pacific Strategy, Marketing & Business Development (1997-1998) Based in Tokyo, Japan.**
Worked with the General Manager IBM Asia Pacific to develop and implement a new organization and support structure to enable the explosive growth in AP. Also developed the first ever marketing plan, managed Channels & Business Partners, Pricing, Contracts & Negotiation, Quality Assurance, and other support functions for the region.

Exelon Corporation/PECO Energy Philadelphia, PA

1994-1997

- **Senior Vice President – Business Services Group & COO**
Created and managed the 7,000 employee, \$4B shared services organization that included: corporate strategy, accounting, HR, procurement, IT, legal, facilities, security, transportation, research, office administration, etc. Managed an operating budget of \$4B, capital budget of \$2B and revenue of \$250M.
Managed all unregulated businesses of this large IOU nuclear/conventional electric generation and gas utility. Created, managed and/or served on the boards of a series of new businesses to counter the revenue loss due to deregulation including a Wireless Telecommunication Services company, Power Trading and power line maintenance management services company and a number of other start-ups and JV's.
- **Vice President – Business Transformation & Chief Information Officer**
Recruited to assist the CEO in preparing the company for impending industry deregulation. Led the transformation of people, processes and systems of Customer Service, Electric Generation, ERP, HR, Finance, and various other functions. Served as the companies first CIO/VP of Information Systems and accelerated transformation of this critical support function by initiating and leading the industry's first IT outsourcing, worth \$500M

SmithKline Beecham Corp (now GlaxoSmithKline) US & UK

1981-1994

- **Director – Global Technology Services**
Managed the integration and transformation of the IT organizations and infrastructure due to the merger of SmithKline Beckman and Beecham Group. Exceeded cost savings targets and completed project ahead of schedule.
- **Director – Special Projects**
On loan to corporate strategy to work of the divestiture of Allergan and Beckman Corps and the acquisition of Beecham Corp.
- **Assistant to the President of SmithKline Clinical Labs**
Supported the President in the hostile acquisition and integration of our largest competitor.

- **Director Systems and Operation & CIO**
Transformed and managed the IT organization of the world largest commercial clinical laboratory company following a series of failed projects, operational issues, and major cost overruns. Moved from near last to Best in Class cost and service quality per the Benchmarking Institute and won the 'You're a Star' award for the highest customer satisfaction of all US IT organizations from the Customer Satisfaction Institute.
- **Director – Business Development and New Business Ventures**
Reporting jointly to the President and the SVP of Sales and Marketing started up several new businesses to expand the products and services offered to Pharmaceutical Companies, hospital and physicians including a PC based diagnostic assistant system developed by leveraging data from Clinical Trials and Clinical Lab results.
- **Assistant to the Chairman & CEO SmithKline Corp**
On an 18-month development assignment, led a diverse portfolio of projects for the Chairman.

SKF Industries Based in King of Prussia, PA	1979-1981
ARCO (now British Petroleum) Based in LA & Philadelphia, PA	1976-1979
Unocal (now Chevron) Based in Los Angeles, California	1975-1976

Education

California State Polytechnic University	1975
BS – Business Administration, Information Systems	
Claremont Graduate School, Drexel University, University of Pennsylvania	1978, 1980, 1985, 2002
MBA courses and executive development programs	

Golf Clubs Memberships

Incline Village Golf Club. Current member & board member as Tournaments and Casual Play Chair. Formerly President, Vice President, Treasurer, Playday Chair, Handicap & Rule Chair.

Red Rock Country Club, Las Vegas. Formerly board role as Handicap & Rules Chair.

Wentworth Golf Club, Surrey England, home of the European PGA

Tokyo American Club, Tokyo Japan.

