

Memorandum

**TO: HONORABLE MAYOR AND
CITY COUNCIL**

**SUBJECT: ELECTIONS COMMISSION
APPOINTMENTS**

FROM: Dennis Hawkins

DATE: February 25, 2011

RECOMMENDATION

1. Interview six (6) applicants for appointment to the Elections Commission
2. Appoint up to three (3) members to the Elections Commission with terms of office expiring March 1, 2015.
3. If less than three applicants are appointed, direct the City Clerk to continue recruitment efforts and bring additional applicants forward for consideration within 90-days

BACKGROUND

The terms of office for three members of the Elections Commission will expire March 1, 2011. Two (2) of the Commissioners are eligible for reappointment and the third member has completed two full terms and is ineligible for reappointment. The Office of the City Clerk has conducted recruitment for prospective members and received six (6) applications. The Office of the City Clerk has verified with the Santa Clara County Registrar of Voters that all six applicants are qualified registered voters in the City of San Jose.

All applications were submitted to the Mayor and City Council for their review. Each Council member was asked to give an "indication of interest" of applicants to be interviewed. Any applicant receiving interest from four or more Councilmembers is to be considered in the interview process, a procedure that is consistent with the Council's direction regarding appointments to specific City Boards and Commissions. All six applicants received four or more indications of interest and all have been invited to the City Council interview.

Eligibility requirements

Municipal Code Section 2.08.1630 establishes special eligibility requirements for service on the Elections Commission as follows:

- A. *Each member of the commission must be a qualified elector of the city and have some demonstrated familiarity and experience with campaign laws. The commission's membership should be representative of the community.*

- B. No member will be employed by the city or have any direct and substantial financial interest in any business, work or official action taken by the city.*
- C. While serving on the commission, no member will hold any elected public office.*
- D. No member will participate as a candidate in any election to public office for a period of one (1) year both before and after tenure on the commission.*
- E. While serving on the commission, no member will publicly endorse any candidate for city office nor engage in any political or campaign activity on behalf of any candidate for city office.*
- F. While serving on the commission, no member will be employed by or have any contractual relationship with any candidate for city office.*

ANALYSIS

The interview pool consists of six (6) applicants. After the interviews, the Council may appoint up to three applicants, each to serve a term of office expiring March 1, 2015. *As required by the Municipal Code, a successful applicant must receive a 2/3 majority vote, (eight (8) or more votes) to be appointed to the Elections Commission.* If less than three members are appointed, it is recommended that the recruitment be referred back to the City Clerk to secure additional applicants for consideration by the Council in 90-days.

The applications and resumes have been previously submitted to the Council. Memoranda from the Office of the City Attorney and the Department of Planning, Building, and Code Enforcement regarding their review for potential conflicts of interest for each applicant are attached.

Interview Order:

The applicant interview order was determined by using the California Secretary of State's Randomized Alphabet Drawing for the November 2010 election ballot. This method is consistent with the process used in scheduling interviews for other boards and commissions. Applicants will be sequestered in another location so that they may not view or hear the interviews of other applicants until they are called to appear. The interviews will be conducted in the following order:

1. **Randi Kinman**
2. **Christopher Escher**
3. **Linda Edgeworth**
4. **Leon Louie**
5. **Rama Sehtia**
6. **Robert Shepard**

PUBLIC OUTREACH

This memo has been posted on the City Clerk's website as a part of the March 8, 2011 Council Meeting Agenda.

- Criterion 1:** Requires Council action on the use of public funds equal to \$1 million or greater. **(Required: Website Posting)**

- Criterion 2:** Adoption of a new or revised policy that may have implications for public health, safety, quality of life, or financial/economic vitality of the City. **(Required: E-mail and Website Posting)**

- Criterion 3:** Consideration of proposed changes to service delivery, programs, staffing that may have impacts to community services and have been identified by staff, , or a Community group that requires special outreach. **(Required: E-mail, Website Posting, Community Meetings, Notice in appropriate newspapers)**

COORDINATION

This memorandum has been coordinated with the Office of the City Attorney and the Department of Planning, Building, and Code Enforcement.

CEQA

Not a project.



DENNIS D. HAWKINS, CMC
City Clerk

For questions, please contact Dennis Hawkins, City Clerk, at (408) 535-1275.



CITY OF SAN JOSE, CALIFORNIA

APPLICATION FOR SAN JOSE ELECTIONS COMMISSION

MEMBERS OF SAN JOSE ELECTIONS COMMISSION MUST BE RESIDENTS OF SAN JOSÉ. PLEASE TYPE OR PRINT IN BLACK INK. FACSIMILE APPLICATIONS CANNOT BE ACCEPTED. Submit original application to the Office of the City Clerk, 200 East Santa Clara Street, San José, California, 95113, Telephone (408) 535-1260. If more space is needed, please attach additional pages. Applications are valid for one year from the date of application and are public record.

Are you a resident of San José? YES	Length of Residency 11 Years	Council District No. District 7
Name (last, first, middle) Edgeworth, Linda Vale		Home Phone No.
Address		Work Phone No.
San José, CA		Zip 95136
Present Employer (Name/Address) Self Employed E3 Consultants	Job Title/Description of Duties: International Consultant in Election Law and Administration, since 1992. Contracted with organizations such as Organization for Security and Cooperation in Europe, Office Democratic Institutions and Human Rights; Internation Foundation for Electoral Systems and United Nations..	
Current Employer of Spouse (Name/Address) N/A	Spouse's Job Title/Description of Duties:	

College, Professional, Vocational or Other Schools Attended	Major Subject	Dates Attended	Degree & Date
San Francisco State/Boise State	Sociology/Theater Arts	Graduated 1970	Bachelors Degree

List any position or office held in any governmental agency, civic or charitable organization including the dates:

Self Employed Consultant in the field of international elections, in Law and Administration working with governments and Election Commissions seeking to improve democratic elections processes, since 1992. 1984-1991, State of Alaska, Office of the Governor, Division of Elections; From Information Officer III responsible for all public information, voter information and training publications, procedural development, state & federal agency liaison, to Deputy Director responsible for election operations. Legislative liaison & responsible for all writing and codifying of election administrative regulations. Consulted-39 countries incl. states and counties in U.S.

Languages spoken:
English



Special Awards or Recognitions Received:

Please state why you want to become a member of this Commission including specific objectives which you would work toward as a member. Please indicate any familiarity or experience you may have with campaign laws.

