

# They Want To Move (back)...

## and who can blame them?

With only one edition under its belt, the WorkWhereUPlay newsletter has people in our region talking! Because workforce challenges are expected to increase significantly over the next decade, the NWWIB will continue to spread the word about dedicated and qualified people who want to remain, return or relocate to Northwest Wisconsin. In this issue we have noted below each name which counties the individuals specifically listed as counties they would like to work in.

Take a look at the profiles listed below and see if the talent you need isn't already knocking at the door. Feel free to forward this newsletter on to anyone else who might be interested, or check us out online at:

[www.WorkWhereUPlay.com](http://www.WorkWhereUPlay.com)

Older issues of this newsletter can be found at [www.nwwib.biz/links](http://www.nwwib.biz/links)

### MONTGOMERY S. MOUW

#### HEALTHCARE & TECHNOLOGY SALES/ MARKETING

*Bayfield, Sawyer*

- Fifteen years of experience in the healthcare and technology industries
- Experience includes: Director of Sales, Regional Sales Director, Director of Business Development, & National Accounts Manager
- Bachelor of Science: Math & Computer Science

### SCOTT THOMAS CLEMENTS

#### CONSTRUCTION PROJECT MANAGER

*Bayfield, Sawyer, Vilas*

- Over 25 years of management experience in the construction industry, including single-family, multi-commercial, and light industrial.
- M.S. Construction Management,
- Licensed Building Contractor (MN); General Contractor (NV); Real Estate Broker (MN)

### SANDRA DEE SCHULTZ-NAAS

#### ENVIRONMENTAL SCIENTIST

*Ashland, Bayfield, Douglas, Iron, Sawyer, Washburn*

- Bachelor of Science Degree- Natural Resource Management
- Certified Professional in Erosion & Sediment Control
- USDA-NRCS Technical Service Provider #TSP-03
- Over 20 years of experience
- Very involved in community and industry groups

### MARIO OVIDIO ANDINOTORRES

#### CELL SITE TECHNICIAN/ JR. TRANSMISSION ENGINEER

*Ashland, Bayfield, Iron*

- Associate's Degree in Science and Letters,
- Associate's Degree in Electrical Engineering
- Extensive industry training & certifications
- 8 years of experience in the telecommunications and engineering fields
- Bilingual in spanish and english

### SCOTT RETZLOFF

#### CARPENTER & MARINE TECHNICIAN

*Ashland, Bayfield, Sawyer, Washburn*

- Experience in carpentry, power sport mechanics, and shipping & receiving
- Supervisory & Management Experience
- Educated at WITC and Lund Boat School
- 5 years as volunteer firefighter



# MONTGOMERY S. MOUW

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## SUMMARY

A professional with fifteen years' experience in healthcare and technology sales/marketing. Quick to build key, lasting relationships and quick to learn and apply new concepts and knowledge. Proven ability to get the job done.

## EXPERIENCE

### **Real Estate Development**, 11/03 – 12/07

Spent the last three years developing multiple real estate projects for personal gain.

### **Director of Sales**, Sistina Software, Minneapolis, MN, 4/02 – 11/03

Sistina Software is a storage infrastructure software startup that was purchased by Red Hat, Inc.

- Led company's direct sales efforts.
- Provided company's only direct sales revenue that contributed to a successful funding event.
- Created, hired and trained inside sales organization.
- Delivered 80+% of company's revenue over one and a half years.

### **Independent Consultant**, St. Paul, MN, 10/01 – 4/02

Sales and marketing consulting for a small medical device company.

- Designed a national distribution plan.
- Developed marketing/sales support materials.
- Increased margins 100% by contracting directly with payers for payment of products.
- Quickly developed key physician relationships to shorten sales cycle.

### **Partner Development Manager**, Veritas Software, Mountain View, CA, 1/01 – 7/01

Veritas Software is a leading provider of storage management software. Responsible for new sales channel development in the Central United States.

- Achieved 100% of bonus criteria for Q1 and Q2 of 2001.
- Provided essential design input into Windows Business Unit partner development program.
- Recruited, developed and managed reseller channel.
- Quickly developed key, high-level relationships with targeted partners and Microsoft district offices that significantly accelerated rollout of the program.

### **Business Development**, MacroTime, LLC, St. Paul, MN, 2/99 – 1/01

MacroTime provided online reservations and appointments with a focus on healthcare and hospitality.