Waynesborough Country Club, Paoli Pennsylvania. Formerly member Long Range Planning Committee

Boards & Volunteer Experience

Incline Village Golf Advisory Board 2021-2022

Pet Network Board Member

State of Nevada Sage Commission – governor appointed to identify opportunities for efficiency & effectiveness

State of Nevada Center of Excellence, Governor's Office of Economic Development – Board Member

Washoe County Schools – Superintendent Advisory Board

Cal Poly University – College of Business Advisory Board

Indus Group – Board Member, Chairman Audit Committee, Chairman Compensation Committee

ASI Business Solutions – Board Member

United Way of Southeastern Pennsylvania – Board Member

Oracle, PeopleSoft & IBM Customer Advisory Boards

July 24, 2023

Susan Herron
Director of Administrative Services
IVGID
893 Southwood Blvd
Incline Village, NV 89451

Dear Ms. Herron:

I would like to apply to serve as an At-Large member of the Golf Committee. I am an active golfer as well as a board member of the Tahoe Incline Golf Club (TIGC). I am a full-time resident of Incline Village and have been a homeowner here since 2006. I also maintain a non-resident golf membership at Blackhawk Country Club in Danville, CA.

I worked in the Telecom Technology Industry for 40 years prior to my retirement in 2018. In those roles I was responsible for significant financial budgets and large teams of people. When I retired from Juniper Networks, I was responsible for a \$1B sales budget. During my career I had extensive experience in Sales and Marketing, financial planning, and leading large diverse teams.

I do volunteer work for the First Tee of Northern Nevada which is a youth development organization. First Tee is a national group which uses golf as a foundation to build life/golf skills for kids.

I have also been a member of Blackhawk CC in Danville, CA for 24 years. I attended many member meetings regarding projects at the club and reviewed the financials reports annually.

I have the time and the interest to serve on this committee and help Incline with this project. Incline Village is our home and I look forward to the opportunity to give something back to this wonderful community.

I look forward to next steps in this process.

Best,

Bob Riccitelli
950 Jennifer St.
Incline Village, NV 89451

Robert A. Riccitelli
950 Jennifer St
Incline Village, NV 89451
925-586-5635

Education:

M.A.S. Telecommunications Management & Policy
University of Denver
Denver, Colorado

B.S. Business Administration
Syracuse University
Syracuse, NY

A.A.S. Electronics Engineering Technology
Ocean County College
Toms River, NJ

Employment History:

8/2018-5/2019: Adjunct Professor, Sierra Nevada College
Teaching assigned Business courses at the Incline Campus.

4/2011-4/2018: Vice President Cloud Provider Vertical – Juniper Networks

Report to: SVP Americas

Responsibility for: Cloud Vertical Segment

Key Role: Achievement of sales targets, Customer Satisfaction, Global Cloud Vertical leadership

Accomplishment: Top Juniper Sales Team in 2013, 2014, 2016

I led a team responsible for our Cloud Accounts including Facebook, Amazon, Google, Twitter, Equinix. The CAPEX Spending in this Customer Segment has grown at a CAGR of 35% while Juniper's Sales Achievement has grown at a CAGR of 56% gaining significant Market Share in this key Vertical.

11/2009-4/2011: Vice President & General Manager, Americas – Bytemobile

Report to: CEO

Responsibility for: Sales and Support teams

Key Role: Order and Revenue growth in the Americas

Accomplishments: Won 4 new accounts in the US in less than 12 months.

Bytemobile supplied Data and Video Optimization Products for Wireless Operators. I joined Bytemobile in 2009 as vice president, Worldwide Sales Strategy and Operations.

5/2007-10/2009: Vice President, Europe – RealNetworks

Report to: COO

Responsibility for: P&L of the European B2B Business Unit (lived in Austria and London)

Key Role: Grow revenue from mobile operators and digital media companies.

Accomplishments: Built a solid multinational sales team winning major new orders from new customers in Europe

1/2007-5/2007 Vice President, Sales – Azair Networks

Report to: CEO

Responsibility for: Business Development in North America and Asia

Key Role: Develop a customer base through direct sales and channels

Accomplishments: LOI with Verizon for initial testing of the product

8/2005-10/2006: Vice President, Enterprise Accounts, North America – Nortel Networks

Report to: President, North America

Responsibility for: \$1.3B Annual Revenue

Key Role: Lead a team of 550 Sales Professionals

Accomplishments: Improved forecast accuracy and sales effectiveness

1978-2005 Nortel Networks

Various positions of increasing responsibility including Installation/Repair Technician, Sales Engineer, Sales Representative, Sales Manager, Sales Director.

Volunteer Work:

First Tee of Northern Nevada

Incline Village Golf Club Board of Directors

SCORE (2019-20)