One of my keenest interests in domestic elections is the relationship between the county and the state, especially since the enactment of HAVA. Alaska's situation was unique in that there were no counties and the Division of Elections fulfilled both roles as policy makers and general overseers, and well as front line administrators. As such, we had full possibilities to be innovative and progressive linking state and local services including those related to statewide voter registration, and provisional and absentee voting. My contract work in States like Nebraska and Georgia a few years ago illustrated to me where there are sometimes practical gaps in systems, software and accountability between states and their counties that once filled could streamline administration as well as improve services and conveniences to voters on a statewide basis.

With regard to campaign financing, my work has consistently drawn me into this realm, from the analysis of campaign finance laws, and procedural and monitoring mechanisms, to dispute resolution. I understand the idealist goals of campaign finance controls, and the practical realities related to the degree to which they work or fail in meeting the objectives. As an election administrator both in Alaska and abroad, I have been responsible for supervising responsible employees and overseeing implementation. I have also coordinated campaign finance training by experts abroad. While I do not characterize myself as a senior expert in this specialized field, I do believe that my experience gives me a broad-range understanding of the issues involved. I am also a strong believer in the power of the media (where they choose to use it wisely) to educate the public in terms of their better understanding regarding the influence of money in politics, and how important it is to understand the individuals, businesses, and organizations who influence the politicians they must select from when they vote.

CONFLICT OF INTEREST: State and local law require that you abstain from participation in decisions that may affect your financial interests, including sources of income, interests in real property or investments. In addition, if appointed, you may be required to fill out a disclosure statement which identifies certain of your financial interests beginning with the immediate twelve-month period prior to your appointment. Based on your best judgement, does this Commission make decisions that may affect sources of income, interests in real property or investments of you or your spouse? If yes, please explain. Please identify any organizations, associations, corporations or entities by which you are employed or associated that might be affected by decisions of this Commission, and the positions you hold.

I don't believe there are any impediments or conflicts that would preclude me as a potential candidate to serve on the Election Commission. Except for serving as a poll worker at two general elections, I have never worked in the election field in California.

Please state any other information which you feel would be useful in reviewing your application.

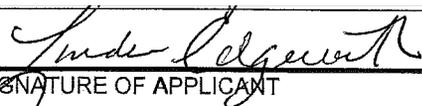
My election experience is extensive. Not only have I administered election as a state official in Alaska, I was the international Director of Elections for 2 1/2 years in Bosnia and Herzegovina where I administered elections at all levels of government, and implemented the first voter registration exercise after the war. Through my tenure I designed the registration and voting procedures, implemented provisional voting and absentee voting systems in an environment in which half of the population was displaced by war, and 1/2 million voters were refugees registering and voting from outside the country. I also designed the election day procedures and audit procedures for Kosovo after the war.

I have recently completed my two terms as President of the Mountain Springs Homeowners Association where I initiated the Neighbors-for-Neighbors Watch Program.

I am culturally sensitive, understand what it takes to run an election, have full respect for the challenges faced by election administrators and their genuine commitment to serve, and fully appreciate the need for building positive and constructive relationships between policy bodies, lawmakers, administrators, political adversaries, and the voting public. I have loved my work in elections. What other enterprise of government serves so many citizens on a one-on-one basis where they are the decision-makers, all on a single day, with full responsibility for accuracy and accountability, and all under the full scrutiny of political contenders and the media? I would love to serve on the Commission in my own community. Thank you for the opportunity to submit my application.

SANJOSE REFERENCES:

Empty box for San Jose references.


SIGNATURE OF APPLICANT

DATE SIGNED

SOCIO-DEMOGRAPHIC INFORMATION: (OPTIONAL)

Male Female 18-35 36-45 46-55 56-65 65+

Disability: Yes No Any special needs during interview process? Yes No

Racial/Ethnic Identification: YES Caucasian

Sexual Orientation YES Heterosexual

How did you learn of this vacancy? YES District 7 Newsletter

CURRICULUM VITAE

LINDA EDGEWORTH

Independent Consultant

- ◆ Election Law and Administration
 - ◆ Voter Registration
 - ◆ International Observation
- ◆ Gender Analyst – Election Participation of Women

International Foundation for Election Systems (IFES) (1991-Present) Washington D.C., 2005 (+ 202 828-8507)

As an independent contractor, engaged in on-site work in transitioning and developing countries, often in post-war environments. Projects have varied in duration from 3 weeks to over two years. The scope of work on these projects has been as specific as performing a pre-election assessment/analysis of the pre-election/political/legal environment to actually managing the conduct and administration of elections. Most frequently, projects have required direct consultation with and provision of technical assistance to the chief electoral commissions in the relevant countries. In all contexts, projects have required interaction with political parties, governmental and legislative bodies, NGOs, the diplomatic community and donor agencies. What follows is a listing of the countries and a brief description of the projects involved.

Indonesia, 2010 – Legal Assessment, Local Election Law and Capacity Building for Legal Reform CSO. Assess the Law on Local Elections and work with Perludem, an Indonesian CSO, to improve conduct of focus group and expert working groups, and to develop proposals for legal reforms especially in the nomination of local executive candidates, forestalling current interest in moving to indirect elections of governors/deputy governors, and limiting legislative body interference in executive elections.

Nigeria, 2010 – Voter Registration Expert. Assess legal framework, forms, paper flow and procedures as basis for making recommendations for 2011 elections and registration reform beyond them. Invited to participate as advisory member of Election Commission's Technical Committee on Improvement of the Voter Registers for 2011 Elections.

Armenia, 2008 – Chief of Party IFES Armenia Office. Determined programming in support of 2008 Presidential Elections. Promoted IFES's programs with Chairman of Central Election Commission gaining permission of IFES to develop and conduct training program for polling station workers, and piloted SMS software transmission of polling station status reports on election day. Provided technical assistance on issues related to the enhancement of country-wide civil register and voter registration process. Developed proposal for \$3 million dollar budget for presentation to USAID.

Philippines 2005 and 2006 – Expert Consultant. Assessed plans and proposed recommendations regarding the introduction of new technologies in the election processes including optical scan, Direct Recording Election Systems and auto-mark systems. Provided strategic planning concept paper covering phased-in introduction with integration of manual count systems in electronic reporting of results. Assessed and proposed amendments to both Senate and House versions of bills introduced in 2006 covering modernization of election process.