- Sold my interest in the company.
- Signed agreements with local and national healthcare organizations to private-label technology.
- Developed and implemented plans to sign-up service providers and increase consumer use.
- Assisted in management of multiple areas of the business.

### **Regional Sales Director**, *Ingenix, Inc.*, Minneapolis, MN, 7/97 – 2/99

Ingenix is the Knowledge and Information division of United Health Group, the country's largest managed care organization. Provided large-scale decision support software/data warehouse systems and services to managed care organizations and risk-bearing providers.

- Achieved \$4.6 million in new sales in 1998.

- #1 ranking for 1998.
- Successfully developed relationships at the CEO, CFO and Medical Director level in client organizations.

**Director, Business Development, *Medical Data International*, Irvine, CA, 11/96 - 5/97**

MDI was a healthcare business knowledge start-up company that provided managed care, market and technology information to the medical device and pharmaceutical industries.

- Completed the largest single deal in company history in my second month with the company.
- Generated revenue exceeding \$400,000 in first five months of 1997.
- Hired to lead a five-member Business Development team.

**National Accounts Manager, *Empi, Inc.*, St. Paul, Minnesota, 6/94 - 11/96**

Empi is a leader in non-invasive treatments for physical rehabilitation and urinary incontinence. Responsible for contracting with managed care and other third-party payer organizations.

- #1 ranking in Q1 1996 for all eight bonus criteria.
- #1 in the nation in new contracts with third party payers in 1995.
- #1 in the nation in total covered lives for Innova PFS strategic plan.
- Developed and successfully tested a strategic plan for the company's surface EMG product, BioScope.
- Participated in redesign of inside sales infrastructure to make it more responsive to changing markets.

**Sales and Marketing Director, *Wellness Association, Inc.*, Chicago, Illinois, 6/93 - 6/94**

Wellness Association was a start-up mental health care marketing organization. The company pooled provider dollars and advertised on radio and television to attract new customers to the network.

- Designed all marketing strategies and materials.
- Led sales team to sign over 200 new accounts in first 100 days valued at more than \$400,000.
- Designed information systems used for intake, referral and sales operations.

**Independent Sales, 8/90 - 6/93**

*A.D.A.M. Software Authorized Sales*

A multimedia software package used for patient and medical education.

- Outsold all other authorized resellers within first three months.
- Capitalized on extensive product knowledge to offer personalized training for new customers as an additional source of revenue.

**Programmer Analyst/Data Base Analyst, *Minnesota Mutual*, St. Paul, MN, 12/86 - 8/90**

- Consulted end-users and programming staff on technical issues of IBM mainframe.
- Developed large-scale mainframe software systems.
- Trained end-users on newly developed systems and on enhancements to existing systems.

***EDUCATION***

BS – Math & Computer Science, University of Wisconsin – Eau Claire, Cum Laude Graduate, August 1986.

***INTERESTS***

Running, cycling, swimming, sailing, inline skating, cross-country skiing, snowboarding, reading, sea kayaking, volunteer event management.



**Associate Project Manager**  
**Minneapolis, MN**  
**May 1989 – May 1990**

**Opus Corporation**

Commercial Architect, Developer, and Builder. Duties included full range of project management functions for a 250,000 SqFt medical office, research, manufacturing, and warehouse facility for a Pfizer Pharmaceutical subsidiary company.

**Project Manager / Estimator**  
**Minneapolis, MN**  
**May 1986 – May 1989**

**Bor-Son Construction Co.**

Multi-Family General Contractor. Duties included full range of project management functions for market-rate rental apartments and senior housing developments. Average individual portfolio of \$20mm per year. As Estimator, developed computerized historical cost programs to assist in the generation of conceptual budget proposals for a variety of negotiated multi-family projects.

**Construction Intern**  
**Telluride, CO**

**Mountain Village Construction Co.**

**June 1985 – January 1986**

Resort Condominium and Commercial Developer and Builder. Duties included estimating and scheduling, labor crew supervision, and assistance to Project Superintendent on a luxury resort condominium. Also responsible for selection, installation, and management of computer operations for a variety of construction and development functions.

**Graduate Teaching Assistant**  
**Collins, CO**  
**August 1984 – May 1986**

**Colorado State University**

**Fort**

Lecturer and Assistant to Professors in Department of Construction Management while pursuing Masters Degree. Instructed classroom and drafting labs for "Architectural Graphics & Design", and lab class for "Construction Equipment & Methods".

