

WORKFORCE SUMMIT 2004 - SPEAKERS

Speakers in Order of Appearance – Note: Scheduled speakers are subject to change

Bob Paponetti is the Director of Cuyahoga County Department of Workforce Development. Prior to joining the county in December of 2002, Bob spent 15 years working for a private sector training company focusing, specifically, on the design and development of programs that assist employers, as well as job seekers. Under Bob's direction and leadership, Cuyahoga County became the first One-Stop Career System in Ohio to be awarded *Full Certification* by the state. In October, Bob will continue his commitment to foster workforce development as Vice President of the Workforce and Economic Development Division of Cuyahoga Community College. Bob is a member of the State of Ohio Executive Leadership Committee and the United Way Employment Cluster Committee.

Allison Motz is the Director of Workforce Development for the City of Cleveland. Prior to joining the city, she worked for the Cuyahoga County Department of Justice Affairs organizing a variety of crime prevention, safety, and intervention grant programs for youth and seniors. She was also responsible for coordinating the Cuyahoga County Juvenile Crime Coalition, Cuyahoga County TRIAD Initiative and the Cuyahoga County Child Advocacy Center. Allison is actively involved in several community service and charitable activities including the JD Breast Cancer Foundation, United Way Family & Children's Cluster and Learning and Earning Committees, Women's Re-Entry Resource Program, and the Cuyahoga County Youth Council and Prevention Initiatives Committees.

Governor Bob Taft served as secretary of state (1991-1999) as well as Hamilton County Commissioner (1981-1991) and as a member of the Ohio House of Representatives (1976-1981). He has also held the position of Budget Officer and Assistant Director of the Bureau of the Budget for the State of Illinois. He is a graduate of Yale University, holds a master's in government from Princeton University and received his law degree from the University of Cincinnati Lay School. Governor Taft also served in Vietnam with the US State Department and as a Peace Corps teacher in Tanzania, Africa.

Mayor Jane L. Campbell graduated with honors from the University of Michigan. She spearheaded and managed WomenSpace, helped create the first battered women shelter in Ohio, and helped engage women in community decision-making. Additionally, Mayor Campbell worked to pass the Equal Rights Amendment. She began her political career in the Ohio House of Representatives, where she concentrated her efforts on economic development among other issues. Mayor Campbell was the primary sponsor for laws financing Gateway and the Browns Stadium. In 1996, she was elected Cuyahoga County Commissioner. In November 2001, Commissioner Campbell was elected the 55th Mayor of the City of Cleveland.

Commissioner Jimmy Dimora oversees sixteen departments (including Economic and Workforce Development) and a \$1.2 billion budget, and is past Chair of Cuyahoga County's Investment Advisory Committee. He is the former Mayor of the City of Bedford Hts., where he served for four consecutive terms without opposition. A concerned and dedicated public official, Commissioner Dimora is actively involved in many civic and charitable organizations. He served as a past member of the Board of Trustees of the University Hospitals Health System in addition to numerous local political committees. He is well known for his common sense approach to projects and his sound judgment.

Commissioner Tim McCormack's family immigrated to Cleveland in the 1850's. He is a graduate of Miami University and Cleveland Marshall School of Law, Cleveland State University. In addition to Cuyahoga County Commissioner, his elected public service includes Ohio House of Representatives, Ohio State Senator, and Cuyahoga County Auditor. Commissioner McCormack

devotes much of his time to volunteer service including Ohio Legal Rights Commission for the Mentally Ill and Mentally Retarded (past chair), Ohio and Erie Canal National Heritage Corridor (Board Member), Shoes and Clothes for Kids (Honorary trustee and volunteer), and the Leadership Cleveland Class of 1984.