Afghanistan, 2004 – Expert Consultant

Provided assessment of the existing law and UNAMA/Joint Election Management Body's draft regulations and procedures for Internally Displaced Persons and refugee voting for 200,000-300,000 voters affected during the Wolesi Jirga Elections. Outlined challenges not addressed in their formulation.

Kosovo 2001 – Expert Consultant to Director of Elections. Designed Election Day Procedures for 2001 Elections, including processing of voters, counting procedures, transport of materials to central audit centers, auditing process, and integration of Local Election Commissions as part of the audit process. Also accessed their voter registration program and training manuals, developed the procedural manual for polling station workers. Formalized the regulations for the conduct of the Assembly Election for adoption by the Provisional Election Commission. Provided option papers on: absentee voting procedures; participation of political party representatives on polling station committees; simplification of voter registration procedures, in particular, relative to changes of address and voting options. Worked with quality assurance team in design of forms and materials.

Bosnia and Herzegovina - Deputy Head of Mission-Director of Voter Registration and Elections OSCE BiH; (2/97 – 6/99) Designed and Conducted Nation-wide Voter Registration Program for 2.2 Million Resident and Displaced Voters within BiH; Developed Out-Of Country Registration and Voting Programs for ½ Million Refugee Voters World-wide; Managed and Conducted Municipal & Republika Srpska National Assembly Elections 1997; Managed and Conducted National (Presidential and Parliamentary,) Entity and Canton Elections in 1998; Developed and Implemented Program For Nationalization and Transfer of Administration of Elections Back to Local Authorities in 1999; Initiated Development of Association of Election Officials of BiH. Prepared for Municipal and Special Elections Scheduled for 1999; Technical Assistance to the Permanent Election Law Working Group

1-2/96: Legal Analysis of 1990 Election Law with Recommendations for Provisional Election Commission Amendment Relative to Dayton Agreement; Development of Strategic Plan for Refugee and Displaced Voting; Designed Preliminary Outline of Election Administration Work Plan for Newly Organized International Staffing for Supervision of 1996 Elections.

Russian Federation - Technical Assistance to Central Election Commission and Subject Election Commissions: Technical Assessment of Election Law; Procedural Analysis and Recommendations; Creation of Handbooks for Subject Election Commissions - Adoption of Administrative Regulations, Quick Start Guide to Better Training, A Dozen Ideas for a Candidacy Handbook; Election Observer Guidelines; Presentations at Seminars - Adjudication of Grievances and Media Disputes, Issues for Subject Election Commissions; Election Observation; Post-election Analysis with Recommendations for Reform; Formal Analytical Report (Published and Distributed by IFES)

Bangladesh - Pre-Election Assessment with Published Report; Project Manager: Development Program for Election and Voter Education Institute; Voter Education Program; Training of Trainers and Trainer's Manual Polling Station Workers Handbook; Management of Tender and Acquisition Project for Commodities Support; Presentation of Findings and Recommendations for International Community Support

Kazakhstan - Project Manager: Technical Assistance to Central Election Commission; Production of Handbook and Orientation Program for International Observers; Production of Voter Education Program; Member of Election Observation Team; Post-Election Analysis (Published and Distributed by IFES)

Kyrgyzstan - Pre-Election Assessment; Formal Report (Published and Distributed by IFES); Project Development Regarding Party Platforms and Voter Information through Independent Media

Tajikistan - Team Leader: Pre-Election Assessment and Formal Report (Published and Distributed by IFES)

Election Observation; Post-Election Assessment; Consultation with Legislative Committee regarding Recommendations for Legal Reform

Uzbekistan - Program Development Regarding Voter Information Campaign; Technical Analysis of Election Law; Post-Election Report (Published and Distributed by IFES)

Macedonia - Pre-Election Assessment; Formal Report (Published and Distributed by IFES)

Albania - Technical Advisor to Central Election Commission Nation-wide Parliamentary Elections; Election Observation; Inter-Agency Coordination; Post-Election Analysis and Formal Report (Published and Distributed by IFES); Commodity Support

Moldova - Technical Analysis of Election Law and Proposed Amendments for Reform

Belarus - Pre-election Assessment; Formal Report (Published and Distributed by IFES)

Ukraine - Pre-election Assessment; Formal Report (Published and Distributed by IFES)

Georgia - Technical Assessment of Election Law and Capacity of Central Election Commission, and Project Development

Azerbaijan - Technical Assessment and Project Development Related to Adjudication of Grievances

Armenia - Project Manager: Voter Education Project on Referendum On Constitution; Preparation of Training Manual for Poll Workers; Orientation Manual for International Observers; Member of Observation Team

Yemen - Development of Training Materials for Polling Place Workers and Trainers for Nationwide Parliamentary Elections following Reunification of North and South Yemen

Mali - Pre-election Assessment and Formal Report (Published and Distributed by IFES)

Sierra Leone - Team Leader, Pre-election Assessment with Recommendations to International Community; Formal Report (Published and Distributed by IFES)

Kenya - Team Leader, Pre-election Assessment; Introduction of Domestic Observers in Electoral Infrastructure; Technical Advisor to Central Election Commission on Administrative Budget Planning; Formal Report (Published and Distributed by IFES)

Mozambique - Follow-up to Field Team/Assessment and Technical Support to Preparation of Field Report

**Organization for Security and Cooperation in Europe (OSCE), and
Office of Democratic Institutions and Human Rights (ODIHR)
Al. Ujazdowskie 19, 00-557 Warsaw, Poland. (+ 48-22/520-06-00)**

Expert Consultant: Afghanistan, 2009 Presidential Election, OSCE Election Support Team

Served as Election Analyst. Provided analysis of election procedures as they were unfolding for the Presidential Election and formulated recommendations for presentation to UNDP ELECT and the Afghan Election Management Body regarding challenges, omissions and their potential consequences arising as the elections were being implemented. Secondary phase involved formalizing recommendations for the future improvement and sustainability of the election process over the long term, with emphasis on capacity of national structures to carry on in the event of diminishing international assistance.