**Superintendent**  
**Fort Collins, CO**

**Pulte Home Corporation**

**August 1982 – August 1984**

Single-Family Developer and Builder. Responsible for scheduling and field supervision of all subcontractors for single-family tract homes in several different price range subdivisions. Duties included coordination of all work from layout and foundation through final inspection on an average of 20 homes per month. Also managed homeowner orientation, builder's warranty program, and customer service labor crew.

**Carpenter**  
**Steamboat Springs, CO**  
**July 1981 – August 1982**

**Valley Concepts, Inc.**

"Sawed wood and pounded nails" to learn the trade and business after graduating from the University of Wisconsin with a Bachelors Degree in Construction Management, and recognizing I was too young, too green, and too naïve to manage anybody. Worked all phases of custom home and condominium construction from foundation formwork through framing, siding, roofing, and limited interior finish.

**EDUCATION**

M.S. Construction Management, 1986	Colorado State University	Fort Collins, CO
B.S. Construction Administration, 1981	University of Wisconsin	Madison, WI

**LICENSES & REGISTRATIONS**

Building Contractor	State of Minnesota
General Contractor	State of Nevada
Real Estate Broker	State of Minnesota

**HOBBIES & INTERESTS**

Cross Country Ski Racing & Touring  
Snowboarding & Alpine Skiing  
Road & Mountain Bike Racing & Touring  
Reading

**FAMILY**

Wife - Laurie  
Son - Griffin (b. 1992)  
Daughter - Lindsey (b. 1994)  
Daughter - Jenna (b. 2000)

# **Sandra Dee Schultz-Naas, CPESC** (dba Sandra Schultz)

71245 Lindahl Road, Ashland, WI 54806

(715)682-0232 mobile (715)209-1006 email [stablesolutions@centurytel.net](mailto:stablesolutions@centurytel.net)

## **Career Focus**

A professional Environmental Scientist focused on assisting clients in managing natural resources; environmental compliance; habitat delineation, protection and improvement; construction mitigation and permit compliance; and site stabilization and reclamation.

## **Education**

Bachelor of Science Degree, University of Wisconsin – Stevens Point

May 1988

Major: Natural Resource Management

Minor: Soil Science

## **Experience**

**Natural Resource Scientist/President**

**January 2001 to Present**

**Stable Solutions LLC**

**Ashland, WI**

Founder and principal professional Natural Resource Scientist of Stable Solutions LLC, a natural resource management and erosion control planning consulting firm. The fully insured company specializes in erosion and sediment control planning and design; watershed assessments; hydrologic assessments; stormwater management; EIS; NPDES & WPDES compliance; permit applications and compliance; project and construction management; grant writing; project administration; habitat and ecosystem restoration and enhancement; and natural resource planning throughout Wisconsin, Minnesota and Michigan's Upper Peninsula. Past clientele includes local municipalities, private landowners, contractors, state and federal agencies, and non-profit organizations. Examples of projects include stormwater demonstrations, stormwater educational material development, development of Lake Superior Best Management Practice guidelines; streambank and roadside erosion control; habitat restoration and enhancement; nonmetallic mine planning and reclamation; stream buffer restoration; and county land and water resource management planning for Ashland, Bayfield and Douglas Counties. Most recent projects include stormwater upgrade for the Town of La Pointe, stormwater improvements for the Ice Road linking La Pointe & Bayfield, hydrologic assessment of the Marengo River Watershed, native sedge habitat restoration, wetland delineation, rain garden design and installation, recreational trail improvement grants, and permit applications for bridge placement.

**Soil Scientist**

**September 2005 – January 2008**

**Arrowhead to Weston Transmission Line/JZ Environmental, Inc. Iron Mountain, MI**

Monitored and directed construction and restoration activities to maintain environmental compliance for ATC's Arrowhead-Weston Transmission Line Project. Provided erosion and sediment control, site stabilization and restoration, stormwater management, habitat delineation, and construction management services to project staff. Directed contractors in specific management and construction practices required for erosion and sediment control and site restoration. Reviewed designs and plans to determine whether additional measures were necessary to adequately stabilize areas and prepared alternative plans and specifications. Directed work crew leaders in plan installation. Prepared and delineated alternative equipment access roads to minimize environmental impact. Inspected construction sites and prepared additional site stabilization measures as necessary. Prepared detailed equipment and machinery staging area stormwater management plans. Evaluated access roads and travel lane design and recommended specific measures to improve site stabilization and reduce potential erosion problems. Prepared and submitted permit applications. Delineated and worked in and near sensitive areas including wetlands, trout streams, rivers, lakes, unique habitats and endangered resources. Prepared reports and documentation for project contractors, project owners and agencies. Coordinated and directed response to emergency environmental non-compliance areas and documented clean-up and restoration.