Commissioner Peter Lawson Jones is the designee to the District One Public Works and Infrastructure Committee, United Way Services Board of Directors and United Way Full Vision Council. A graduate of Harvard Law School, he is a partner with Roetzel & Andress. He was formerly president of the Ohio Works! Company in Cleveland. His abundant civic activities include being Board President of the Metropolitan Strategy Group and Treasurer of Harvard Law School Assn. of Cleveland and the Black Elected Democrats. He is the recipient of numerous awards and honors including *Outstanding Young Men in America*, *Who's Who Among Black Americans* and Ohio School Counselors Association Legislator of the Year Award.

Morning Keynote

Christopher M. Connor is Chairman and Chief Executive Officer of The Sherwin-Williams Company. Sherwin-Williams is a \$5.2 billion global leader in the paint and coatings industry. Mr. Connor was elected Chief Executive Officer by the company's Board of Directors on October 25, 1999 and added the title of Chairman on April 26, 2000.

Mr. Connor, 45, began his employment with The Sherwin-Williams Company in 1983 as Director of Advertising for the Paint Stores Group. He was promoted to Vice President - Merchandising in 1984 and to President and General Manager of the Western Division of the Paint Stores Group in 1985, where he spearheaded store expansion programs and sales and marketing efforts throughout the division. Mr. Connor was promoted to Senior Vice President of Marketing for the Paint Stores Group in 1992, responsible for product development and marketing initiatives. In 1994, he was promoted to President and General Manager of the Diversified Brands Division, the company's integrated manufacturer and marketer of branded and private label aerosol, applicator, caulk and industrial products. Mr. Connor was promoted in 1997 to President of the Paint Stores Group, with annual sales of \$3 billion through 2,400 company-owned stores. In this assignment, he oversaw the company's sales and profit growth in the professional contractor, do-it-yourself, industrial and marine coatings and product finishes market segments. Mr. Connor served in that capacity until promoted to Chief Executive Officer.

Mr. Connor serves on the Board of Directors of National City Bank and is a Trustee of Keep America Beautiful, University Hospitals of Cleveland, The Catholic Diocese of Cleveland Foundation, Cleveland Tomorrow, The Greater Cleveland Roundtable, The Cleveland Growth Association, The Musical Arts Association, and Walsh Jesuit High School. He is a 1978 graduate of The Ohio State University. He and his wife, Sara, have three children.

Roundtable Bios

Dr. Jerry Sue Thornton has been President of Cuyahoga Community College since 1992 and through her efforts, TriC has forged many partnerships with business and industry, educational institutions, and community based organizations. She is a member of the board of National City Corporation, Applied Industrial Technologies, RPM International, Inc. and American Family Insurance, Playhouse Square Foundation, Rock and Roll Hall of Fame and Museum (Cleveland and New York), Cleveland Municipal School District (ex-officio), United Way, St. Vincent Quadrangle, The Cleveland Foundation, the Greater Cleveland Partnership, and Clear Channel

Radio Advisory Board. In recognition of her dedication to education, Dr. Thornton was inducted into the Ohio Women's Hall of Fame in 1999. She has been awarded honorary degrees from St. Catherine's College, St. Paul, Minnesota; Youngstown State University, Youngstown, Ohio; and Baldwin-Wallace College, Berea, Ohio. She earned her PhD in Higher Education Leadership/Administration from the University of Texas (Austin).

Mark Schweitzer is an assistant vice president and economist in the Research Department of the Federal Reserve Bank of Cleveland. Mark manages the bank's regional economic research activities and his research has recently focused on the interplay between macroeconomic labor market conditions and disaggregated labor market decisions. His research covers a variety of issues, including minimum wages, labor productivity, and wage rigidities. Mr. Schweitzer has been with the Bank since 1992, except for the two years he spent working in London at the Bank of England, the central bank for the United Kingdom. He holds a B.A. in economics from the University of Chicago. He obtained his M.A. and Ph.D. in economics from the University of California at Los Angeles.