Served as Head of Mission or Deputy Head of Mission for Election Observation Missions (1999-Present)

Established Head Office and Field Office Operations for Long Term Observers and Head Office Core Staff for the assessment of the legal framework and preparations for the elections, the proficiency and accuracy of the voter registration system, the political and media environments, pre-election campaigns polling and counting. Also coordinated the recruitment, training and observation activities and reporting mechanisms for up to 400 international Short Term Observers from 55 Member States of OSCE and diplomatic delegations of the OSCE Parliamentary Assembly, Council of Europe and European Union. Each Mission results in publication of a Preliminary Statement and final comprehensive report regarding the degree to which the host country has fulfilled its commitments to the principles and international standards for the conduct of elections established in the Copenhagen Document of 1990. Publications are intended to serve as the springboard for ongoing dialog with the international community to advance the evolution of the election process in meeting democratic standards.

:

- Albania, 2008, Parliamentary Elections (Gender Analyst)
- Serbia, 2007, Parliamentary Elections
- Latvia, 2006, Parliamentary Elections
- Croatia, 2003 and 2007, Presidential and Parliamentary Elections,
- Russian Federation, 2000 and 2004 Presidential Elections & 1999 Duma Elections
- Hungary, 2002 Parliamentary Elections
- Montenegro, 2001 Election of Representatives to the Assembly
- Romania, 2000 Presidential and Parliamentary Elections – 1st and 2nd Rounds
- Kazakhstan, 1999 Elections of Deputies to the Majilis, Republic of Kazakhstan

Also OSCE Delegate for Needs Assessment Missions, 1999 and 2000, to:

- Romania
- Tajikistan
- Kazakhstan.

The purpose of these Missions was to assess the electoral situation and readiness of authorities to conduct elections according to international standards, and to formalize recommendations to the OSCE/ODIHR as to whether an observation mission should be deployed. In addition, formal proposals were developed as to the scope and strategic plan under which the observation mission should be undertaken. This element was of particular relevance in Tajikistan where conduct of the elections was directly tied to implementation of the peace agreement. Development of plan for OSCE/UN Cooperative Program.

DOMESTIC EXPERIENCE, USA

Expert Consultant: Help America Vote Implementation, IFES

Worked as expert consultant with various jurisdictions within the United States on specialized projects related to the implementation of new federal legislation, Help America Vote Act.

Fulton County, Georgia: (2006) Assessment of management and organizational structure of Elections Department and delivery systems with an emphasis of planning and transition in response to new legislation, new technologies and anticipated shifts in legal and environmental trends.

State of Nebraska: 2004-2006 Developed legislative package enacted in 2005 to bring state law into compliance with HAVA, with particular emphasis on amendments needed to convert decentralized voter registration system to a computerized, state-wide system; developed procedural guidelines related to a number of key election components including recruitment of poll workers, new registration requirements related to presentation of ID and by mail registrations; canvassing and audit of election results; filing for office; provisional voting requirements; absentee voting.

Florida (Miami Dade County and Hillsborough County) 2002: Assess management planning for conduct of elections in the aftermath of the 2000 controversies, and evaluated transition to an automated election system (Miami Dade.) Lead observation team in 2002 general election in Hillsborough County.

Commonwealth of Virginia 2004: Election Expert member of team selected to develop standards, procedures and guidelines related to security and emergency circumstances for the use of Direct Recording Election Equipment.

Office of the Governor, State of Alaska, Division of Elections, P. O. Box AF, Juneau, Alaska (1984-1991)

The Alaska Division of Elections administers all statewide voter registration and conduct of federal and state elections on a state-wide basis and conducts local elections in the State's vast unincorporated area where there are no local governing authorities. The agency provides voter registration, support services and technical assistance to all municipalities and boroughs for conduct of their local elections, and establishes district and precinct boundaries for both state and local elections.

During my tenure the Division designed and implemented a conversion to a totally computerized state-wide voter registration and election management system (VREMS), and coordinated computer and hand counted ballot counting systems for consolidation and reporting of state-wide election returns.

Areas of Direct Responsibility:

Election Coordination and Referendum: Directly supervised preparation of election statutory and administrative calendars, processing and review of candidacy filings, party registrations and initiative and recall petitions. Coordinated ballot preparation and distribution and preparation of precinct registers and materials for state-wide voting precincts and absentee voting sites, as well as 147 municipalities for local elections. Supervised State Review Board for audit and certification of election returns. Directly supervised in-person and by-mail absentee voting programs including national and overseas ballots, and absentee audit review and counting boards.

Legislative Liaison and Administrative Code Specialist: Drafted all proposed legislation and prepared bills for introduction to the Alaska Legislature. Tracked legislation potentially impacting state and local elections, voter registration, candidacy eligibility, initiative, referendum and recall. Wrote agency position papers and fiscal notes and provided testimony at legislative hearings. Served as inter-agency liaison regarding legislation. Monitored and provided written analysis and

comment on federal legislation. Wrote and prepared procedural and interpretative regulations for formal adoption under the Alaska Administrative Code.

Procedure Development and Training: Formalized recommendations regarding election procedures and policies in compliance with law and accepted standards and practices. Wrote, edited and supervised production of agency handbooks, pamphlets and training materials for staff, voter registration officials, absentee voting officials, precinct workers and appointed boards, and candidacy filing for office handbooks. Trained permanent staff, officials and boards in specific election procedures, and review and audit of election results. Served as Chairman/member of various voter registration, absentee and procedural election task forces.

Inter-Agency Liaison and Federal Compliance Oversight: Served as agency's front line liaison with U.S. Department of Justice. Coordinated military voting services through the U.S. Department of Defence, and state handicapped accessibility reporting through the Federal Election Commission. Served as agency liaison to Alaska Departments of Revenue, Community and Regional Affairs, Education, Attorney General's Office on issues of common interest and responsibility. Wrote and coordinated publication of *The Federal Voting Rights Act: A Compliance Handbook for Cities, Boroughs and Other Local Jurisdictions*.

Outreach and Public Information: Prepared all multi-media advertisements and press releases. Served as official spokesperson for radio and television interviews. Coordinated communications network for dissemination of state-wide election returns. Directly supervised publication of state-wide *Official Election Pamphlets* sent to all households for each General Election covering candidates, discussions of ballot measures, judicial evaluations, registration and absentee voting information, regional precincts and polling place listings and other information required by law. Participated in public speaking and conduct of election workshops: Alaska Municipal League, Association of Municipal Attorneys, Alaska Association of Municipal Clerks, military installations and schools.

Additional Projects

Expert Consultant: Guyana, Democracy International, 2005

Conducted analysis of integrated civil registration/voter registration system. Assessed impediments to accurate maintenance of registration records and cause of delays in updating of civil registration processes from which voter registers were produced.

