



**Administration Committee  
1:00 p.m., Tuesday, October 7, 2025  
City Hall Council Chambers  
1207 Palm Boulevard, Isle of Palms, SC**

**Public Comment:**

Citizens who wish to speak during the meeting must email their first and last name, address and topic to Nicole DeNeane, City Clerk, at [nicoled@iop.net](mailto:nicoled@iop.net) no later than 3:00 p.m. the day before the meeting. Citizens may also provide written public comment here: <https://www.iop.net/public-comment-form>

**Agenda**

- 1. Call to order and acknowledgement that the press and the public have been duly notified of the meeting in accordance with the Freedom of Information Act.**
- 2. Citizen's Comments** – All comments have a time limit of three (3) minutes.
- 3. Approval of previous meeting's minutes** – September 1, 2025
- 4. Old Business**  
Discussion of parameters for program to recognize long-term Council members
- 5. New Business**  
Discussion of timeline for interviews for Boards & Commission vacancies
- 6. Executive Session** -- Executive Session in accordance with SC Code Section 30-4-70(a)(1) to discuss nominations for the Leola Hanbury Employee of the Year Award. Upon conclusion of Executive Session and return to public session, the Committee may vote on any matter related to Executive Session.
- 7. Miscellaneous Business** – Next meeting date: November 5, 2025 at 1:00pm.
- 8. Adjournment**



**Administration Committee Meeting  
1:00pm, Tuesday, September 1, 2025  
1207 Palm Boulevard, Isle of Palms, SC and  
broadcasted live on YouTube: <https://www.youtube.com/user/cityofisleofpalms>**

**MINUTES**

**1. Call to Order**

Present: Council members Bogosian, Carroll, and Ward

Staff Present: Administrator Kerr

**2. Citizen's Comments - none**

**3. Approval of Previous Meeting's Minutes**

**MOTION: Council Member Carroll made a motion to the minutes of the August 5, 2025 meeting. Council Member Ward seconded the motion. The motion passed unanimously.**

**4. Old Business**

**A. Discussion of parameters to recognize long-term Council members**

Council Member Ward said that researching Council members eligible for this recognition has been harder than he anticipated. He expects to have a short list of former Council members to share with the Committee next month.

**5. New Business**

**A. Discussion of timeline of interviews for Boards & Commissions' vacancies**

The Committee discussed a possible timeline for interviews for vacancies on the City's boards and commissions. That schedule is attached to these minutes.

**B. Discussion of wage study update**

Administrator Kerr said Police and Fire department staff report that wages are falling behind, creating a problem with recruitment and retention. He reminded the Committee that City Council had informally agreed to do a wage study update every other year. Should this be approved, it will be an unbudgeted expense.

The study would cover wages for the entire staff and is expected to cost \$16,500. If it is done now, the results will be available for FY27 budget discussions.

**MOTION: Council Member Ward made a motion approve the wage study update and recommend the matter to City Council for consideration. Council Member Carroll seconded the motion. The motion passed unanimously.**

**C. Discussion of triggers for short term rental license revocation**

Council Member Carroll said, “It has been brought to my attention that a founded warning is issued to a property that it also counts as a strike against that property. I had basically always assumed that a citation was also issued to the offender. But that is not the case. In order for it to count as a strike. The Family Vacation Rental Group, we meet regularly and discuss these types of things and just really feel strongly that a founded noise warning, it’s not fair to count as a strike against a rental property. So we are proposing that a founded like with a citation should be counting as a strike.”

Council Member Carroll referenced an email from Mel Miles who has proposed some ideas she would like discussed with the full Council.

**MOTION: Council Member Carroll made a motion to forward this matter to City Council for further discussion. Council Member Ward seconded the motion.**

Council Member Bogosian believes this to be a matter for Public Safety to address since Chief Cornett can provide noise ordinance violation data. He noted that the Public Safety Committee previously discussed this issue a year ago and decided to take no action. He explained Council changed the system several years ago from three citations to five founded complaints to improve livability and close a loophole where citations could be delayed indefinitely in court by "crafty lawyers." He questioned Council Member Carroll’s fairness stance, stating, "Since that time, there's only been one instance where a rental home has received five violations... So I don't understand where the issue is or where the fairness is." He expressed concern about the motives of the Family Vacation Rental Group, suggesting they may be working against the island's family-friendly image.

Administrator Kerr clarified, “An unfounded complaint is not a strike only if the police officer arrives and there is a violation of a code it would be found as a founded complain and a strike. So the change that John is referencing prior to it being unfounded complaints it was three citations the problem with the citations is it became obvious that if a property owner got two and then the third one came in they could very easily manipulate the court system to ask for continuances to ask for jury trial, and so, it was a bit of a system with a loophole that could let a potential somebody looking to lose their license could get out of it. So that seemed to be too loose of a criteria. So recognizing that a founded complaint is a lower bar than a citation, the Planning Commission recommended adding to the number, so increase it from three to five, but at the same time lower the bar to an easier bar to control where they knew that, again, a, crafty lawyer could continue citations forever and ever, probably, without having them happen in one year. So there were some just administrative hang-ups with having it tied to a citation.”

Council Member Ward expressed his support for Council Member Carroll's concerns. He believes it to be a matter of fairness in that residents do not receive strikes or the possibility of losing their home for similar behaviors.

Administrator Kerr pointed out that residents can be sent to jail for repeat offenses. Council Member Bogosian added that it is a privilege to have an STR license.

Council Member Carroll believes that when strike is issued against a homeowner that a citation should also be issued to the actual offender. She believes this would be more effective in deterring the kind of behavior the community does not want. Council Member Bogosian believes this to be a livability issue and that property owners and rental agencies need to be held accountable for short-term rental property violations.

Council Member Carroll asked why the offender does not also receive a citation for a noise violation. Council Member Bogosian responded that the Police Department has been asking City Council for a more qualitative noise ordinance so that tickets can be issued and well defended in court. He would like recent noise violation data from Chief Cornett. He said the noise ordinance is being discussed at next week's Public Safety Committee meeting.

**VOTE:           A vote was taken on the motion as follows:**

Ayes: Carroll, Ward

Nays: Bogosian

**The motion passed 2-1.**

**6.       Miscellaneous Business**

The next meeting of the Administration Committee will be on Tuesday, October 7, 2025 at 1:00pm.

**7.       Adjournment**

Council Member Ward made a motion to adjourn, and Council Member Carroll seconded the motion. The meeting was adjourned at 1:33pm.

Respectfully submitted,

Nicole DeNeane  
City Clerk

## **Interviewing Candidates for Boards and Commissions- October 3, 2025**

The application process was opened on August 21 advertising for open positions on:

- Board of Zoning Appeals (1)
- Planning Commission (2)
- Environmental Advisory Committee (2 plus 1 student)
- Beach Preservation Committee (5)

To date, applications have been received for:

- Beach Preservation Committee (10)
- Environmental Advisory Committee (3 plus 1 student)
- Planning Commission (2, one of which is a current member)

Two members of the Planning Commission have completed their second consecutive appointment and must reapply for their spots on that Commission. Currently, one has applied. The other one intends to reapply as well.

The four members of the ATAX Committee whose terms expire on 12/31/25 would like to be reappointed.

One member of BOZA wishes to apply for ATAX. He has been told that all four members of ATAX with expiring terms wish to be reappointed. The two other members with expiring terms wish to be reappointed.

One of the openings on the EAC is for the student position. One of the other openings is someone who wishes to vacate their term that does not end until 12/31/27. The two other members with expiring terms wish to be reappointed.

### **Proposed Timeline –**

The City Clerk has compiled the attached applications for review by the Administration Committee at their October meeting. At that meeting, the Committee can decide who to interview and how they would like to conduct the interviews. A special meeting (or two) may be needed to conduct the interviews. Or some can take place at a special meeting with the remaining at the November Committee meeting.