Steve Millard is the Executive Director of the Council of Smaller Enterprises (COSE) and COO of the Greater Cleveland Partnership (GCP). Millard was appointed interim COO of the Cleveland Growth Association in September 2003, and was subsequently appointed COO when the GCP was formed. Millard holds a degree in finance and a degree in transportation and distribution management from Syracuse University. He graduated summa cum laude and was named both University Scholar and Class Marshall - one of few graduated in the history of the University that captured both the top academic and top leadership distinctions. Millard serves on the boards of the American Chamber of Commerce Executives, National Association for Membership Development, the National Small Business Association, the Presidents Council Foundation, Community Partnership for Arts and Culture and Cleveland Arts Prize.

Professor Edward W. (Ned) Hill is Professor and Distinguished Scholar of Economic Development at the Maxine Goodman Levin College of Urban Affairs of CSU. He is a Nonresident Senior Fellow of the Metropolitan Policy Program at The Brookings Institution. Ned has edited *Economic Development Quarterly*, a research publication on the American economy. Governor Taft appointed him to the Urban Revitalization Task Force 1999. He is on the board of the Urban Affairs Association, Cleveland Zoological Society, and Westside Industrial Retention Network and an advisor to the Generation and Knight Foundations. Ned was awarded the Robertson Prize from the editors of *Urban Studies* and CSU's Distinguished Faculty Award for Research in 1998. He authored two books, co-edited five books, and wrote over 70 articles, book chapters, and columns. He earned his Ph.D. in both economics and urban and regional planning from the Massachusetts Institute of Technology.

John Ryan, principal officer of the Cleveland AFL-CIO, has emphasized grass-roots political action and placed a priority on community involvement, including supporting public education. He co-chaired with Congresswoman Stephanie Tubbs Jones and Reverend Caviness the Issue 14 campaign, the \$1.2 billion Cleveland Municipal School rebuilding project. He has also chaired school levies and the TriC ballot issue. He worked with the Cleveland Jobs with Justice to pass living wage legislation in Cleveland, Lakewood and Cuyahoga County. *Crain's Cleveland Business* named Ryan the fourth most influential Clevelander in their 2003 listing. Ryan is a board member of a dozen community organizations including: Cleveland Jobs with Justice, Cleveland Media Development Corporation, Community Shares, Partnership for Arts and Culture, Policy Matters Ohio, and United Way Services.

Construction Sector

A diverse sector, the construction industry has been said to lay the foundation for economic growth in Ohio. From improved roads to quality hospitals and offices, to rehab of historical structures, this sector improves the quality of life for our area. New housing alone impacts in several ways, not only by generating income through jobs, but also by contributing to the general economy and to the tax base through payroll and housing taxes.

Join us in the construction break-out session!

Facilitator - Arlene Anderson

Loree Soggs has been an Operating Engineer since 1964. He has served IUOE Local No. 18, as a Business Agent, Apprenticeship Coordinator, Steward Director, Officer and Fringe Benefit Fund Trustee. Loree's been involved in numerous contract negotiations since 1984 and is the first Operating Engineer to hold the office of Executive Secretary in the Council's history. He holds a BA from Defiance College, is active on numerous committees and workforce development and construction boards including the WIBs of the City of Cleveland and Cuyahoga County. He is the Chairman of the Cleveland AFL-CIO Federation of Labor and the Executive Director of the Northern Ohio Building Trades Real Estate Investment Program.

Mike Kucera serves as General Manager and Director of Operations for TESCO Builders, Inc. Under his direction, TESCO Builders has grown to over 100 employees and serves a diverse customer base of non-profit and private development interests. Over the past 10 years, TESCO has participated in neighborhood based employment directives as well as on the job training and mentoring programs. Mr. Kucera has implemented work-site training programs in addition to participating in contractor training programs and workforce diversity initiatives. TESCO is certified by the City of Cleveland as a Section 3 business and is currently involved in various local resident hiring programs throughout the neighborhoods in which it is working.