Guest Lecturer: Princeton University, Princeton, New Jersey, March 2009

Elections in Fragile States:

- "Impact of War on Election Systems and Practical Solutions – Bosnia and Herzegovina" (2009)
- Crisis Management of Elections by the International Community – Afghanistan (2010)

Presenter: IFES Technology Conference and Voter Exhibition, Philippines, November 2008

Presentations:

- "Introducing New Technologies: Best Practices in Bidding and Procurement"
- "Role of Civil Society in Automated Election Scenarios"

Panellist/Speaker:

- "Lessons Learned" Session
- "Introduction of New Technologies in Voter Registration" Forum

Guest Expert: "Moving Forward with Reforms in Election Legislation" Working Group

Contributing Author: Global Election Officials Conference on Electoral Technology, 2007

Contributing author, "Introducing New Technologies from an Election Administrator's Perspective."
Published in IFES White Paper, *From Power Outages to Paper Trails*. IFES, 2007

Guest Lecturer: Colgate University, Hamilton, New York

- "The Duma Elections of the Russian Federation: A Prelude to the Presidential Elections 2000;"
- "Dayton Agreement - Bosnia and Herzegovina: A Model for Kosovo?"

Presenter and Facilitator: International Election Standards Conference, Moscow, Russia

Development of New International Standards for conduct of free democratic voter registration and elections, sponsored by Association of Central and Eastern European Election Officials. Assessed and wrote white paper on proposed amendments to the Copenhagen Agreement of 1995: Presented assessment to plenary session. Facilitated roundtable discussion on proposed amendments.

Contributing Author: Project on External Voting Practices, IDEA, Stockholm Sweden

"Project on Comparative Practices for Serving Voters Residing and Voting from Abroad" (Bosnia and Herzegovina and Russian Federation.)

Author: Formal Guidelines, Office of Democratic Institutions and Human Rights, Warsaw

- Quick Start Guide for Regional Observation Teams
- Administrative Procedures for Long Term Observers
- International Guidelines for Observing the Participation of Women in the Election Process
- International Guidelines for Observing Voter Registration Processes

Review Panelist:

- International Guidelines for Reviewing Legal Frameworks for Elections

Contributing Author and Review Panelist, International Foundation for Electoral Systems

- Guidelines for Understanding, Adjudicating and Resolving Disputes in Elections (Current)
- From Power Outages to Paper Trails: Introducing New Technologies in Elections



CITY OF SAN JOSÉ, CALIFORNIA

APPLICATION FOR BOARDS AND COMMISSIONS

MEMBERS OF SAN JOSÉ'S BOARDS AND COMMISSIONS MUST BE RESIDENTS OF SAN JOSÉ. PLEASE USE BLACK TYPE OR PRINT. Submit application to the Office of the City Clerk, 200 East Santa Clara Street, San José, California, 95113, Telephone (408) 535-1252. If more space is needed, please attach additional pages. Applications are valid for one year from the date of receipt and are public record. This application and supplemental are "public documents" and are available for review upon request.

Board or Commission applying for:

- | | | | |
|-----------------------------------|--------------------------|----------------------|-------------------------------------|
| Appeals Hearing Board | <input type="checkbox"/> | Elections Commission | <input checked="" type="checkbox"/> |
| Civil Service Commission | <input type="checkbox"/> | Planning Commission | <input type="checkbox"/> |
| Council Salary Setting Commission | <input type="checkbox"/> | | |

Are you a resident of San José?

Yes

Length of Residency

21

Council District No.

6

Name (last, first, middle)

CHRISTOPHER JAMES
ESCHER

Home Phone No.
Work Phone No.
E-Mail Address

Address

San José, CA Zip

95126

Present Employer (Name/Address)

self / see above

Job Title/Description of Duties:

Marketing Consultant

Current Employer of Spouse (Name/Address)

Chardon Properties

Spouse's Job Title/Description of Duties:

CEO / Real Estate list

College, Professional, Vocational or Other Schools Attended

Stanford

Major Subject

English

Dates Attended

1976-81

Degree & Date

BA '80

List any position or office held in any governmental agency, civic or charitable organization including the dates:

Our City Forest Board member 2009 - present
CEMOF Board 2009 - present

Languages spoken:

Special Awards or Recognitions Received:

Please state why you want to become a member of this Board or Commission including specific objectives which you would work toward as a member.

SJ is exceptional for its ability to integrate many diverse groups - racially, ethnically, demographically - into a fair city. That means our city democracy needs interests of the highest order. Election committee can help.

CONFLICT OF INTEREST: State and local law require that you abstain from participation in decisions that may affect your financial interests, including sources of income, interests in real property or investments. In addition, if appointed, you may be required to fill out a disclosure statement which identifies certain of your financial interests beginning with the immediate twelve-month period prior to your appointment. Based on your best judgement, does this Board or Commission make decisions that may affect sources of income, interests in real property or investments of you or your spouse? If yes, please explain. Please identify any organizations, associations, corporations or entities by which you are employed or associated that might be affected by decisions of this Board or Commission, and the positions you hold.

NO.

Special Note: Applicants are advised that they may be required to file a statement of Economic Interests (Form 700) disclosing all reportable interests held at the time of appointment. If applicable, a copy of this form will be provided by the City Clerk.

Please state any other information which you feel would be useful in reviewing your application.

past jobs - VP Corporate Communications Apple, 1984-96
Creative Director Google, 2001-2006

SAN JOSÉ REFERENCES:

[Empty box for references]





CITY OF SAN JOSE, CALIFORNIA

APPLICATION FOR SAN JOSE ELECTIONS COMMISSION

MEMBERS OF SAN JOSE ELECTIONS COMMISSION MUST BE RESIDENTS OF SAN JOSÉ. PLEASE TYPE OR PRINT IN BLACK INK. FACSIMILE APPLICATIONS CANNOT BE ACCEPTED. Submit original application to the Office of the City Clerk, 200 East Santa Clara Street, San José, California, 95113, Telephone (408) 535-1260. If more space is needed, please attach additional pages. Applications are valid for one year from the date of application and are public record.

Are you a resident
of San José?
Online

Length of
Residency
12 years

Council
District No.
6

Name
(last, first, middle)

Kinman, Randi

Home Phone No.

Work Phone No.