Recommendations need to come from the Administration Committee in November so they can be announced at the Special City Council Meeting in December.

## **Terms Expiring 12/31/2025**

<b>Board</b>	<b>Name</b>
<b>ATAX</b>	Margaret Miller (at-large) Barb Bergwerf (Arts & Culture) Mike Boykin (Hospitality) Chrissy Lorenz (Hospitality)
<b>EAC</b>	Laura Lovins Dane Buckout Todd Murphy Lucia Spiotta (student)
<b>Planning</b>	Rich Steinert Ron Denton Sue Nagelski Jeffrey Rubin
<b>BOZA</b>	Ellen Gower Ted McKnight Bob Miller

Applicant Name	Position Sought	Address	Occupation and Title	Business or Employer Name	Email	State your interest in serving on this Board or Commission.	Previous Board or Commission service?	If yes, please provide information about that service	Served as an elected official of local government?	Please list community and volunteer activities you may be involved in.	In an organization or board that has received or is seeking funding from the City?
Charlotte Webster	Environmental Advisory Committee	1 Waterway Island Drive, Isle of Palms, South Carolina 29451	Student		charlotte.m.webster@gmail.com	<p>I am passionate about protecting the beautiful place that I call home. As a member of the Environmental Advisory Committee, I would be dedicated to making a lasting impact in our community that inspires others to protect the environment.</p> <p>I value diverse perspectives and am open to different opinions. I strongly believe that all voices in our community should be heard and that individuals' opinions should be looked at as ideas that will ultimately improve our community.</p>	No		No	I am an active participant of Charleston County Public Library's VolunTeen program and I volunteer at Sunrise Presbyterian Church preparing weekly Sunday School materials, crafts event planning and design. Over the summer, I volunteered at St. Mary's Healthcare in their gift shop and preparing for their annual fundraising gala. I have also participated in Isle of Palms Beach Sweeps.	No.
Cherylee Vanderham	Beach Preservation	302 Ocean Blvd, Isle Of Palms, South	Owner CEO Agricultural		Cheryleev@msn.com	Community cooperation for a better sustainable Beach	No		No		
Cindi Solomon	Beach Preservation Committee	130 Ocean Blvd, Isle of Palms, South Carolina 29451	Attorney	Motley Rice, LLC	cindi@me.com	As a current member of the beach preservation ad hoc committee and as an ocean front home owner, I am knowledgeable and committed to the preservation of our beach. The beach is a natural resource that must be protected and managed in a way that balances the needs of the community, homeowners, and the environment. I am knowledgeable of the resources required to do this and aware of the implications of not actively protecting this natural and economic resource. I am committed to working with the City to creating a sustainable path forward that addresses the current challenges while recognizing the various interests of those on the island.	Yes	I served on the Beach Ad Hoc Committee	No	I am a founder and Board Member of Operation Sight. Please see my attached resume for a list of my community service.	No.

John Marrs	Beach Preservation Committee	43 Morgan Place Dr, Isle Of Palms, South Carolina 29451			john.marrs@gmail.com		No		No		
Jimmy Carroll	Beach Preservation Committee	9 Ocean Park Court, Isle of Palms, South Carolina 29451	Retired		jimmy@jimmycarroll.com	The IOP has been my home since 1959. My family has always been committed to giving back. During my time on the Beach Patrol and Control Board, ATAX Committee, City Council and past Mayor, I feel I have more experience and knowledge than 99% of the residents and sitting elected officials..	Yes	Beach Patrol and Control Committee, long since dropped as a committee	Yes		No
Bill Laughlin	Planning Commission	2207 Cameron Boulevard, Isle of Palms, South Carolina 29451	Recently retired architect. Designed public K12 schools and other public projects for	Moseley (retired)	blaughlin1992@gmail.com	As a public architect, I have served school boards and local governments for 33 years, so I have not been able to serve due to conflicts of interest. I have been looking forward to serving in my retirement. I am also happy to serve in other roles that suit my skillset.	No		No	We are currently shifting to permanent status, so we have not been able to get super involved here yet. I was very involved in my last community. Organizing a number of social events each year such as volleyball league/tournament, carphole	No.
Britton Foy	Environmental Advisory Committee	513 Carolina Blvd, Isle of Palms, South Carolina 29451	Director, Corporate Treasury,	Greystar Real Estate Partners LLC	btfoy@me.com	I am open to the Beach Preservation Committee or Environmental Advisory Committee	No		No		No
Briar Bowman	Environmental Advisory Committee	8 20th Ave, Isle of Palms, South Carolina 29451	High School student			I'm interested in representing the islands youth to spread the awareness and importance of conserving our environment and to learn more about our local government and policies.	No		No	IOP cleanup crew	
Suzanne Nagelski	Planning Commission	104 Charleston Boulevard, Isle of Palms, South Carolina 29451	Consultant, Project Manager	self	snagelski@iop.net	I remain committed to advancing the Comprehensive Plan and contributing to the City's long-term objectives	Yes	Planning Commissioner, Isle of Palms, SC 2022-2025. Lake Norman Watershed Protection Committee, 1993.	No	N/A	N/A



John Shilling	Beach Preservation Committee	9 Shad Row, Isle of Palms, South Carolina 29451	Retired		jpshilling@aol.com	Our family has enjoyed the beach on the Isle of Palms since purchasing our home here in 2000. Over the past 25 years, I have witnessed the ebb and flow of our shoreline and observed the outcomes of several beach replenishment efforts—some successful, others less so. I walk the beach regularly, often covering four miles and sometimes reaching the pier in town. These experiences have deepened my appreciation for the beauty and importance of our shoreline. I am committed to preserving and protecting our island's beaches for future generations and would be honored to contribute my time, perspective, and energy as a member of the Beach Preservation Committee.	No		No	Volunteer at Malta House, a transitional living facility for young mothers, ( I am recently retired and am currently exploring additional volunteer activities.)	no
June Levine	Environmental Advisory Committee	3 Twin Oaks Ln, Isle of Palms, South Carolina 29451	Registered Nurse	Premise Health	junclevine@gmail.com	Strong interest best environmental practices for the island. Homeowner on IOP since 2018, main residence in Charlotte, NC right now.	No		No	Garden Club of Charlotte, Mecklenburg County Precinct Judge	N/A

Wendi Pasterik	Beach Preservation Committee	600 Ocean Blvd, Isle of Palms, South Carolina 29451	Retired business professional	BP	wpasterik@glenwoodent.com	I have lived beachfront in SC for 7 years and have owned 600 Ocean for 5 years. While my property was historically stable or accreting, in the last 5 years we have seen significant erosion. I would like to collaborate with the town, state, and coastal experts to determine why and evaluate cost effective solutions. I am up to speed on beach committee meetings, have reviewed the resident funded expert second opinion, and am knowledgeable of SC Code of Laws pertaining to critical beach seaward of the setback line. I'm a strategic thinker (MBA and career in strategy), good with numbers (accountant undergrad), and held a successful career at BP due in part because I'm skilled at networking complex issues across complex organizations. I can also help network issues and solutions with other residents. There are close to 50 residents in my book club on the south end and I have many friends from all over the island whom are also members of the Wild Dunes resort. I love this town and my home and am willing to step up to help address this urgent issue.	No		No		no
Jimmy Bernstein	Beach Preservation Committee	13 BEACHWOOD E, ISLE OF PALMS, South Carolina 29451	Retired		jimmy@howlatthemoon.com	I live on the beach in Wild Dunes. My property has experienced severe beach erosion. I am very familiar and knowledgeable about our current situation and would like to participate on the beach restoration committee.	No		No		
Dietmar Ostermann	Beach Preservation Committee	4 Commons Court, Isle Of Palms, South Carolina 29451	Lead Independent Director	Xos Trucks	dostermann62@gmail.com	Love Isle of Palms. Would love to serve the community. Am very interested in beach erosion. Believe some of the recent efforts could be improved.	Yes	Served on the zoning board of Rosengarten	Yes	Served on the city council of Rosengarten	