Kathy Augustine, Executive Director of Hard Hatted Women, has led the organization to the forefront of tradeswomen's groups by spearheading economic development, education, and support program growth. Through her networking skills and dedication, Kathy has increased the organization's operating budget through fundraising efforts in the last fourteen years. Successes include gaining employment for 206 tradeswomen on Greater Cleveland's publicly funded project, the Gateway Ballpark/Arena complex, and overseeing EEO (Equal Employment Opportunity) compliance for that program. Under Kathy's supervision in the last fourteen years Hard Hatted Women's Pre-Apprenticeship Training Program has graduated 390 women; 66% of whom have been hired into nontraditional jobs or apprenticeships.

Dominic L. Ozanne was born in Cleveland, Ohio on April 10, 1953. A graduate of St. Ignatius, Dominic graduated magna cum laude with a BS/BA in finance from Boston University in 1975, and from Harvard Law School in 1978. He was senior comments editor for the Harvard Civil Rights-Civil Liberties Law Review. He worked at Thompson, Hine & Flory from 1978 to 1980, going on to Ozanne Construction Company where he is currently President and CEO. Dominic is a member of the Knights of the Holy Sepulchre, the Finance Advisory Board to Bishop Anthony M. Pilla, advisory board of St. Thomas Aquinas Elementary School, and 100 Black Men.

Healthcare Sector

With nearly 145,00 professionals and associated personnel, the healthcare sector is one of the most important segments of the local economy. Cleveland has an international reputation for

health care innovations and cutting edge medical technology. Our area is home to an extraordinary concentration of hospitals, medical research centers, and medical education facilities, which has gained international attention.

Join us in the Healthcare industry Break-Out Session!

Facilitator - Deborah Adams is Manager of Provider Operations at the Western Reserve Area Agency on Aging where she is responsible for the development of the PASSPORT Provider Network's five county region and improving targeting of resources to meet the long-term needs of elders. She is active with an array of agency and community committees including the United Way's Vision taskforce, Elderly Services subcommittee, Solutions for Workforce Success, and the North East Ohio Nursing Initiative. Her education includes: Master of Non-Profit Organizations, Interdisciplinary Geriatrics Educational Award, CWRU School of Medicine and Bachelor of Science in Nursing from Francis Payne Bolton School of Nursing.

Lisa Anderson is VP of Member Services for The Center for Health Affairs. Her current areas of focus include providing leadership for both the Northeast Ohio Nursing Initiative and the participation of Northeast Ohio hospitals in a federally funded project to improve state and regional preparedness. Past successes include the development of the Northeast Ohio Flu Preparedness Task Force and the management of the Health Care Service Worker Training Program. She is a member of the American Organization of Nurse Executives and a member of Sigma Theta Tau. Lisa earned her Master of Science in Nursing at the University of Akron.

Karla Krodel, BSN, is the Director of the NEO HealthForce Health Cluster in Youngstown State University's Workforce Development Department, which grew out of the Mahoning Valley Healthcare Workforce Summit of 2002, which she coordinated. She works with healthcare employers, education and training institutions, and the public workforce system to secure funding for priority goals and activities. Her work helped to align university programs with the workforce skill needs of growth industries and needs of tri-county One Stop Career Systems.

Molly Seals is Sr. Vice President, Human Resources/OD for Humility of Mary Health Partners, Youngstown, Ohio. She received her MBA from Bowling Green State University, BS in HR Management, and AAB from Youngstown State. A certified Senior HR Professional, she has 18+ years of HR and employee development experience. She provides strategic HR leadership for HMHP, serving its 4900+ employees. Molly serves on numerous community and national boards including American Society of Healthcare Human Resources Administrators (ASHHRA), Mahoning-Columbiana Workforce Investment Board, NEO HealthForce co-chair and has received numerous awards.