Address

San José, CA Zip 95128

Present Employer (Name/Address)

Self

Job Title/Description of Duties:

Senior and Disabled Care Management
Provide oversight and supervision of patient care, including
medical, rehabilitation, legal and financial services.

Current Employer of Spouse (Name/Address)

Paul Hogan (non-spouse)
106 W. Campbell Avenue
Campbell, CA 95008

Spouse's Job Title/Description of Duties:

Attorney, Self Employed, Family Law

College, Professional, Vocational or
Other Schools Attended

Major Subject

Dates Attended

Degree & Date

Gavilan College
Twin Lakes College

Education/Admin Justice
Biomechanics/Analysis

1975-1977
2003-2006

Various Certifications

List any position or office held in any governmental agency, civic or charitable organization including the dates:

See Attached.

Languages spoken:

English



Special Awards or Recognitions Received:

See attached.

Please state why you want to become a member of this Commission including specific objectives which you would work toward as a member. Please indicate any familiarity or experience you may have with campaign laws.

I believe in public service and, while serving on a regional board, wish to contribute to San Jose.

I have experience in reviewing, analyzing and reacting to complex data in a timely manner. I can be objective and independent.

I come with no pro-active agenda other than to ensure San Jose has an open and fair election process that ensures a rapid response to timely issues.

I have no specific objectives other than ensuring existing policies are routinely and systematically reviewed to ensure language is accurate and precise. Long term, I would hope to see the commission concentrate on looking forward and working with stake holders to anticipate future needs.

My campaign experience has been primarily outreach and contact as opposed to policy development or strategic goal setting. I am inspired by my volunteer work as a poll worker.

CONFLICT OF INTEREST: State and local law require that you abstain from participation in decisions that may affect your financial interests, including sources of income, interests in real property or investments. In addition, if appointed, you may be required to fill out a disclosure statement which identifies certain of your financial interests beginning with the immediate twelve-month period prior to your appointment. Based on your best judgement, does this Commission make decisions that may affect sources of income, interests in real property or investments of you or your spouse? If yes, please explain. Please identify any organizations, associations, corporations or entities by which you are employed or associated that might be affected by decisions of this Commission, and the positions you hold.

I have no current or anticipated conflicts of interest.

Please state any other information which you feel would be useful in reviewing your application.

I am familiar with San Jose's policies and procedures.

SAN JOSE REFERENCES:

Press 1

Kenmai Kenmai

Feb 4, 2011

SIGNATURE OF APPLICANT

DATE SIGNED

SOCIO-DEMOGRAPHIC INFORMATION: (OPTIONAL)

Male Female 18-35 36-45 46-55 56-65 65+

Disability: Yes No Any special needs during interview process? Yes No

Racial/Ethnic Identification: Online

Sexual Orientation Online

How did you learn of this vacancy? Online

Randi Kinman

City of San Jose Elections Commission Application- Supplemental

Public Service History

Metropolitan Transportation Commission

- Policy Advisory Committee, Low-Income Representative for Santa Clara County, 2010 to present
 - Founding member by appointment
 - Vice Chair of the Equity and Access sub-committee
 - Member of the Regional Equity Working Group
- Minority Citizens Advisory Council Low Income Representative June 2007-2010
 - Vice Chair 2007-2008
 - Equity Analysis Committee
 - Vice Chair 2008-2009
 - Chair 2009-2010

City of San Jose

- Diridon Station Advisory Group 2009-2010
- Planning Commission Interim Appointee 2007-2008
 - Vice Chair 2008
- Strong Neighborhoods Policy Advisory Committee 2000-2007
 - Founding Board member
 - Member, ad-hoc EIR review committee
 - Chair, Fund Development
 - Member, County annexation ad-hoc committee
 - KaBOOM! Coordinator and liaison (City of San Jose commendation June 2008)
 - Burbank/Del Monte Neighborhood Advisory Committee
 - Founding board member and current board member 2000-present, including president.
 - Planning and land use chair
 - City of San Jose commendation June 2005, Richmond/Menker Improvement project

Volunteer History

- District 6 Neighborhood Leadership Group
 - Founding member
- Sherman Oaks Neighborhood Association
 - Founding board member 1999 and current board member; past president.
- Citizens for a Livable San Jose 2007-2007

Note: Information limited to residency in San Jose

FORM CAN BE SUBMITTED ONLINE AT BOTTOM OF FORM



CITY OF SAN JOSÉ, CALIFORNIA

APPLICATION FOR BOARDS AND COMMISSIONS

MEMBERS OF SAN JOSÉ'S BOARDS AND COMMISSIONS MUST BE RESIDENTS OF SAN JOSÉ. PLEASE USE BLACK TYPE OR PRINT. Submit application to the Office of the City Clerk, 200 East Santa Clara Street, San José, California, 95113, Telephone (408) 535-1252. If more space is needed, please attach additional pages. Applications are valid for one year from the date of receipt and are public record. This application and supplemental are "public documents" and are available for review upon request.

Board or Commission applying for:

- Appeals Hearing Board
- Civil Service Commission
- Council Salary Setting Commission
- Elections Commission
- Planning Commission

Are you a resident of San José? **Yes** Length of Residency **25 years** Council District No. **10**

Name (last, first, middle) **Louie, Leon** Home Phone No. Work Phone No. E-Mail Address

Address San José, CA Zip **95120-1601**

Present Employer (Name/Address) **Azure Communications Inc. 987 University Avenue Los Gatos, CA 95032** Job Title/Description of Duties: **EVP / Operations Management**

Current Employer of Spouse (Name/Address) **Infortrend Corporation 2200 Zanker Road San Jose, CA 95131** Spouse's Job Title/Description of Duties: **Marketing Manager / Responsible for marketing department, trade shows, sales leads, etc.**

College, Professional, Vocational or Other Schools Attended	Major Subject	Dates Attended	Degree & Date
New Jersey Institute of Technology	Industrial Engineering	1975 - 1981	B.S.I.E. 05/1981
San Jose State University	M.B.A. Program	1983 - 1984	n/a

List any position or office held in any governmental agency, civic or charitable organization including the dates:

- 1991 - 1999, San Jose Salary Setting Commissioner
- 2000 - 2008, San Jose Civil Service Commissioner
- 2009 - Present, San Jose Elections Commissioner
- 2001 - 2009, Simonds Elementary School PTA and Music & Technology Foundation Treasurer and Auditor
- 2006 - 2007, Bret Harte Middle School Booster Treasurer
- 2009 - Present, Leland (High School) Bridge Treasurer

Languages spoken:

Special Awards or Recognitions Received:

Please state why you want to become a member of this Board or Commission including specific objectives which you would work toward as a member.