Susan Smith	Environmental Advisory Committee	20 23rd Ave, Isle of Palms, South Carolina	Freelance writer and volunteer leader of Isle of Palms Cleanup Crew	Self employed	susanhillsmith@gmail.com	<p>I am actively engaged in local environmental activities and advocacy that includes my leadership with Isle of Palms Cleanup Crew as well as other conservation issues. This past year, I have been a regular attendee at the Environmental Advisory Committee meetings and helped research solutions related to fireworks litter. Currently with EAC Chair Laura Lovins, I'm donating my professional talents &amp; securing sponsor donations for the public dock interpretive sign project, an idea I brought to the City.</p> <p>Through the environmental subgroup of the Community Enrichment Task Force I helped draft an in-depth list of short- and long-term recommendations for the City to adopt that the EAC is now working through. I think I can be a big help in moving those ideas forward.</p>	Yes	Isle of Palms City Council member from 2018-2021 - served on council's Recreation, Public Safety, and Public Works committees. I also spearheaded creation of the Environmental Advisory Committee with the support of staff & the Public Works Committee. More recently, I served on the IOP Thrives Community Enrichment Task Force and its environmental issue subgroup.	Yes	Currently: IOP Cleanup Crew cofounder & leader (40+ litter sweeps a year!); IOP First United Methodist Church member; new member of Wild Dunes Resort & Wild Dunes Pickleball Association (playing pickleball regularly); regular visitor to IOP Bark Park & beach during off-leash hours with our new dog, Obi. Previous board member for Wild Dunes swim team, Sullivan's Island PTA & Laing Middle School Improvement Council.	City of Isle of Palms pays for Isle of Palms Cleanup Crew volunteer T-shirts & magnets - I have been a leader of that organization since 2018
Jim Anderson	Beach Preservation Committee	44 Seagrass Lane, Isle of Palms, South Carolina 29451-3854	Retired	Banking/Capital Markets	jimanderson.253@gmail.com	I'm applying for the Beach Preservation Committee (there is no option for that above). As a member of the WDCA, I've been actively involved with beach renourishment and planning for years. I have established relationships with those at SC DES, as well as many in IOP city government. I can be effective in working with various groups impacted by the beach, to include the resort.	No	My wife, Jan Anderson is a current member of city council.'	No	Former President of Wild Dunes Community Association, 2023 and 2024; member of the Exchange Club	Isle of Palms

# CHARLOTTE WEBSTER

I am passionate about protecting the beautiful place that I call home. As a member of the Environmental Advisory Committee, I would be dedicated to making a lasting impact in our community that inspires others to protect the environment.

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## EDUCATION

- Sophomore at Veritas Classical Schools
  - Current GPA of 5.26
  - Will graduate in 2028
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## VOLUNTEER WORK

### IN HIGH SCHOOL

- Sunrise Presbyterian Church  
(Organization, Live Nativity, Sunday School curriculum planning, digital/web/interior design)
  - St. Mary's Healthcare (Gift shop displays, event planning/preparation)
  - VolunTeen program with the Charleston County Public Library (Digital design, craft planning, organization, et cetera)
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## CONTACT

charlotte.m.webster@gmail.com

Mobile: (843)-885-8021

1 Waterway Island Drive  
Isle of Palms, SC 29451

Cherylee Vanderham

Resume:

Owner CEO Agricultural Business with 75 employees

Former Clothing Store Owner and Merchant

Former Paralegal

# **CYNTHIA ANNE SOLOMON**

130 Ocean Blvd., Isle of Palms, SC 29451 (843) 819-0048

cindi@me.com

## **PROFESSIONAL EXPERIENCE**

2018--Present	Motley Rice, LLC, Mt. Pleasant, SC Attorney
2011-2022	Operation Sight, Mt. Pleasant, SC Founder and Volunteer Executive Director
2003-2004	Motley Rice, LLC, Mt. Pleasant, SC Attorney
1996-2003	Ness, Motley, Loadholdt, Richardson & Poole P.A., Mt. Pleasant, SC Attorney
1994-1995	Sinkler and Boyd, LLC, Charleston, SC Law Clerk
1990-1993	Simon and Schuster, Englewood Cliffs, NJ College Publishing Representative
1989-1990	Nova Star Systems, Inc., Nashville, TN Sales Manager
1988-1989	Warner-Lambert, Morris Plains, NJ Pharmaceutical Sales Representative.

## **EDUCATION**

**Jurist Doctor Degree of Law** from University of South Carolina School of Law, Columbia, SC (1996)

Environmental Law Review, Administrative Law Editor

Licensed in South Carolina

Admitted to practice in the U.S. District Court for the District of South Carolina and the U.S. Supreme Court.

**Bachelor of Arts** from Vanderbilt University, Nashville, TN (1988)

Major: General Biology

PepsiCo Foundation Scholarship Recipient 1984 - 1988

**COMMUNITY WORK**

2024–present	Beach Preservation Ad Hoc Committee, Isle of Palms
2025-present	Board of Directors, Operation Sight
2023-2025	Treasurer, Operation Sight
2011-2024	Board of Directors, Spoleto USA
2014-2024	Kiawah Island Club Advisory Board
2016-2022	Trident United Way Community Impact Committee
2010-2015	Chair, Kahal Kadosh Beth Elohim Manhigut Leadership Program
2014-2018	VP of Development, Kahal Kadosh Beth Elohim
2011-2017	Board of Directors, Association for the Blind and Visually Impaired
2014-2015	President, Trident United Way Women’s Leadership Council
2004–2010 & 2014-2015	Board of Directors, Trident United Way2014 – 2015
2006-2010	Chair, Success by Six CIRT Committee, Trident United Way
2009-2010	President, Medical University Women’s Club
2006-2008	Secretary, Medical University Women’s Club

# JOHN F. MARRS, JR.

43 Morgan Place Dr  
Isle of Palms, SC 29451

john.marrs@gmail.com

Cell: (617) 840-0066

## GLOBAL HUMAN RESOURCES EXECUTIVE

Proven business partner, adept at creating and aligning Human Resource processes and procedures to support business strategy. Experience within world class HR functions includes roles at **Fidelity Investments**, **State Street Corporation**, and **Pepsi-Cola**. Trusted advisor to leaders at all levels up through CEO. Experience in all facets of HR, with expertise in organizational design and development, succession planning, compensation, recruitment and management development, and employee relations. Experienced in performing due diligence and integration for mergers and acquisitions. Success leading a global human resources organization including significant experience working abroad while heading a European HR function.

## EXPERIENCE

### MARRS ASSOCIATES, Wellesley, MA

2011 – 2019

*Human Resources consulting firm advising on issues related to a wide array of Human Capital and Human Resources policies, practices, and procedures.*

#### **Principal** – Assignments Include:

#### Steward Health Care System, Boston, MA

- Redesigned the staffing processes and procedures at Steward. Created consistent tools to be utilized across the system, streamlined processes, and redesigned the web based applicant tracking system to improve the candidate experience.
- Developed a Talent Management process to support the identification and development of management talent in the organization. Designed process to drive cross organizational conversations regarding our talent, with the end product identifying top talent, talent gaps, and organizational opportunities.
- Developing an On Boarding process for senior and middle managers to ensure a successful assimilation into the organization.

#### Candescent Partners, Boston, MA

- Worked closely with Candescent Partners, a Boston-based private equity firm to help their portfolio company, Eye Health Centers, institute a range of HR initiatives.
- Developed a Performance Management process for a multi office optical care provider. Trained and coached the management team on how to conduct effective performance reviews.
- Created job descriptions and job families for the entire organization.
- Conducted a compensation market analysis and developed recommendations for salary bands as well as individual adjustments based on current pay position to market.

