

They Want to Move Back... and Who Can Blame Them?

In this issue we have a Senior Engineering Technician, Project Manager, Deputy Sheriff, and an English Teacher who are all looking to live and work in northwest Wisconsin. Take a look at these talented individuals and maybe they'll soon be the employee you've been looking and waiting for to enhance your business!

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

Older issues of this newsletter can be found at www.nwwib.biz

JEFFREY MASHLAN

Senior Engineering Technician

Ashland, Barron, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Washburn

DEBORAH HILLEGONDS

Data Warehouse Manager/Project Management

Ashland, Lincoln, Price, Sawyer, Taylor

VALERIE STROM COFFMAN

English Teacher

Ashland, Bayfield, Price, Sawyer

JAMES FORD

Deputy Sheriff

Ashland, Bayfield, Douglas, Washburn



- Over 13 years of supervision and mentoring experience
- Outstanding organizational abilities
- Proficient in Microsoft Project
- Technical skills in maintenance, repair and fabrication
- Extensive history working with both private and public sectors
- Has managed ERP Business Development efforts leading full cycle software implementations
- More than 20 years of consulting experience
- Organized community involvement for fundraising opportunities
- Licensed for grades 5-12 English/Language Arts
- Received Golden Apple Award Nomination, Who's Who Among American High School Teachers, and BGM Teach of the Year
- First Responder Certified/CPR
- Supervisor for five Deputy Sheriff's Road Patrol
- Complete an extensive list of career-related training courses

JEFFREY MASHLAN

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SUMMARY

Experienced test professional with more than 10 years experience with ballistic, environmental simulation and supervisory experience.

- Proven leader in increasing equipment up time.
- Proficient skills in Microsoft project
- Technically skilled in maintenance, repair and fabrication.
- Outstanding organization ability.
- Proven record of above average performance reviews.
- Over 13 years of supervision and mentoring experience.

PROFESSIONAL EXPERIENCE

TRW AUTOMOTIVE, QUEEN CREEK, AZ

1988 - 2009

Automotive Safety Systems Manufacturer.

Senior Engineering Technician (2004-2009)

Responsible for coordinating, overseeing and performing all engineering testing related to automotive safety systems including Ballistic and Environmental simulation including shock, vibration and temperature and humidity. Analyzing test results and releasing parts for shipment and documenting and maintaining test documentation.

- Increased revenue by \$500,000 per year and increased equipment utilization by 50% by proposing and implementing an external customer test support process.
- Coordinated all engineering and production validation testing so that all testing was completed on or before the requested date of completion.
- Reduced outside equipment repair costs by 40% on test equipment by implementing a preventative maintenance procedure and performing repairs on equipment.
- Monitored all lab testing and ensured deadlines were met or exceeded utilizing Microsoft project.

Ballistics Lab Supervisor (1995-2004)

Responsible for the direction and leadership of up to 30 skilled employees involved in the testing of automotive safety systems. Recruited, trained administered performance evaluations and disciplinary action if needed. Overseen lab safety, test quality and environmental compliance of up to 3 test labs.

- Supervised employees on 3 shifts at 3 different test facilities at one time.
- Worked on the design and layout of a state of the art test lab facility.
- Teamed with engineers, was responsible for the consolidation of 5 state of the art test labs from equipment consolidation to building modifications down to 3 then the 3 labs consolidated to 2.
- Personally procured approx. \$75,000 per year in supplies and equipment using a company credit card.

Engineering Test Technician (1994-1995)

Set-up fixtures and instrumentation for all routine and non-routine tests. Maintain documentation for new engineering tests. Perform calibrations of equipment used.

- Trained and supervised lower level technicians.
- Supported test engineers on fabrication and design of test fixtures.

OTHER RELAVANT INFORMATION

- Photo technician with experience with High speed film and Video
- Lead person for an asphalt maintenance company
- Press operator running printing presses
- Small business owner

EDUCATION

Mesa Community College, Mesa AZ Courses in Electro/ Mechanical

COMPANY SPONSORED CLASSES

- Lean Awareness
- Lock Tag Try
- ATF Awareness
- Six Sigma Awareness
- Explosives Safety

CERTIFICATIONS

Respirator Certified

Deborah Hillegonds
678-471-1958

Summary

Deborah is an accomplished Managing Director, Project Manager / Senior Business Consultant with 20 years of consulting experience of implementing and auditing financial, distribution and HRIS/Payroll suites. She has 14 years experience as a Project Manager with IBM, Modis, Board of Regents and as an owner/independent consultant. She has six (6) years as an owner of a consulting firm, two (2) years as a Managing Partner of a JDE firm and two (2) years in a management role in a data warehouse environment with a total of 10 years implementing and maintaining HR/Payroll ERP applications.