I've been volunteering with the City of San Jose for over 16 years and I've enjoyed every minute of it. I feel I've contributed greatly to each and every commission I've been a part of and I would like to continue having fun volunteering with the City of San Jose.

I will continue to:

- 1) Render a decision fairly based on the current available information provided
- 2) Approach each and every task with common sense and with a speedy resolution in mind
- 3) Apply my professional and educational experience to each and every task / hearing
- 4) Work as a team member of the commission by listening and understanding each and every point of view
- 5) Receive guidance from city staff (City Clerks Office and City Attorney's Office) when rendering a decision

CONFLICT OF INTEREST: State and local law require that you abstain from participation in decisions that may affect your financial interests, including sources of income, interests in real property or investments. In addition, if appointed, you may be required to fill out a disclosure statement which identifies certain of your financial interests beginning with the immediate twelve-month period prior to your appointment. Based on your best judgement, does this Board or Commission make decisions that may affect sources of income, interests in real property or investments of you or your spouse? If yes, please explain. Please identify any organizations, associations, corporations or entities by which you are employed or associated that might be affected by decisions of this Board or Commission, and the positions you hold.

None

Special Note: Applicants are advised that they may be required to file a statement of Economic Interests (Form 700) disclosing all reportable interests held at the time of appointment. If applicable, a copy of this form will be provided by the City Clerk.

Please state any other information which you feel would be useful in reviewing your application.

SAN JOSÉ REFERENCES:

Address (purpose, contact)

SUBMIT ONLINE

RESET FORM (ERASE)



CITY OF SAN JOSÉ, CALIFORNIA APPLICATION FOR BOARDS AND COMMISSIONS

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**Board or Commission
applying for:**

- | | |
|--|--|
| Appeals Hearing Board <input type="checkbox"/> | Elections Commission <input checked="" type="checkbox"/> |
| Civil Service Commission <input type="checkbox"/> | Planning Commission <input type="checkbox"/> |
| Council Salary Setting Commission <input type="checkbox"/> | |

Are you a resident
of San José? **yes**

Length of
Residency **6 years**

Council
District No. **1**

Name
(last, first, middle) **Rama Sehtia**

Home Phone No.
Work Phone No.
E-Mail Address

Address

San José, CA Zip **95129**

Present Employer (Name/Address)

The Harker School
500, Saratoga Ave.
San Jose CA 95129

Job Title/Description of Duties:

Math Teacher - Upper School
Advisor- junior class
Member- Honor Council and Harker Community

Current Employer of Spouse (Name/Address)

Self Employed

Spouse's Job Title/Description of Duties:

Self employed

College, Professional, Vocational or Other Schools Attended	Major Subject	Dates Attended	Degree & Date
Maharshi Dayanand University - India	Educaion	1990	B. Ed.
Sri Ram College of Commerce -India	Business Administration	1988	MBA
Sri Ram College of Commerce - India	Business	1986	BBA

List any position or office held in any governmental agency, civic or charitable organization including the dates:

Treasurer -PTA- Miller Middle School	2007- 2008
Site Council Member - Lynbrook High School	2007-2009
Group Leader - Sunnyvale Hindu Temple	2002- present
Member -Silicon Valley Mathematics Association	2008- present
Member - National Council of Teachers of Mathematics	2008- present

Languages spoken:

Special Awards or Recognitions Received:

I was recognized by FUHSD PTSA for volunteering for raising fund for retaining Cupertino schools staff.

Please state why you want to become a member of this Board or Commission including specific objectives which you would work toward as a member.

Being an educator for almost 20 years, I have always preached strong ethical and moral character over academic success. One of my most highly valued and vital part of education has been—education in responsibility and integrity. As a faculty member of Honor Council at the Harker Upper School for last three years, I have been actively involved in the procedures including investigation, hearing and appeals in cases where student/ s have breached the code of conduct. The San Jose Elections Commission monitors compliance with all campaign and ethics ordinances, reviews and investigates allegations of violations of the Code and makes recommendations accordingly. Hence, the purpose of San Jose Elections Commission matches well with my above mentioned experience and my goal of pursuing and establishing honor in adhering to laws and strictly following the rules. During my tenure as an Assistant Principal at a high school, I have led the Discipline Committee and created fair a

CONFLICT OF INTEREST: State and local law require that you abstain from participation in decisions that may affect your financial interests, including sources of income, interests in real property or investments. In addition, if appointed, you may be required to fill out a disclosure statement which identifies certain of your financial interests beginning with the immediate twelve-month period prior to your appointment. Based on your best judgement, does this Board or Commission make decisions that may affect sources of income, interests in real property or investments of you or your spouse? If yes, please explain. Please identify any organizations, associations, corporations or entities by which you are employed or associated that might be affected by decisions of this Board or Commission, and the positions you hold.

There is no conflict of interest.

Special Note: Applicants are advised that they may be required to file a statement of Economic Interests (Form 700) disclosing all reportable interests held at the time of appointment. If applicable, a copy of this form will be provided by the City Clerk.

Please state any other information which you feel would be useful in reviewing your application.

I want to make a difference in community by contributing my worth.

SAN JOSÉ REFERENCES:

SUBMIT ONLINE

RESET FORM (ERASE)



CITY OF SAN JOSÉ, CALIFORNIA

APPLICATION FOR BOARDS AND COMMISSIONS

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Board or Commission
applying for:

Appeals Hearing Board <input type="checkbox"/>	Elections Commission <input checked="" type="checkbox"/>
Civil Service Commission <input type="checkbox"/>	Planning Commission <input type="checkbox"/>
Council Salary Setting Commission <input type="checkbox"/>	

Are you a resident
of San José? **Yes**

Length of
Residency **22 Years**

Council
District No. **10**

Name
(last, first, middle) **Shepard, Robert, Elliot**

Home Phone No.
Work Phone No.
E-Mail Address **s**

Address

San José, CA Zip **95120**

Present Employer (Name/Address)
Retired from IBM/Siemens in 2005

Job Title/Description of Duties:
Director of Sales Compensation

Current Employer of Spouse (Name/Address)