#### Emovera, Boston, MA

- Partnered with a small neuroscience survey company to develop a strategy to penetrate the corporate employee engagement market as well as to formulate an operating structure for the company.

### BEST DOCTORS, Boston, MA

2011

*Global healthcare services company that provides second opinion diagnosis and treatment plan.*

#### **Global Head of Human Resources**

Responsible for the leadership of all Human Resource activities including HR Strategy, Compensation Administration, Staffing, Payroll and Benefits Administration, Organization Design and Planning, and Training for this global organization with 360 employees and over \$125M in revenue.

- Developed a comprehensive HR plan that aligned the HR initiatives and objectives with the business plan. This included developing organization design principles to support rapid growth, developing a leadership training curriculum, a benefit plan redesign, creating a staffing plan, etc.
- Led the implementation of a new HR information system with the objective of automating many of the HR processes while providing self service and real time data access to managers and employees.
- Led a Talent Management and Succession Planning process to identify high potentials, structural opportunities, and talent needs to help drive the ongoing success of the organization.



FIDELITY INVESTMENTS, Boston, MA

2005 – 2010

*One of Nation's leading providers of Investment Products and Financial Servicing solutions to individuals and institutions.*

**Senior Vice President, Human Resources – INSTITUTIONAL GROUP (2005 – 2010)**

Reporting to the Institutional Group President, responsible for the strategic leadership of Human Resources activities, supporting a group of companies selling Fidelity products to the Institutional market. Approximately \$2.3B in annual revenue with over 6,500 employees. Managed a budget of \$20M while leading a team of approximately 70 HR professionals. Member of enterprise Human Resource Leadership Team, responsible for the strategy and leadership of the function across all divisions. Promoted to role after leading HR activities for Intermediary Distribution group.

- Developed a comprehensive HR plan, aligning human capital with the business strategy. Drove discussions resulting in a new business operating model to improve customer service while reducing operating expenses.
- Saved \$55M leading an organization redesign process. The new organization design created a more competitive cost structure while streamlining organizational structure, decision making, and communications.
- As member of enterprise HR Leadership Team, was the senior sponsor of a redesigned staffing organization; led development of a new leadership success profile as well as the design, pilot, and roll out of the employee survey.
- Partnered with the CFO and BU Presidents to create an annual business scorecard for each business group, aligning the individual performance objectives and the compensation to be commensurate with business performance.
- Led Talent Management process, introduced a process to drive honest and candid conversations regarding our talent, resulting in a robust and effective process which formed our succession plan.
- Consolidated disparate training groups into one team that delivered a much improved and integrated training product while reducing training cost per associate by 35%.
- Led the development and implementation of a new Management Development program for front line and middle management positions that improved the quality of the management scores by 40%.

STATE STREET CORPORATION, Boston, MA

1993 – 2005

*A global leader in providing research, investment management, trading services and investment servicing to institutional investor.*

**Senior Vice President, Human Resources, STATE STREET GLOBAL ADVISORS**, Boston, MA (2002 – 2005)

Reporting to the CEO, was responsible for the strategic leadership of all Human Resources activities globally for State Street Global Advisors, with more than \$1.4T in AUM and 1,500 employees in 18 countries. Led a team of 11 Human Resource professionals with an operating budget of \$3.5M in support of the Investment Management Division. In addition, led a team of 29 Staffing professionals in support of all of State Street Corporation with an operating budget of \$5M.

- Designed and implemented a comprehensive global compensation plan, resulting in a market-competitive, performance-based program affecting the base salary line of \$245M per annum.
- Served as the HR lead on the divestiture of the Private Asset Management business.
- Partnered with the Executive Team in implementing a major headcount reduction at State Street Global Advisors, resulting in \$32M per annum in savings without incident or losing a client.
- Developed and implemented an executive assessment process, a formal training curriculum, and a talent management review, increasing the leadership capabilities of the organization and the succession planning capabilities.
- Sourced and implemented an end-to-end, web-based staffing tool, reducing recruiting costs by more than \$800K while significantly improving the process.

**Senior Vice President, Human Resources Europe**, London, England (1997 – 2002)

Responsible for strategic leadership of all Human Resources activities, including Staffing, Learning and Development, Compensation and Benefits, and Employee Relations, across our offices in London, Edinburgh, Luxembourg, Zurich, Munich, Johannesburg, Amsterdam, and Brussels, while leading a team of 67 Human Resource professionals with an operating budget of \$3.95M per annum. Provided day-to-day coaching and consultation to the senior managers of the Custody and Accounting, Capital Markets, and Investment Management business groups.

- Led HR due diligence in the acquisition of Scottish Widows' middle and back office as well as the acquisition of Bank of Scotland's Trustee Administration function, giving State Street a leadership position in Europe.
- Designed and implemented a Defined Contribution Plan in the UK, saving more than \$2.9M per annum.
- Designed and implemented a stock delivery vehicle (SAYE) for the employees in the UK, providing tax savings of approximately \$2.5M for the employees and the employer.
- Sourced and implemented a pan-European web-based recruiting tool facilitating candidate identification across the European community, enabling headcount growth from 450 to more than 2,800 employees.
- Implemented salary banding with short-term and long-term incentive targets in all European locations.

- Designed and implemented a Performance Management Process in Europe that was later implemented globally.
- Created a European Learning and Development Team that provided skills training and management development training to more than 1,500 employees each year.

**Vice President, Human Resources, Quincy, MA (1993 – 1997)**

Responsible for all HR activities in the Securities Operations group in support of 1,800 employees. Provided day-to-day consultation to senior executives and operations managers regarding HR issues.

- Led a major reorganization effort in a 700 person department, reducing operating costs by more than \$10M.
- Developed and implemented a new performance management system, which incorporated individual employee development and employee participation into the process.
- Led a team in the design and develop a modular based training program for the securities operation business.

PEPSI-COLA, Waltham, MA

1989 – 1992

*Premier consumer products company focused on providing convenient food and beverage.*

**Area Human Resource Manager, New England Area**

Led the Human Resource function for the New England region, which consisted of 14 facilities and more than 1,000 employees. Responsible for all HR activities in the region and actively participated on the business team that ran all aspects of the business. Was accountable for team dynamics and contributed to day to day business decisions such as pricing, package mix, acquisitions and divestitures, delivery systems, etc.

- Responsible for the Human Resource planning process, which drove succession, staffing, training and development plans, and provided focus to the diversity initiatives.
- Developed and implemented a performance planning and alignment process that was later implemented nationally.
- Successfully integrated five franchise-owned acquisitions into company-owned operations. Negotiated six labor agreements within our bargaining objectives without incident.
- Led initiatives to reduce workers' compensation costs by more than \$350K per year.

COLT INDUSTRIES – WALBAR, INC., Peabody, MA

1981 – 1989

*Holding company of a diverse set of heavy manufacturing companies focused primarily on engine products.*

**Manager, Human Resources (1981 – 1989)**

Progressively served in various roles, rising to the HR Manager position for three Walbar facilities in Peabody. Developed and implemented HR policies and programs, including wage and salary systems, employee relations programs, training and development, benefits administration, safety, communications, and recruiting.

## EDUCATION

RENSSELAER POLYTECHNIC INSTITUTE, Troy, NY

**M.S., Management, 1986**

LE MOYNE COLLEGE, Syracuse, NY

**B.S., Industrial Labor Relations, 1981**

UNIVERSITY OF MICHIGAN, Advanced Human Resource Executive Program

LONDON BUSINESS SCHOOL, Human Resource Strategy

# Bill Laughlin

ARCHITECT & COMMUNITY PLANNER | EXPERIENCED IN K-12 FACILITIES, CAPITAL PLANNING, AND PUBLIC ENGAGEMENT

## Profile

Retired architect with extensive experience in public sector projects and community engagement. Over 30 years, managed the planning and delivery of schools and civic facilities totaling more than \$2B, with a strong emphasis on safety, sustainability, and cost stewardship. Skilled at facilitating public input, developing consensus, and translating community priorities into actionable plans. Actively engaged in volunteer service and committed to supporting the Isle of Palms community through thoughtful and balanced planning decisions.