She has extensive history working in the private and public sectors with experience in retail, transportation, pharmaceutical, manufacturing, banking, entertainment service, government and state industries. Deborah has consistent experience managing ERP Business Development efforts leading full cycle software implementations, upgrades, migrations, testing, training, documentation, recruiting and mentoring. Her strengths are Change Management, Process Improvement, Organizational Modeling, Lean Processing and Strategic Planning. She is self-motivated, analytical and has excellent verbal and written communicator.

Professional Experience

Board of Regents / OIIT
Data Warehouse Manager / Project Management
7/06- Current

Manage and mentor data warehouse leads on defining and reviewing production and scheduled deployments / releases, interfaces and bolt-ons. Manage, define and review project proposals to determine scope, staffing requirements, budgets, vendor selections and deliverables. Oversee the coordination of daily activities of project teams internally and externally to ensure time lines and projects tasks are delivered on time and budget. Work closely with Executive Directors to determine the priorities of special projects along with assessing resources both internally and externally. Serve as a Project Manager and responsible for managing and signing off on special projects, monitoring project benchmarks and milestones. Intervene, escalate and manage resource issues and expectations with Project Sponsors, Directors and Program Managers. Identify, recommend, develop and implement change management across program and mart areas. Perform employee performance evaluations, employee development, promotions, hiring and staffing requirements. Manage 9i to 10G Oracle upgrade in multi data warehouse and multiple environments. Manage PS 8.9 to 8.11 HR/Payroll upgrade and serve as a lead for the financials 8.11 upgrade. Core Member of team for DW shared services outsourcing to ADP project. Lead team member for financials consolidation to share services.

Hillegonds Corporation
CEO/Project Manager/ Sr. Business Consultant

2000-2006

Created and managed project plans, project charters, POC's, ROI's and funding for review and implementation. Implemented and upgraded Peoplesoft, JD Edwards World, One World XE, E1 8.9, 8.10 and 8.11 in Financials, Distribution, HR (EEO, AAP, OSHA, HIPPA compliancy), ESS, Mgr SS and Payroll suites. Identified and tested ESU's and baseline upgrades, integrations, migrations, conversions and modifications.

Provide Business Development for JDEdwards HR Payroll and Financial Practice. Served as SME to define business processes, data modeling, data mapping, interfaces, bolt-ons, define report specifications, define security roles, e-mail notifications and workflows.

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678-471-1958

Perform strategic planning and execution of training models and scripts for CRP's. Transfer of knowledge to super and end users with configuration and documentation. Perform Change Management, Risk assessment and SOX compliancy across Financial, Distribution and HR/Payroll suites/modules. Serve as PM liaison between team members, department leads and Executive Committee with weekly status updates, project timelines, deliverables, tasks, resources, gap analysis and solution initiatives using industry standard project management tools. Identify resourcing requirements, recruit, negotiate resource contracts, facilitate on-boarding process and manage project teams during SDLC. Manage Supply Chain initiative of upgrade from GE EDI Harbinger to Peregrine in an entertainment/travel industry. Provided analysis with the design of the business rules and mapping for EDI transaction sets. Provided analysis, configuration and testing for JD Edwards One World Distribution in a Logistics industry.

Implemented the integration of SABA E-Education of Peoplesoft to Oracle database in manufacturing and banking environments.

JDX Inc.
Partner/ Managing Director

1998 – 2000

Serve as Managing Director of start-up JD Edwards Enterprise Solutions. Supported other partners and team members with JD Edwards knowledge and industry knowledge. Manage multiple implementation teams consisting of up to 30 consultants. Business Plan was to capture market share and grow company with permanent staff of consultants while employing mergers of ASP provider, joint venture of ERP industry providers and acquisitions of E-Commerce providers to build enterprise organization. Support Business Development and sales team with client calls, scope of business requirements, strategy for measuring results, proposals, contracts and closing deals. Served as HR generalist responsible for the recruitment and applying employment laws. Perform employee performance evaluations, employee development, promotions, hiring and staffing requirements. Directly responsible for managing implementation efforts such as defining best practices, budgeting, client expectations, mentoring, training and on-time deliverables. Attended JDEdwards yearly conferences as an exhibitor. JDX has several reference accounts with work performed ranging from full implementation efforts to straight upgrades, PTF's, third party migrations to basic documentation and training.