Steven Raichilson is responsible for the operations of Menorah Park, a comprehensive senior living campus that serves over 1,000 people a day with a myriad of adult and childcare services. Steven has over 23 years of experience in providing services for seniors. He received his Bachelor's Degree in History and Education from the State University of New York at Buffalo and a Master's Degree in Health Care Administration from George Washington University. He is a member of numerous professional organizations and serves on the Board of Trustees for the Association of Ohio Philanthropic Homes, Housing and Services for the Aging.

Small Business Sector

Small business is crucial to the Northeastern Ohio economy and the country as a whole. These businesses represent more than 99.7 percent of all employers and employ more than half of all private sector employees. Small businesses in the US generate sixty to eighty percent of new jobs annually. They comprise 97 percent of all identified exporters, produce approximately one third of the country's export value, and create over half of the nonfarm private gross domestic product.

Join us in the Small Business Break out session!

Facilitator - Steve Millard, Executive Director, COSE

Steve Millard's bio appears in the roundtable participant's section on page **X**.

Stephanie McHenry is President & COO of ShoreBank. Prior to joining the bank, Stephanie served as the Senior Director, Minority Business Development for The Greater Cleveland Growth Association, where she led their successful efforts to support minority business growth development and success. She has also served as the Executive Director of the Northern Ohio Minority Business Council. An active participant in many organizations, she is a director of the Greater Cleveland Partnership and a member of the Finance Committee, EcoCity Cleveland and Vice Chair of the Board of Directors of National Cooperative Bank. Stephanie is a graduate of Dartmouth College with a BA in Economics.

John Hogan presently supervises the operation of the 8(a) and Business Development programs in the Cleveland District office of the US Small Business Administration (SBA). Duties include marketing of the SBA programs in the northern 28 counties of Ohio. He is well versed in the areas of Government contracting, government certifications, Small and Disadvantaged business, and HUBZone. John has been with the SBA for approximately 31 years and has worked in the Loan Processing, Loan servicing, Minority Enterprise Development, Government Contracting and Surety Bond Programs. He earned his BS at the University of Dayton and an MA at Cleveland State University in Business Administration.

Pat Perry, named Northeast Ohio's "Best Boss" by Inside Business Magazine, is working on his first book, focused on the workplace. Pat is President of the Employer's Resource Council, which was recently recognized as a "Visionary Organization" by *SBN*. Pat received his BSBA from the University of Dayton and MBA from Bowling Green State University. Pat earned the Senior Professional Human Resources (SPHR) certification from SHRM, and the Certified Personnel Consultant certification from the National Association of Personnel Consultants. He has served on many boards and been recognized as the CSHRM and Lake/Geauga SHRM member of the year. He is a frequent speaker and has over 100 business, workplace and sales management articles published in various publications.

Don Scipione is a native Clevelander who returned home after fifteen years in Southern California. He was an elementary particle research scientist at the University of California San Diego doing experiments at the Lawrence Berkeley Laboratory and Brookhaven National Laboratory. In 1980, Don started Acme Express, Inc., a software development company with applications in education, transportation, staff scheduling, and membership organization management. Don's volunteer activity includes: the World Trade Center Cleveland Advisory Board, founding member of Northeast Ohio "Software Association, Chairman (2000-2003) of Midtown Cleveland, President of Lyric Opera Cleveland, and Chairman of the Economic Development Committee of the City of Cleveland Workforce Investment Board.

Manufacturing Sector

Northeast Ohio is known as an efficient, diverse region that supplies sophisticated and valuable manufactured goods to the entire world. This area is home to the largest concentration of polymer research and product development companies in the US, a distinction that has earned it the name "The Polymer Valley". In this area of diverse manufacturers, there is an established

and uniquely strong interrelationship between them. Highly recognized local industries include: metalworking, plastic products & chemical, motor vehicles & equipment, insurance, biomedical, and instruments & controls.

Join us in the Manufacturing Break out session!