**San Jose Unified School District
Bret Harte Middle School
San Jose, CA 95120**

Spouse's Job Title/Description of Duties:

School Librarian

College, Professional, Vocational or
Other Schools Attended

Rockland Community College

Major Subject

Business Admin

Dates Attended

1975/1976

Degree & Date

AA Degree 1976

List any position or office held in any governmental agency, civic or charitable organization including the dates:

2 Years US Army 1965-1967

Santa Clara County Civil Grand Jury 2005/2006

Vice Chairman of the Board Goodwill Industries of Silicon Valley 1/1/08 - 2/1/10

I am member of Adhoc Ethics Group which includes Bob Kieve, Frank Fiscalini, Carl Cookson, Shirley Lewis, Gloria Duffy and other well known community leaders

San Jose Election Commission June 2008-Term Expiration March 2011

Languages spoken:

Special Awards or Recognitions Received:

Please state why you want to become a member of this Board or Commission including specific objectives which you would work toward as a member.

I was appointed to Election Commission in June 2008 by Mayor and City Council. I am interested in subject matter and have not missed an Election Commission Meeting since being appointed in 2008. I have participated in multiple sub-committee assignments to include Anonymous Complaints, Pay to Play and multiple changes to our working procedures document "Resolution 72547" which governs San Jose Election Commission Investigations and Hearings.

I believe it is critical to the integrity of the Election Process that there is Integrity and fairness as it relates to Lobbyist and Contribution activity with focus on Transparency and Disclosure associated with the responsibilities outlined in Resolution 72547.

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None

Special Note: Applicants are advised that they may be required to file a statement of Economic Interests (Form 700) disclosing all reportable interests held at the time of appointment. If applicable, a copy of this form will be provided by the City Clerk.

Please state any other information which you feel would be useful in reviewing your application.

I have previously submitted Form 700 to City Clerk which is available for your review.

SAN JOSÉ REFERENCES:

SUBMIT ONLINE

RESET FORM (ERASE)

Robert E. Shepard

CAREER OBJECTIVE:

Seek position where my experience, education and skills may be utilized.

QUALIFICATION SUMMARY:

Over 15 years of General & Administrative Management background to include Sales Compensation/Administration, Asset Management, Order Administration, Management Development, Finance, Field Operations, and Customer Service experience. Possess strong project management, leadership, communication, planning, scheduling, presentation, cost containment, organizational/management development, interpersonal and customer service skills. Additional skills include Ms Windows, Word, Excel, PowerPoint and SAP.

EXPERIENCE HIGHLIGHTS:

Siemens Enterprise – (Siemens, IBM, ROLM Corporation)
San Jose, CA

01/1989 – 04/2005

Director Sales Compensation & Administration (1996 - 04/2005)

Worked with Sales & Service Executives in the development and publishing of an annual compensation plan. Plan covered approximately 800 commission based employees, representing an annual budget of \$15M. Ensured timely and accurate payment of commissions and commission statements. Ensured consistent interpretation of compensation plan policies, practices and procedures to achieve equity and minimize potential legal issues. Supported company sales strategy in compensation plan design, delivery and ongoing operations. Monitored year to date performance, conducted executive reporting and assessed effectiveness of the Sales compensation program.

Achievements Included:

- Achieved consistent and equitable compensation administration through design and implementation of an “Desk Top Compensation Manuel”.
- Streamlined the compensation plan process, automated policies, practices & procedures, achieving cost savings in excess of \$500K.
- Established electronic delivery of commission statements to over 800 employees, achieving enhanced delivery speed and substantial cost savings.

Manager Field Administration (1989 – 1996)

Managed a staff of 15 tasked with responsibility for design and publishing of company policies, practices and procedures associated with, the “Life Cycle of an Order”. This included all order administration, asset management, installation and post installation activities. Trained in excess of 250 field personnel in policies, procedures, controls, as well as various applications used on a daily basis.

Achievements Included:

- Established consistent policies, practices and procedures, which previously did not exist.
- Promoted to Director Sales Compensation & Administration

Project Manager - IBM Corporate Headquarters Administration (1986– 1989)

Reporting to the Senior Director of IBM Administration, held responsibility for identification and development of 1st and 2nd level management candidates. The management development program included identification of high potential management candidates and implementation of a formal classroom instructional training program. Project managed the internship program providing management candidates temporary assignments. Monitored and evaluated participants in preparation for initial 1st and 2nd level management placements.

Achievements Included:

- Recognized for key “IBM Management Development Program” contributions, which achieved substantial success.
- Promoted to Manager Field Administration.

Robert E. Shepard

Resume – Page 2

Siemens ICN – (Siemens, IBM, ROLM Corporation) – continued

Administrative Management Positions - IBM (1964 – 1986)

Held various 1st, 2nd and 3rd level administrative management positions. Managed up to 10 branch offices and up to 300 employees during this period. Responsibilities included managing expense, revenues, and headcount in the southwest. Managed a large consolidated accounts receivable center which included order entry, asset management, accounts payable, accounts receivable, contract administration and personnel.

Achievements Included:

- Recognized for successful management of large organizations, consistent achievement of business and financial objectives.
- Promoted to Project Manager with assignment to IBM headquarters.

EDUCATION:

Associate Degree, Business Administration, Rockland Community College, Spring Valley, NY
College Prep, Brooklyn Technical High School, Brooklyn, NY

ADDITIONAL TRAINING:

- Sales Compensation Industry Seminars
- Project Management
- ISO Standards
- Annual Management Training
- Influence Management
- Product Process Guidelines
- MS Excel and Word
- Effective Writing
- Seven Habits of Highly Effective People
- Viet Nam Veteran – US Army 1965-1967

COMMUNITY SERVICE

I served on the Santa Clara County Civil Grand Jury for the period 7/01/05 thru 6/30/06

I am currently a member of a San Jose Ethics committee comprised of Civic leaders within the San Jose Community.

I have participated in a review of the City of San Jose ethics initiatives chaired by San Jose Mayor Reed.

I served as Vice Chair of Goodwill of Silicon Valley from 1/1/08 through 2/1/10

I am currently on the City of San Jose Election Commission effective 6/08 thru 3/11

PERSONAL INTERESTS (SPORTS)

- I have been Season Ticket Holder to San Jose Sharks since their inception 1991-1992
- I have been Season Ticket Holder to New York Jets since 1968