IBM
Project Manager/Senior BA

1996– 1998

Project Manager / Senior Business Analyst – JD Edwards – Responsible for creating project plan, project charter and funding for a review and implementation, interfaces, bolt-ons, upgrades or modification of Peoplesoft, JD Edwards World and One World products. Serve as a team member on World/OneWorld implementation effort serving in a functional financial role. Project Manager on the Dryden Oil account implementing all suites of World in a multi-currency and multi-location environment. Successful Go Live and reference account. Installed, configured and defined all financial business requirements at Wolverine of GA, A/P and A/R modules. Assisted in mass restructuring of BAAN ERP Practice by integrating resources into the JD Edwards Practice. Attended methodology class and JDEdwards yearly conference as a vendor representative. Project Management obtained PMI certification.

CD Group
Project Manager / Senior Business Analyst

1994 – 1996

Served as Project Manager / Senior Business Analyst on multiple implementation efforts. Primary area of expertise was Financials, HR and Payroll. Attended JD Edwards's HR/Payroll, Financial and Distribution training classes and obtained certifications. Wrote and developed A7.3 CBT Financials and Distribution

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written in World Vision for JD Edwards. Team member of E-Commerce JDE configuration product and upgrade of Genesis product.

Modis Solutions / McKinley Group

1988 – 94/97

Engagement Manager / Project Manager / Business Analyst

Served as Engagement Manager to develop a core JD Edwards Practice as part of ERP Corporate Division. Successful merger of JDE shops into corporate location with major business re-engineering and structuring to support enterprise wide initiatives. Negotiated JD Edwards's partnership as an OneWorld Technical CNC training and support strategic solutions partner. Worked specifically on OneWorld training committee for both functional and technical. Attended JDEdwards yearly conference as exhibitor. Supported Modis staff in marketing, sales, business development, defining measurements and recruiting efforts. Managed full cycle implementations, upgrades, PTF's third party migrations to basic documentation and training.

Serve as Business Analyst working with JD Edwards, ASI, Lawson, PeopleSoft and various other core solutions. Provide functional expertise at the four-year project at UPS installing hub distribution center in Louisville, KY. Installed software as a functional consultant at two major telecommunication companies their Call Centers, SOP Inventory and CRM along with various migration, integration's and customizations. Provide functional full cycle conversions of financial and distribution suite at major airlines, automotive corporation and retail companies. Acquire extensive EDI, RFD and third party shipping exposure at each location.

MODULES

Fixed Assets, Accounts Receivable, Cash and Credit Management, Accounts Payable, General Ledger I&II, Job Costing, Payroll I&II, 1099 &W-2, Human Resources I&II, Applicant Tracking, Recruitment Mgmt, Compensation Mgmt, Competency Mgmt, Injury Tracking, Claims Mgmt, Skills Tracking, Benefits, AP to Purchasing, Purchasing, Sales Order Processing, Inventory Management, Item Master, Manufacturing Accounting MRP, World Writer, FASTR, Financial Reporting, Training, Enterprise Report Writer and EDI transaction sets 810, 820, 850, 855 and 897's and CRM. Concentration in HRIS specific to AAP, EEO and HIPPA compliancy.

SOFTWARE

JD Edwards World, Genesis, World Vision, JD Edwards One World, JDE XE, Peoplesoft V8, Enterprise One 8.9, 8.10 and 8.11. Soft, MAS90, ASI, JBA, Lawson, Great Plains, BAAN, Oracle, B2B/B2C. Siebel, Ironside, Vantive, Worksight, HBS, AMOS, SABA e-education, Remedy, WMS, TMS, EDI Gentrant, Harbinger, Peregrine, IBM VAN, GE Tradeweb, WebEC, Peachtree, MS Excel, Word, Project, Access, Power Point, Visio, Varsity Shipper, Crystal Enterprise, Optio, Vertex, ADP, Banner, Toad, Kronos and other custom legacy applications.

METHODOLOGIES & CASE TOOLS

Proprietary PM (certified), JAD, REP, Fast track, Ontrack and various custom best of breeds. Sarbane-Oxley audit and documentation compliancy.

CERTIFICATIONS /TRAINING

TQM, JIT, PMI, Six Sigma Black Belt, Oracle Pre-Sales Champion Certification, Oracle Sales & Support Champion Certification, JDEdwards certifications in Fixed Assets, Accounts Receivable, Accounts Payable, General Ledger I&II, Payroll I&II, 1099 &W-2, Human Resources I&II, AP to Purchasing, Purchasing, Sales Order Processing, World Writer, FASTR, OW Expedition.