## Employment History

### Moseley - Chief Operating Officer, K-12 Sector Leader, and Managing Principal

AUGUST 2009 — JULY 2025

- Served as Chief Operating Officer and K-12 Sector Leader for a large architecture and engineering firm with 10+ offices and 300+ employees.
- Directed planning, design, and construction for more than \$2B in K-12 educational facilities across North and South Carolina.
- Oversaw delivery of over 100 new builds and additions/renovations, ensuring projects balanced community needs, budgets, and long-term growth.
- Led capital campaign planning, feasibility studies, programming, and cost estimating for over 30 projects, supporting informed decision-making by school boards and community stakeholders.
- Managed the Charlotte office of 40+ professionals, with responsibility for project performance, staffing, and day-to-day operations.
- Guided marketing, contracts, accounting, technology, and HR to ensure consistent and sustainable operations.

### Moseley Architects - Vice President, Managing Principal, and Operations Manager, Virginia

OCTOBER 1998 — AUGUST 2009

- Oversaw planning, design, and construction of \$750M in public school facilities across Virginia and Maryland.
- Directed the design and construction of over 100 new builds and additions/renovations, coordinating closely with local officials and community members.
- Facilitated capital campaign planning, feasibility studies, and cost estimating for more than 35 projects.
- Managed a multidisciplinary office of 30+ professionals, ensuring high-quality project delivery and responsive client service.

### Project Manager, Virginia

JUNE 1992 — OCTOBER 1998

- Architect and Project Manager for K12 Schools

## Education

### Bachelor of Architecture, Virginia Tech, Blacksburg, Virginia

JUNE 1992

## Details

2207 Cameron Boulevard  
Isle of Palms, SC 29451  
[blaughlin1992@gmail.com](mailto:blaughlin1992@gmail.com)  
(704) 737-8971

## Skills

- Architecture
- Construction Management
- Business Development
- Managing Collaborative Teams
- Operations and Leadership
- Pre-Construction
- Planning
- Programming
- Cost Estimating

## Interests and Community Service

Golf, Tennis, Volleyball, Kitesurfing, Technology, Woodworking, Spanish

Active in local community

Big Brother with Big Brothers Big Sisters

Disaster Response Volunteer with the Red Cross and FEMA Safety Assessment Program

## Licenses and Certifications

Architect - NC, SC, GA, VA, MD, WV - NCARB Certified

Construction Manager - SC (in process)

REFP - Recognized Educational Facility Planner- A4LE

CPD - CPTED Professional Designation - National Institute of Crime Prevention

LEED AP BD+C - US Green Building Council

## Britton T. Foy, FRM, CTP

(843) 822-8010 | [btfoy@me.com](mailto:btfoy@me.com) | [linkedin.com/in/brittonfoy](https://www.linkedin.com/in/brittonfoy)

### Executive Summary

Senior treasury and investment professional with 15+ years of experience leading corporate treasury, risk management, and investment operations across real estate and insurance industries. Proven track record of implementing treasury technology, enhancing liquidity management, and driving risk-adjusted returns. Recognized for developing enterprise-level investment strategies, building high-performing teams, and navigating complex financial markets during periods of disruption. FRM, CTP, and Series 65 licensed.

### Professional Experience

#### Greystar Real Estate Partners, LLC (Charleston, SC)

##### Director, Corporate Treasury | Dec 2022 – Present

- Designed and institutionalized the parent-level Investment Policy Statement, improving liquidity management process, generating measurable bottom-line income, and establishing risk-based parameters
- Partnered with capital markets to identify and optimize lending opportunities.
- Designed a financial institution counterparty risk model using alternative data sources, resulting in enhanced risk visibility and established responses for hypothetical risk events
- Manages 75 bank relationships for treasury deposits and services, including negotiating fees and establishing service level agreements to drive banking partner value.
- Spearheaded automation of positive pay across 75 banks, reducing fraud exposure and resulting in 85% connectivity across 1,400 accounts.
- Leading implementation of Kyriba TMS across global treasury operations, resulting in automated cash visibility and reporting, global payment processes, and ML based fraud prevention.
- Designed and negotiated compliance-driven trading program, delivering substantial company-wide savings.
- Negotiated and executed significant hedging contracts to mitigate financial risk.

##### Manager, Corporate Treasury | Jan 2020 – Dec 2022

- Built and led a team of three analysts, managing 1,400 accounts across 75 institutions.
- Onboarded and integrated development and investment business lines into corporate treasury framework.
- Enhanced executive-level cash visibility through improved reporting and forecasting processes.
- Managed FX positions and forecasting to support global business activities.
- Established audit and risk controls across treasury payments, reducing operational risk across lines of business

#### Blue Cross Blue Shield of South Carolina (Columbia, SC)

##### Treasury Manager, Investment, Risk, and Treasury | 2017 – 2019

- Led a team of two supervisors and six analysts, increasing Treasury's enterprise value.
- Designed and implemented short-term investment program, optimizing idle cash management.
- Transitioned \$2B long-term capital portfolio to a new custody platform.
- SME supporting the C-suite on investment, cash, and risk-related strategic decisions.
- Supported M&A team with risk analysis, due diligence, and integration strategies.

##### Treasury Supervisor, Investment and Risk | 2016 – 2017

- Supervised three analysts to improve risk analysis, treasury operations, and department efficiency.
- Enhanced visibility into proprietary investment and risk data.
- Reviewed contracts for embedded risk and insurance requirements.

##### Treasury Analyst, Risk | 2015 – 2016

- Managed enterprise-wide risk program across 36 subsidiaries.
- Conducted analysis of investment asset classes, balancing returns with risk exposure in both equity and credit.
- Transitioned 80% of payroll to self-insured workers' compensation program.

#### B. T. Foy Financial, LLC (Charleston, SC)

##### Founder & Investment Consultant | 2008 – 2019

- Founded and operated an independent registered investment advisory firm.
- Advised HNW families on investment strategies, risk management concepts, and overall financial planning needs.

### Education & Certifications

Financial Risk Manager (FRM) — Global Association of Risk Professionals

Certified Treasury Professional (CTP) — Association of Financial Professionals

Series 65 License — Investment Advisor Representative

Wofford College — B.A., Business Economics

### Core Skills

Corporate Treasury Strategy | Investment Policy Development | Liquidity & Capital Markets

Risk Management & Hedging | Treasury Technology (Kyriba, Bloomberg, etc.)

Leadership & Team Development | Process Improvement | M&A Integration

# BRIAR BOWMAN

## HIGH SCHOOL / FRESHMAN

### CONTACT



843-754-3128



bribow3@gmail.com



8 20<sup>th</sup> Ave Isle of Palms, SC

### EDUCATION

#### SULLIVANS ISLAND ELEMENTARY

Graduated 2022

#### MOULTRIE MIDDLE SCHOOL

Graduated 2025

#### WANDO HIGH SCHOOL

Class of 2029

### SKILLS

Extremely Organized

Self Motivated

Visual Arts Honors Student

Design Thinking

Dedicated Work Ethic

Responsible

Conservation Minded

### ABOUT ME

I am a friendly and organized High School Student seeking to make a difference in my community. My goal is to bring awareness and to help educate locals and visitors about our impact on our coastal environment.