**County Conservationist / Department Administrator                      March 1990 to January 2001**  
**Ashland/Bayfield/Douglas/Iron Land Conservation Department                      Ashland, WI**

Directed, administered, organized, and implemented county and state funded land and water conservation programs for the Wisconsin counties of Ashland, Bayfield, Douglas and Iron. Planned, designed and inspected conservation practices installed for clients. Directed contractors and field verified conservation project construction. Prepared detailed EIS, conservation and construction plans. Used resource information including air photos, topographic maps, GIS, wetland maps, and other resources commonly used. Provided technical review of county zoning and Department of Natural Resources water regulation and zoning and stormwater program permit applications, and acted as an expert witness for enforcement actions. Editor, principal writer and layout specialist for *Conservation News*. Prepared and disseminated all educational materials, technical documents including land and water resource management plans, conservation plans, resolutions and multimedia news articles for the Department. Coordinated and prepared written materials for special events, public hearings and monthly four county meetings. Organized and provided information for county board committee meetings for four counties. Supervised four-person staff. Wrote grant applications and performed all necessary reporting for the approved projects. Developed and administered the four county budgets of over \$400,000 for the Department.

**County Conservationist / Department Administrator                      September 1988 to March 1990**  
**Adams County Land Conservation Department                      Friendship, WI**

Directed, administered, organized, and implemented county and state funded land and water conservation programs for Adams County, Wisconsin. Developed conservation plans for the reduction of wind and water erosion, wildlife habitat improvement, forest management and the protection of wetland areas. Surveyed and installed tree, shrub and grassed wind barriers for erosion control. Organized county tree and shrub sale. Directed Wisconsin Conservation Corps crew in windbreak planting program, fish habitat improvement projects and streambank improvement projects. Performed inspection and supervised operation, maintenance and repair of five county owned dams. Drafted and managed departmental budget of \$150K, work plan, annual reports and grant applications. Organized monthly committee meetings and kept records including minutes, plans of administration and policies. Supervised two-person staff. Assisted in the development and adoption of the Wind Erosion Conservation Credit and county ordinance. Managed the Farmland Preservation Program including application materials, public notice, resolutions, and planned, designed and inspected the installation of conservation practices.

**Soil Conservationist – Cooperative Education Student and Trainee**

**USDA-Soil Conservation Service; Lancaster, WI                      June to September, 1988**  
**USDA-Soil Conservation Service; Elkhorn, WI                      July 1987 to January 1988**

Evaluated farm management systems to determine conservation needs. Conducted detailed field inventories of soil losses. Prepared conservation plans to meet 1985 Food Security Act and Conservation Compliance requirements. Designated cropped field boundaries, wetlands, and forested land utilizing air photos, slides and soil survey. Surveyed, designed and laid out terraces, contour strips, agricultural waste systems, grassed waterways, terraces, contour strips, diversions and grade stabilization structures. Performed highly erodible land, Conservation Reserve Program and wetland determinations. Performed field inventories on conservation reserve program acres for planning and implementation of erosion control and wildlife habitat enhancement strategies.



# Mario Ovidio Andino Torres

Address: 514 Sixth St. W. Ashland, WI 54806

Home: 715-682-4568 Cell: 715-292-5375

## Education

1989-1995: San Miguel's Salesian Institute

1996-2000: American Technological Institute

Associate's Degree in Science and Letters,

Associate's Degree in Electrical Engineering

## Various Training Courses Received

- 1999: Radio Course - INFOP
- 1999-2000: Computer Course- American Technological Institute
- 2000: Internship- CELTEL
- 2005: Course UMUX 1500-Operation and Maintenance- KEYMILE, Tegucigalpa, Honduras
- 2006: Course E106 Connect Tool User- AIRCOM International, Tegucigalpa, Honduras
- 2007: Seminar on Satellite System Installation and GSM Backhaul- DOTCOM, San Pedro Sula, Honduras
- Course on GSM RBS 2X16 Maintenance Delta- Ericsson, Tegucigalpa, Honduras
- 2007: Course on the Fundamentals of SDH, Metropolis AMU, ITM-CIT, NAVIS, OMS-PC, - FADETEL, Tegucigalpa, Honduras
- Course on Operation and Maintenance Radio Digital SDH STM-1 Interlink- NERA, Bogotá, Colombia