Facilitator - Leslie Yerkes earned a MS in Organizational Development at CWRU after graduating from Wittenberg University with a BA in Education. She founded Catalyst Consulting Group, Inc. in 1987. She assists businesses in managing change to increase productivity. Non-profit companies turn to her for strategic planning, leadership coaching, team building and training. She writes often for several publications, travels internationally as a lecturer and keynote speaker, has taught at several universities and serves on the faculty of the Weatherhead School of Executive Education. She has co-authored the book *301 Ways to Have Fun At Work* and is the author of *Fun Works: Creating Places Where People Love to Work*.

Roger Sustar, Fredon Corporation since 1969, became sole owner and president in 1985. He believes in apprenticeship and training programs that promote machine trades and manufacturing careers. His participation and leadership in organizations such as the National Tooling and Machining Association show this dedication. Roger has been featured in several industry and business publications. He serves on many business advisory councils for educational facilities and is past chairman for the National Tooling and Machining Association. He has received numerous awards including the prestigious *Innovations Award* for Educational Metalworking Program from Enterprise Development, Inc.

John Colm is the founding director of the Westside Industrial Retention & Expansion Network, which he has directed since 1986. He is a graduate of the State University of NY at Buffalo, where he completed his undergraduate studies in Environmental Design and Planning. The National Development Council certified him as an Economic Development Finance Professional. He is a member of the Board of the Cleveland Citywide Development Corporation, and a member of the Manufacturing Skills Standards Council. He chairs the Advisory Committee to the Cleveland Municipal School's Adult and Continuing Education division.

Bill Brake began at LTV Steel Co. as a management trainee. Involved with electrical maintenance equipment, he pioneered several changes and was named Division Manager of the Hot Rolling Division when ISG was formed. His leadership and expertise led to his promotion to Vice President & General Manager. He holds a BS in Electrical Engineering from CWRU and a MBA from the Weatherhead School of Management. He serves on the board for the Boys & Girls Clubs of Cleveland and in varying capacities for many local community and professional organizations. Industry association memberships include the Association for Iron & Steel Technology and the Association for Manufacturing Excellence, Inc, and the Ohio Steel Industry Advisory Board.

Karen Kittle is the Executive Director for the Northeast Ohio Manufacturing Awareness Council and has a background in metalworking/manufacturing. She served as chairperson for the National Association of Manufacturers Communication Council, as well as chairing the program committee for the Greater Cleveland Society of Association Executives. She is a member of several advisory councils for local schools involved in workforce training. She has a Bachelor's Degree in Education from the University of Akron, and has trained, educated, motivated and created awareness in all aspects of her diverse professional career. She has promoted a variety of issues from older workers to careers in the metal-forming/manufacturing industry.

Keynote Speaker

Steve Forbes is President and CEO of Forbes, Inc. and Editor-in-Chief of *Forbes* Magazine, a position he assumed in 1990. Since then, *Forbes* has expanded, launching a variety of new publications and businesses. They include: *Forbes FYI*, *Forbes Global*, *Forbes Brasil*, and the *Gilder Technology Report*. In 1997, Forbes entered the new media arena with the launch of Forbes.com. Now receiving an average of four million visits a month, it has become a leading destination site for business decision-makers and investors.

Other company divisions include: Forbes Management Conference Group; and Forbes Custom Communications Partners. Mr. Forbes is also Chairman of the company's American Heritage division, publisher of *American Heritage* magazine and two quarterlies, *American Legacy* and *American Heritage of Invention & Technology*. *Forbes* and *Forbes Global* together reach a worldwide audience of nearly five million readers.

Mr. Forbes writes editorials for each issue of *Forbes*, under the heading of "Fact and Comment." A widely respected economic prognosticator, he is the only writer to have won the highly prestigious Crystal Owl Award four times. He is the author of ***A New Birth of Freedom***, a book of bold ideas for the new millennium.