### EXPERIENCE

#### THE BLUE ROOT

Baker's Assistant (family business)

**2022-Present**

- Help prep ingredients
- Organize shipping labels
- Help pack, label and ship orders
- Wash dishes

#### BABYSITTING

Local families

**2023-Present**

- Babysit as needed for children ages 2-12

### VOLUNTEERING

#### IOP CLEANUP CREW

**2021-Present**

#### MEAL PREP FOR HOMELESS

**2021-Present**

#### FIRST PRESBYTERIAN VBS COUNSELOR

**2025**

# Suzanne Nagelski, MBA

[sdnagelski@alumni.wfu.edu](mailto:sdnagelski@alumni.wfu.edu)

(704) 453.1316 *mobile*

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## EXECUTIVE PROFILE

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Financial professional successful in performance-driven companies managing costs and establishing strategic, mutually beneficial partnerships and relationships with colleagues, staff, vendors, and service providers. Exceptional record managing internal controls, information technology, and human resources.

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### SKILLS

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- |  |                                     |
|--|-------------------------------------|
| • Business Development                             | • Human Resources                   |
| • Financial Analysis                               | • Employee Relations                |
| • Project Planning, Implementation, and Management | • Leadership/Communications Skills  |
| • Contract Negotiations                            | • Computer, IT, and Software Skills |
- 

### ACCOMPLISHMENTS

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- Headed complete business transition from LLC to independent S Corp two months under deadline.
- Transitioned and grew business into multi-provider, multi-location practice.
- Orchestrated and headed all functions relating to Human Resources, Employee Benefits, Payroll, and COBRA.
- Redirected 40% of tax liability to shareholder and employee benefits.
- Increased S Corp profits and shareholder distributions.
- Enhanced S Corp value by acquiring assets through LLC.
- Collaborate with laboratory leadership to secure essential equipment for the successful launch of a toxicology laboratory.

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## PROFESSIONAL EXPERIENCE

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**Managing Partner**  
**Sea Oats Properties, LLC, Charleston, SC**  
**Present - January 2005**

- Financial management including contract management, cash flow management, and forecasting.
- Coordinate with licensed local professionals to evaluate project requirements, define scope of work, and estimate material costs.
- Negotiate hospitality and service contracts.

**Financial & Technical Consultant**  
**August 2025 – February 2016**

- Support clients in analyzing, executing, and evaluating business projects to achieve and optimize performance goals.
- Partner with medical laboratory to integrate current technical data into strategic planning.
- Assist medical client with revenue cycle management to increase efficiency.
- Analyze internal medical operations to increase effectiveness by eliminating non-value-added steps.
- Update medical client's HR practices.

**Director of Finance, Special Projects & Human Resources**  
**Confidential Pain Management Group, Winston Salem, NC**  
**February 2016 – January 2007**

- Chart revenue and expenses to maximize company profits.
- Track fiscal health through financial reporting, forecasting, and accounts monitoring.
- Spearhead physician owned toxicology laboratory resulting in 40% increase in revenue.
- Leverage cross functional team associates to achieve lucrative employee retirement benefits.
- Manage physician's personal wealth management.
- Collaborate with financial intuition's wealth management and commercial banking divisions, tax professionals, actuaries, and other financial professionals to maintain physician owner's personal wealth goals and S Corp goals.
- Perform all annual insurance policy audits and renewals for professional liability, workman's compensation, employment practices liability, and general liability insurance.
- Human Resource Manager responsible for payroll and all employee related benefit management.
- Create and maintain update company compliance manuals such as fluoroscopic radiology procedures, employee policy manual, and HIPPA training manual.
- Interface with legal counsel on all employment issues.

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**PROFESSIONAL EXPERIENCE, cont.**

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**Senior Environmental Scientist, Project & Client Manager**  
**AMEC Earth & Environmental, *formerly OGDEN Environmental & Engineering Services*,**  
**Huntersville, NC**  
**June 2001 - January 1996**

- Managed environmental compliance.
- Directed multi-phase field investigations.
- Designed remedial action, monitoring, and closure plans of hazardous waste sites.
- Provided OSHA & Resource Conservation & Recovery Act (RCRA) support to waste generators and treatment, storage, & disposal facilities.

**Senior Environmental Scientist, Project & Client Manager**  
**National Environmental Technologies, Inc. • Charlotte, NC**  
**October 1995 – October 1990**

- Instrumental in establishing new NCDEHNR lead testing parameters for mirror.
- Performed risk assessments & determined exposure potential based on chemical fate & transport.
- Permitted waste management activities at hazardous waste facilities and Interim Status facilities operating under a RCRA Part B Permit.

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**Community Service, Board and Commission**  
**Appointments**

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**Municipal Planning Commissioner**, Isle of Palms, SC, 2022, 2023, 2024, 2025

**Member of Lake Norman Watershed Protection Committee**, Appointed by Mecklenburg County Board of Commissioners; August 1993.

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**Education, Registrations, Publications, and Activities**

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**M.B.A.**, Babcock Graduate School of Management, Wake Forest University, Winston-Salem, North Carolina, 2006

**Bachelor of Science**, University of North Carolina at Charlotte, 1989

**Bioengineering Coursework**, University of North Carolina at Charlotte; Charlotte, North Carolina, May 1991.

**Member of North Carolina Medical Group Management Association (NCMGMA).**

**OSHA Supervisor Training** per 29 CFR 1910.120(e).

**OSHA Health and Safety Training** per 29 CFR 1910.120.

**Registered Environmental Manager #5703**, National Registry of Environmental Professionals; April 1993.

**“Treatment Alternatives for Lead Impacted Media: Case Studies,”** Waste Management, Vol 16, No. 4, pp. 263-270, 1996.

**“Treatment Alternatives for Lead Impacted Media: Case Studies,”** XVI Annual Superfund Conference, Washington, D.C., 1995.

**“Get the Lead Out,”** National Environmental Technologies, Inc. Corporate Newsletter, Fourth Quarter 1994.

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**JOHN SHILLING**

9 Shad Row, Isle of Palms, SC 29451 • 203-216-0707 • jpshilling@gmail.com

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**Summary**

Experienced business leader and problem-solver with a track record of building global partnerships, leading diverse teams, and delivering complex projects from concept to completion. Skilled in fostering collaboration, streamlining processes, and making data-driven decisions. Eager to apply organizational, leadership, and analytical skills to mission-driven volunteer initiatives.

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**Core Skills**

- **Leadership & Collaboration** – Led cross-functional teams across departments and cultures to achieve common goals.
  - **Problem Solving & Innovation** – Designed creative solutions to complex operational and strategic challenges.
  - **Communication** – Delivered presentations to international audiences; clear, concise written and verbal communication.
  - **Data Analysis & Systems** – Leveraged data insights to improve efficiency; implemented advanced information systems.
- 

**Experience****Artisan House, Inc. / Artisan House Europe, B.V. – Owner & President**

2001 – 2025

Directed a global design and manufacturing company, overseeing operations in North America, Europe, and Asia.

- Built global distribution network; represented company in international trade shows (Paris, Frankfurt, Dubai, Singapore, Tokyo, Moscow, New Delhi).
- Implemented quality control programs, improving product consistency and customer satisfaction.
- Upgraded IT and finance systems, increasing operational efficiency.
- Established two new production facilities, expanding manufacturing capacity.



**Morgan Stanley** – *Manager, Corporate Funding Desk & Global Capital; Treasurer, Morgan Stanley International*

Led cash and capital management, foreign exchange, and treasury operations across global offices. Directed a 25-person team implementing a fixed-income trading platform.

**Drexel Burnham Lambert** – *Vice President*

Founded and managed a 15-person group focused on improving profitability; developed executive reporting systems.

**Arthur Young** – *Manager, Finance & Administration Consulting*

Conducted profitability, industry, and competitive analyses; presented strategic recommendations to senior leadership.

**IBM** – *Systems Engineer*

Managed hardware/software conversion projects and client relationships in private sector accounts.