## Previous Employment

2000-2001: Cell Site Technician, Engineering Department  
CELTEL (Cellular Phones)

2003-2004: The Interactive Learning Center  
CHIMINIKE

2004-2006: Maintenance &  
2006-2008: Jr. Transmission Engineer, Engineering Department  
TIGO (Cellular Phones)

**General Position Description for a Cell Site Technician:** Design, develop, implement, test and maintain the technology needed to provide products, systems and services. Some basic responsibilities of a Cell Site Technician are:

- Manage growth and change of the network through change and work orders.
- Maintain the system through standardized preventive maintenance procedures.
- Perform preventive maintenance.
- Cell Site audit.
- Perform air conditioning & refrigeration maintenance.
- Perform alignment procedures.
- Conduct acceptance tests.
- Perform building and facility maintenance.
- Assist with optimization.
- Conduct new installation turn-up.
- Install new cell sites.

- Run status reports daily.

**General Position Description for a Jr. Transmission Engineer:** Administrator of Transmission Networks (MW PDH/SDH, Fiber Optics), Design and Calculation of Microwave Links, Management of Projects

Some basic responsibilities of a Jr. Transmission Engineer are:

- Respond to Analog, Digital and Microwave trouble reports.
- Map out geographical service area with signal strength indicator.

### **Other**

1988: Honorable Mention C.C.I.

1998: 3rd Place in Science Fair  
(Physics Experiment)

1999: Award for Excellent Conduct

2000: Honor Role

2002: Honorable Mention in the Student  
Art Contest, Honduran National University

2002: 3rd Place in the performance of an original  
Song, Honduran National University

Place of Birth: Tegucigalpa, Honduras

Social Security Number: pending

Alien Registration Number: 5586097

Profession: Jr. Transmission Engineer

### **Personal References**

Alex Rivera Gallo, Senior Transmission Engineer, TIGO Honduras

Phone Number: 504-9982-1723

504-265-8446 ext. 1259

e-mail arivera@tigo.com.hn

Merri A. Weber, Manager at the Deep Water Grille

Phone Number: Home, 715-682-4568

Cell, 715-292-4070

Maria Elena Mejia, Human Resources, TIGO Honduras

Phone Number: 504-265-8446 ext. 2600

## SCOTT RETZLOFF

N9290 Highway 53, Trego WI 54888

Cell: (715) 558-2975 Cell: (715) 558-0263 Email: [retzloff@hotmail.com](mailto:retzloff@hotmail.com)

### WORK EXPERIENCE PROFILE

- *Five years Volunteer Firefighter*
- *Successful and varied experience in construction, carpentry, power sport mechanics; factory shipping and receiving*
- *Certified firefighter; Emergency response for two townships and a city*
  - *Operate and maintain emergency and heavy duty equipment*
- *Five years experience in residential construction; roofing & remodeling*
  - *Supervisory and management experience of 2-5 person work crews*

### RESIDENTIAL & COMMERCIAL CONSTRUCTION

- Crew foreman responsible for daily operations; Inspected for quality control
- Complied to housing codes and safety regulations; Inspected work quality
- Operate skid steer, dump truck, forklift; Construction air and power tools
- Assisted customers and contractors with design and execution of building plans

<b>Carpenter / "Jack of All Trades"</b>	1992 - Present
Self-employed in Washburn, Bayfield, Sawyer counties	
<b>Marine Tech &amp; Mechanic</b>	2006 - 2007
Hayward Power Sports, Hayward WI	
<b>Landscaper</b>	1998-1999
North Star Landscaping Company, Hayward WI	

### COMMERCIAL OPERATIONS & MAINTENANCE

- Supervised, trained and scheduled employees according to job knowledge and skills
- Implemented and oversaw floor maintenance operations
- Resolved employee problems and involved management when needed
- Responsible for securing rail cars for loading and unloading of furniture
- Maintained equipment and employer safety and quality control protocols
- Directed and controlled movement of traffic in emergency situations

<b>Warehouse Shipping and Receiving</b>	1999-2002
Ashley Furniture, Arcadia WI	
<b>Floor Maintenance Supervisor</b>	1991-1992
Jubilee Foods, Superior WI, / Duluth MN	

**EDUCATION:** Lund Boat School, Minnesota, 2007 Lund Certification  
Wisconsin Indianhead Technical College, 1998 Firefighter Certification

**REFERENCES:** *Furnished upon request*