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Valerie Strom Coffman

Objective To acquire a position as a Sales Representative of Educational Materials

Education 1992-2007 Drake University Des Moines, IA
Graduate Courses in lesson plan design, curriculum development, and management strategies

1969-1973 Augustana College Rock Island, IL
Bachelor of Arts

- Major: English/Humanities with a Secondary Certification
- Studied in Europe, Co-Chaired the Women's Symposium

Licensure State of Iowa Educational License
Standard License: 5-12 English/Language Arts

Professional Experience 1991-Present Belle Plaine High School Belle Plaine, IA
English Teacher

- Teach Honors English courses, American Literature, and College Prep Composition
- Provide guidance to novice teachers as a district mentor
- Coordinate annual student Close-Up trip to Washington, D.C.
- Chaired language arts textbook selection committee
- Sponsored the Astra Chapter of the National Honor Society and revised the student selection process
- Planned professional development for secondary educators
- Authored technology grant
- Served on Lead Learning Team, Principal Advisory, Superintendent's Advisory, At-Risk, School Improvement, and Curriculum Committees
- Co-chaired Curriculum Mapping Initiative
- Developed the Student Advisory Program
- Acted as a cooperating teacher for student teachers

1983-1991 BGM High School Brooklyn, IA
English Teacher

- Taught Freshman English, American Literature, and British Literature
- Sponsored the American Field Service (AFS) to encourage international student exchange
- Served on Curriculum and Special Education Committees

1981-1982 Antioch Upper Grade School Antioch, IL
Language Arts Teacher

- Taught 6th, 7th, and 8th Grade Language Arts
- Chaired the Language Arts Department

1977-1981 Winter High School Winter, WI
English Teacher

- Provide instruction in all courses throughout the high school curriculum
- Advised the publication of the yearbook and newspaper

1973-1977 Millburn Grade School Wadsworth, IL
Language Arts/Reading Teacher

- Taught 6th, 7th, and 8th Grade Language Arts and Reading
- Advised the publication of the yearbook

Community
Leadership

1996-2002 Belle Plaine Community Library Belle Plaine, IA
Library Board Trustee

- Served as President and Vice-President, Chair of the Personnel Committee, and Member of the Finance Committee
- Coordinated the implementation of the ICN (Iowa Communications Network) lab
- Redesigned the management structure of library personnel
- Organized fundraising opportunities, including private donors to create a new internet computer lab

Recognition

Golden Apple Award Nominee
Who's Who Among American High School Teachers
BGM Teacher of the Year

JAMES S. FORD
CERTIFICATIONS/COURSES

FTEP- TRAINING HIGH LIABILITY CERTIFICATION/UPDATES SEPT/2006
INTOXILYZER/RADAR OCT/2006
SMART COP/SMART CAD/NCIC FCIC CERTIFICATION DEC/2007
SUPERVISOR/ FIELD TRAINING PROGRAM SGT. ROAD PATROL JAN/2006
FINANCE/TERRORIST INVESTIGATIONS FINANCIAL CRIMES NOV/2005
ARMS COMPLETED OCT/2005
BLOOD BORN PATHOGENS OCT/2005
CONTINUUM CONTROL OCT/2005
DEFENSIVE TACTICS OCT/2005
FIRST RESPONDER/CPR OCT/2005 NOV/2007
HAZ MAT OCT/2007
LEGAL UPDATES OCT/2007
OC GAS/ TASER CERTIFICATION OCT/2007
PATROL BATON/ LVNR AUG/2008
SEXUAL HARRASMENT AUG/2008
DOMESTIC VIOLENCE AUG/2008
HUMAN DIVERSITY AUG/2008
JUVENILE SEXUAL OFFENDER AUG/2008
PROFESSIONAL TRAFFIC STOPS AUG/2008
ARMS COMPLETED AUG/2008
STINGER SPIKE SYSTEM AUG/2007
FIELD TRAINING OFFICER PROGRAM APRIL/2003
MOTOROLA DIGITAL RADIO 800 MHZ. FEB/2003
CASE PREPERATION/ COURT TESTIFYING JAN/2002
FIELD FORCE/ OCT/2001
LE PERSONAL WATERCRAFT OPERATIONS CERTIFICATION DEC/2000
SEARCH/SEIZURE/DUI INVESTIGATIONS SEPT/2000
COMMUNITY POLICING MAY/2000
LAW ENFORCEMENT BICYCLE CERTIFICATION JUNE/1998
PUBLIC SAFETY DISPATCHERS TRAINING CERTIFICATION FEB/1998
TYPING CERTIFICATION 30 WPM FEB/1998
EVIDENCE COLLECTION/SEXUAL ASSUALT SEPT/1997
CULTURAL FAMILIARIZATION /SPANISH SPEAKING APRIL/1996
PUBLIC SAFETY CRITICAL INCIDENT MANAGEMENT JAN/1996
DEATH INVESTIGATION JUNE/1994
HIGHWAY DRUG I NTERDICTION JAN/1994
PR-24/ASP JAN/1993
VOTECH-CONSERVATION CERTIFICATION AUG/1990