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## **Education**

**Harvard Business School**, Boston, MA

MBA with concentration in Finance and Control

**Middlebury College**, Middlebury, VT

BA – Double major Economics and History

**Porter-Gaud High School**, Charleston, SC

High School diploma

# JUNE CARBERRY LEVINE

Charlotte, NC | Isle of Palms, SC | 704-562-8306 | juneclevine@gmail.com

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Homeowner on Isle of Palms since 2018

Current Registered Nurse also pursuing a second career in Horticulture and Landscape Design.

## EDUCATION

### Central Piedmont Community College

Horticulture Technology AAS

Certification in Landscape Design

President's List GPA 4.0

Charlotte, NC  
Graduation May 2026

### University of Pennsylvania

Attended, Masters Science in Nursing-Adult Health

Philadelphia, PA

### Pennsylvania State University

Bachelor of Science in Nursing

State College, PA

## EXPERIENCE

### Pike's Nursery Ballantyne

Seasonal employee in greenhouse caring for plants, plant displays and assisting customers with plant selection and horticultural advice.

Spring 2025

## Personal Projects

Creating and designing small garden landscapes, vegetable and herb gardens, planters and window boxes for family and friends. Landscapes and planter arrangements designed for beauty, sun and light requirements, year-round, seasonal interest and native plantings.

### Premise Health

Registered Nurse, Occupational Health

May 2018- current

### Advita, LLC

Registered Nurse, Nurse Analyst of Medical Documentation

August 2017- 2019

## SKILLS

- Detail oriented
- Organizational and Planning Skills
- Team Management
- Customer/Patient Focus

## CERTIFICATIONS

Certificate in Landscape Design upon graduation

Current American Heart Association CPR/BLS for Healthcare Providers

Current North Carolina RN compact license

## COMMUNITY INVOLVEMENT

Member of The Charlotte Garden Club

Mecklenburg County Precinct Judge

# **Dietmar Ostermann**

## ***Independent Board Member, Former CEO, Former Strategy Consulting Partner***



**Dietmar Ostermann**

+1.972.672.4424

[dostermann62@gmail.com](mailto:dostermann62@gmail.com)

Strategic Leadership

Board Experience

Mergers &  
Acquisitions

Supply Chain  
Expertise

Operations  
Improvement

Global Acumen

Dietmar Ostermann concluded a 33-year career in **management consulting** in 2022, during which he served as CEO of \$1.3B top management consulting firm **A.T.Kearney** for 3 years and as Kearney's German and Central European leader for another 3 years. At \$35B professional services firm **PwC** Dietmar lead the global and US auto advisory practices for 10 years.

A recognized expert in the auto and industrial manufacturing industries, he advised senior management teams and Boards of many global corporations – including *General Motors, Ford, Stellantis, BMW, Daimler, VW, Hyundai, Nissan, BASF, Dana, Denso, Delphi, IAC, Magna and ZF*.

Throughout his career, Dietmar was also often engaged by leading private equity firms, including *TPG, Onex and Apollo*, to assist with automotive deal strategy, due diligence and synergy analyses.

At **PwC**, Dietmar led the Global and North American Auto Advisory teams from 2012 until his retirement in 2022. Revenue responsibilities included \$500M and \$200M, respectively. At **A.T.Kearney**, he served as CEO from 2000 to 2003, responsible for 5000 people in 40 offices around the world and revenues of \$1.3B. During that time, he also served on the Management Board of \$13B parent **Electronic Data Systems (NYSE: EDS)**, while integrating Kearney into EDS.

Dietmar joined the **Board of Shape Corp** in July 2022, a privately held \$1.2B auto supplier of crash management systems. At Shape he serves on the Compensation and Asia Strategy Committees. Also, in 2022 Dietmar was elected to the **Board of Directors** of EV manufacturer **ElectraMeccanica (Nasdaq: SOLO)**. Here he served on the Audit and Compensation Committees and chaired the M&A Committee. ElectraMeccanica merged into **XOS Trucks (Nasdaq: XOS)** in April 2024. Dietmar was elected to join the XOS Board after the merger. At XOS he is the Independent Lead Director and chairs the Compensation Committee. Dietmar also serves on the **Board of Directors** of privately held **North American Stamping Group (NASG)** since early 2023, a \$500M metal Stamper. At NASG he chairs the Audit Committee. In late 2023 he joined the **Board** of PE-owned interior damping and NVH supplier **VisTech**.

At PwC Dietmar authored an annual publication analyzing the performance of auto suppliers and discussing their M&A activities.

He earned a Diploma in business and engineering from the TU Hamburg, and a MS in industrial and systems engineering from USC.

## **BOARD ASSETS**

### **Strategic Leadership:**

- Transformed PwC's \$300M Auto Practice into an integrated Consulting, M&A and Tax firm 2015-20
- Spearheaded the expansion of PRTM's Auto Practice into China, 2006 – 11
- Led integration of \$1.3B A.T.Kearney into Electronic Data Systems (EDS), 2000 – 03
- Accelerated growth at \$400M Kearney Germany, doubled revenue, tripled profits, 1997 – 2000
- Advised the CEOs of 18 European and North American corporations on their growth strategies
- Advised the CEOs and CXOs of 5 major global corporations on cross-functional transformations

### **Board Experience:**

- **Shape Corp** - Grand Haven, MI, family owned \$1.2B Auto Supplier of Crash Management Systems and Body Structures, Board of Directors, 2022 – present; member Asia Strategy and Compensation Committees
- **ElectraMeccanica** Vehicles Corporation – Vancouver, BC, NASDAQ: SOLO, EV Manufacturer, Board of Directors, 2022 – 2024; member Audit and Compensation Committees, chair Strategic Committee
- **XOS Trucks** – Los Angeles, CA, NASDAQ: XOS, EV Truck maker, Board of Directors 2024 – present; independent Lead Director, chair Compensation Committee
- **North American Stamping Group** – Nashville, TN, privately owned \$500M metal stamping supplier, Board of Directors, 2023 – present, Audit Committee Chair, Strategy Committee
- **VisTech** – Modesto, CA, PE-owned carpet and NVH supplier, Board of Directors, 2023 - present
- **PRTM** – Boston, MA, privately owned \$350M Operations Consulting firm, Board of Directors, 2006 – 2011, Leadership Evaluation and Compensation Committee
- **A.T.Kearney** – Chicago, IL; corporate owned \$1.3B Top Management Consulting and Executive Search firm, Board of Directors, 2001 – 2004; Governance Committee
- **Indiana University**, Kelley Business School, Top 10 US Undergraduate Business School, Executive Advisory Board, 2014 – present; Program and Content Committee

### **Mergers & Acquisitions:**

- Advised the CEOs and Boards of private and public companies as well as the deal teams of Private Equity firms on 33 acquisitions or divestitures on search & screen, deal strategy, due diligence, valuation, deal negotiation, synergy assessment and post deal value creation
- Highlights include acquisitions of JLR, Chrysler, Delphi and Magneti Marelli, merger and BU divestiture of IAC, acquisition of Android Industries and Husky Injection Molding Systems
- Published PwC's Global Auto Supplier Consolidation study for 14 years in a row

### **Supply Chain Expertise/ Operations Improvement:**

- Expert in Supply Chain (SC), Manufacturing (MFG) and Product Development (PD)
- Optimized inbound and outbound Logistics for General Motors, Stellantis, Rivian, Denso, and Dana
- Re-designed the global PD function and processes for Daimler and GM, ran the supplier hospital for Stellantis during the Covid shut-down, re-defined key commodity strategies for Ford, fixed supplier launch problems at VW, BMW, Daimler, Stellantis and Honda
- Conducted 17 world-class manufacturing operations improvement projects at US and EU suppliers
- Performed numerous strategic sourcing engagements for two dozen purchasing commodities

### **Global Acumen:**

- Fluent in German and English; lived 31 years in Germany and 31 years in the US, dual citizen
- Conducted many consulting projects in the US, Canada and Mexico and all over Europe, as well as in Brazil (4), China (13), India (3), Japan (3), South Korea (2) and Thailand (1)

## **SUMMARY**

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Retired strategy and marketing professional for BP, a global leader in energy and chemicals.