From 1996 to 1999 Steve Forbes was Honorary Chairman of Americans for Hope, Growth and Opportunity, a grassroots, issues advocacy organization founded to advance pro-growth, pro-freedom and pro-family issues. From December 1993, until June 1996, Mr. Forbes served as Chairman of the Board of Directors of Empower America, a political reform organization founded by Jack Kemp, Bill Bennett and Jeane Kirkpatrick.

Steve Forbes graduated cum laude in 1966 from Brooks School in North Andover, Massachusetts. He received a B.A. in history from Princeton in 1970. At Princeton, he was the founding editor of *Business Today*, which became the country's largest magazine published by students for students, with a circulation of 200,000. The magazine continues to be published today by Princeton undergraduates.

Closing Remarks

Alex Machaskee is Publisher, President and CEO of The Plain Dealer. Before being named Publisher, he served as Director of Labor Relations and Personnel, Assistant to the Publisher, Promotion Director and Vice President and General Manager. He is a graduate of CSU with a bachelor's degree in marketing and was awarded the honorary degree of Doctor of Humane Letters by CSU and the University of Akron. He has been presented with numerous awards, including the Urban League's Whitney M. Young Humanitarian of the Year, and the World Trade Center's International Executive of the Year Awards. He was inducted into the Northeast Ohio Business Hall of Fame in 2001. He is active in many area organizations and was named Lifetime Director of United Way Services in March, 2004

Randell McShepard received BA's in Psychology and Communications from Baldwin-Wallace College. He received a MS from CSU in Urban Studies with a concentration in Organizational Leadership from the Maxine Goodman Levin College of Urban Affairs.

He is the former Training Manager for Vocational Guidance Services and helped over 1,500 disabled and disadvantaged people become employed. Later he joined the Cleveland Bicentennial Commission as Asst. Director of Administration & Program Development where he was responsible for raising and managing a budget of \$10 million dollars and heading up all neighborhood, community, and education programs. In 1997, he became Executive Director of City Year Cleveland, where he led over 220 young adults into over 425,000 hours of service. In 2001, Randell joined RPM, Inc., a specialty coatings company, as Director of Community Affairs where he is responsible for coordinating external affairs and community partnerships and managing the corporate philanthropy program.

Randell has a strong interest in strategic planning consulting, and has worked for several clients. He is active in the community as Chairman of the City of Cleveland's Workforce Investment Board (WIB) and as a Board Member for the Sisters of Charity/St. Ann Foundation and Baldwin-Wallace College. .

Recent honors include being recognized as "One to Watch" by *Inside Business* magazine (2003), and selection as an American Marshall Memorial Fellow (2002). He is also a graduate of the 2002-03 Leadership Cleveland class and was recognized in 2001 as a Distinguished Alumnus of CSU.

John D. Carter is President and CEO of Carter Exterminating Co., a premier pest control firm in Ohio where he is responsible for formulating and directing corporate policy and business practices. He rejoined the firm after matriculating from Morehouse College. His career reflects a commitment to small business growth, neighborhood job creation and pest-free business environments.

In 1992, John joined the Private Industry Council, which determined eligibility for the Job Training Partnership Act funds and related training & employment opportunities. In 1999, Carter was elected Chairman of Cuyahoga County's WIB. This appointment was renewed in 2001, the same year he became Vice Chairman of Workforce Issues for COSE and was asked to join the Learning and Earning Task Force. He is on the board of the Greater Cleveland Partnership. In 2002, Carter joined the City of Cleveland's WIB by mayoral appointment and he has been appointed to the National Association of Workforce Boards.

As a consultant to the Sierra club, John has been asked to design and propose "Pesticide Free" treatment protocols for schools. He has developed effective pest-free maintenance programs, contracting with the area's largest private health care provider for this purpose. In 1982, Carter spearheaded the *Pest Arrest Program* with CETA, the YMCA and CMHA that provided training for 20 young adults. Participants became licensed pest control technicians and were employed.

John testified during Federal Hearings for continued funding of city and county Minority and Small Business Development departments.