- Over twenty years of marketing strategy (segmentation, positioning, pricing, offer development, insights, cost-to-serve, value proposition).
- Ten years experience in business or product line strategy (portfolio analysis, growth strategies, profitability enhancement, go to market approaches, new business development)
- Industry experience includes fuel and convenience retailing, commodity chemicals, chemical intermediates, injection molding, blow molding, extrusion, woven and non-woven fabrication, and construction.

## **EXPERIENCE**

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### **BP and Amoco, Chicago, Illinois and western suburbs (1987-2015)**

#### **Value Proposition Manager, Fuels Marketing (2006-2015)**

Responsible for driving strategic change based on customer insight for fuel and retail marketing.

- Developed a brand strategy to maintain market share in competitive market through quality focus.
- Identified winning customers to target which enabled significant savings via streamlining sales approach.

#### **Capabilities Program Manager, Chemicals and Fuels Marketing (2001-2005)**

Developed new sales and marketing capabilities across fuels, and chemicals globally. Boosted value by 1% ROS

- Led pricing diagnostics to define path to value. Projects resulted in over \$20MM of value within first year.
- Developed key account management process; recognized for progressiveness and financial performance.

#### **Consultant, Performance Chemicals (2000-2001)**

Consultant to business manager for Purified Isophthalic Acid (PIA) to reduce costs while maintaining growth

#### **Strategy Manager, Global Aromatics (1997 - 1999)**

Responsible for developing paraxylene and metaxylene global business strategy.

- Drove more focused investment approach for growth.
- Led commercial strategy that resulted in significantly reduced logistic costs and improved buying leverage.

#### **Marketing and Strategy Manager, PTA Americas (1996 - 1997)**

Responsible for marketing strategy for purified terephthalic acid business in the Americas

- Evaluated strategic opportunity for growth in Latin America through a joint venture.
- Changed pricing and structural relationships with customers to defend against imports from Asia.

#### **Business Associate, Chemicals Business Analysis & Acquisitions, (1994 - 1996)**

Internal consultant to US chemical business units; specialized in business and marketing strategy.

#### **Various strategy analyst and financial positions (1987 - 1994)**

## **EDUCATION & CERTIFICATIONS**

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### **MBA, NORTHWESTERN UNIVERSITY, THE MANAGERS PROGRAM (1993).**

Concentration in Strategy, Marketing and Finance. Graduated with honors

### **BBA (ACCOUNTING), UNIVERISTY OF IOWA (1986)**

Full ride academic scholarship; Graduated with honors

**Certified Zumba instructor**

(2014 – present)

**Certified Public Accountant, Illinois**

1989

## **SUSAN HILL SMITH**

20 23rd Avenue, Isle of Palms, SC 29451  
843-270-9947, susanhillsmith@gmail.com

**PROFILE:** Versatile writer, editor and communicator. Civic and conservation leader. Experienced in corporate marketing, communications and public relations. Extensive work in editorial journalism.

### **CIVIC and CONSERVATION LEADERSHIP**

- *Isle of Palms Cleanup Crew Co-founder* (2018-present) – Annually engaging hundreds of volunteers in litter sweeps with a calendar of 40+ events. Our grassroots group has earned support from the City of Isle of Palms and many other organizations. In partnership with South Carolina Aquarium’s conservation team, we have documented 240,000+ litter items since 2018, while engaging multiple news outlets and keeping a strong Facebook presence.
- *Isle of Palms City Council Member* (2018-2021) – Elected as top vote-getter in an 11-candidate race after running a communications-savvy campaign. Conservation wins include creation of the Environmental Advisory Committee, which I helped guide in the first year as the council’s liaison.
- *Climate Reality Project Leadership Corps Graduate* (March 2019) – Attended international climate conference in Atlanta with a focus on environmental justice and have since completed acts of leadership, while supporting the emerging Charleston Climate Coalition.
- *IOP Thrives! Community Enrichment Task Force* (2024) - Helped draft environmental subgroup recommendations for this City of Isle of Palms initiative, which involved multiple meetings through the year.

### **CORPORATE COMMUNICATIONS**

*Blackbaud – Senior Communications Specialist for Storytelling & Evidence* (Aug. 2019-June 2024)

- Led Blackbaud’s customer story pipeline, which primarily involves writing and editing stories about philanthropic organizations while showing how Blackbaud’s fundraising software, services and other solutions help power their success.
- Oversaw customer story graphic design done by our vendor, ConceptDrop.
- Supported a transition to a more updated digital presentation of stories on our online Customer Showcase, moving from Sitefinity to WordPress.
- Curated our Evidence Database, which provides quotes, stats and other evidence for communications to internal and external audiences.
- Guided creation of video customer stories and internal video presentations.
- Member of Blackbaud’s Global Brand Team, routinely collaborating with colleagues in marketing, sales, customer success, PR, social media, and customer advocacy.
- Regular user of Asana and Microsoft Office, including Outlook, SharePoint, and Teams for calls, chats and video conferences. Also using Sitefinity web platform, Seismic and Salesforce.

#### *Healthcare Communications Contractor (2010-2019)*

- Fielded freelance, contract and fill-in work (part and full time) over the course of a decade.
- Assignments involved: media relations, news releases, story pitches, internal and external e-newsletters, website content, healthcare marketing articles, editing corporate reports, writing leadership messages for executives and using health literacy software for Medicaid audiences.
- Clients/employers included: Cottage Health in Santa Barbara, Molina Healthcare of South Carolina, MUSC Foundation for Research Development, MUSC Center for Health Disparities Research, Trident Health in Charleston, HCA South Atlantic and Roper St. Francis Healthcare.

#### **MAGAZINE JOURNALISM**

##### *South Carolina Living Magazine – Freelance Contributor (2013-present)*

- Wrote cover stories and feature articles for the state's largest-circulation publication, which is delivered to half a million South Carolina electric cooperative members and shared online.
- Assignments included articles with conservation themes. See linked examples below.

#### **NEWSPAPER JOURNALISM**

##### *The Post and Courier newspaper – Reporter and Editor (1995-2006)*

- Developed and oversaw the newspaper's weekly *Ink* section for teens, which won national recognition from the Youth Editorial Alliance of the Newspaper Association of America.
- Other roles included features reporter, copy editor, K-12 education reporter.
- Won South Carolina Press Association awards, including first-place for feature writing.

##### *The Herald newspaper, Rock Hill, SC – Reporter and Editor (1990-1994)*

- Reported on police, schools and city hall while competing directly with *The Charlotte Observer*.
- Won state press awards, completed leadership training and served as weekend city editor.

#### **FAMILY PHOTOGRAPHY BUSINESS**

##### *Mic Smith Photography LLC – micsmithphotography.com (2006-2019)*

- Helped with marketing, networking, website and Facebook posts for my husband's business.
- Assisted with logistics, equipment and limited shooting at weddings and portrait sessions.

#### **EDUCATION**

Bachelor of Arts in journalism with a political science minor, University of Georgia. Worked at *The Red and Black* student newspaper through college. Member of Pi Beta Phi sorority.

#### **EXAMPLES OF PUBLISHED WORK** from *South Carolina Living Magazine*

- ❖ "Saving sea turtles" – conservationists consider a banner nesting year  
<https://scliving.coop/sc-life/sc-life-features/saving-sea-turtles/>
- ❖ "Global Explorers" – NOAA Corps captain's scientific adventures  
<https://scliving.coop/sc-life/sc-life-features/global-explorers/>
- ❖ "Nature preserve responds effectively to surge in memberships with new tech partners"  
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