



Hillsborough Pinellas Workforce Development Consortium Meeting

Date: April 7, 2025 at 2:00 PM

Location: Hybrid: CSHP 4350 WCypress Street, Suite 875
Tampa, FL 33607

Zoom Information

Zoom Link

Dial in Number: 1 305 224 1968

Meeting ID: 825 9326 3266

Passcode: 800394

Agenda

- I. Call to Order, Welcome, Roll Call, and Remarks
- II. Pledge of Allegiance.....2
- III. Public Comments
- IV. Action Items
 - A. Approval of Minutes:
 - 1. December 9, 2024, Hillsborough Pinellas Workforce Development Consortium Meeting.....3
 - B. Appointment of LWDB Members:
 - 1. Pinellas County – Government, Economic/Community Development Sector (1 appointee).....6
 - 2. Hillsborough County - Business Sector (1 appointee).....8
- V. Future Action/Discussion Items
 - A. Approval of Updated By-Laws
 - B. Approval of the FY'2026 Planning Budget
 - C. Regional Plan
 - D. Board and Consortium PY 25/26 Meeting Calendar
- VI. Adjournment

Pledge of Allegiance





Hillsborough / Pinellas Workforce Development Consortium Minutes

CareerSource Hillsborough Pinellas

12/9/2024 10:00 AMEST

@ Hybrid: Zoom & EpiCenter 13805 85th St. N Clearwater, FL 33760

Consortium Members

Present:

Commissioner Flowers, Commissioner Latvala, Commissioner Myers, Commissioner Wostal (remote)

CareerSource Hillsborough Pinellas Board Members: Barclay Harless, Gary Hartfield

CareerSource Hillsborough Pinellas Staff: Rich Beynon (remote), Jay Burkey, Sheila Doyle, Jason Druding, Leah Geis, Barry Martin (remote), Steve Meier, Michelle Moeller (remote), Lysandra Montijo, Anna Munro, Brandon Pham, Tammy Stahlgren, Doug Tobin (remote), Juan Toribo, April Torregiante (remote), Michelle Zieziula (remote)

Florida Commerce: Tameka Austin (remote), Charles Williams (remote)

Hillsborough County Government: Katherine Benson (remote), Ken Jones (remote), Jonathan Wolf

Legal Counsel: Stephanie Marchman (remote)

Newland Associates: Vanessa Abreu (remote), Michelle Epstein (remote), Robert Newland (remote)

Others: Keidrian Kunkel

Pinellas County Government: Dr. Cynthia Johnson, Cody Ward, Tyler Bonneau

Tucker Hall: Lauren Steif

I. Call to Order, Welcome, Roll Call, and Remarks

Commissioner Myers, Chair, called the meeting to order at 10:00 a.m. There was a quorum present.

II. Pledge of Allegiance

The Pledge of Allegiance was recited.

III. Public Comments

There was none.

IV. Action Items

- A. Approval of minutes from October 3, 2024 Hills./Pin. Workforce Consortium Mtg

Motion:

To approve the minutes of the October 3, 2024 Hills./Pin. Workforce Consortium Mtg

Motion moved by Commissioner Flowers and motion seconded by Commissioner Latvala. Motion carried.

- B. Selection of Consortium Chair & Vice Chair

Motion:

To approve Commissioner Flowers as Chair of the Consortium

Motion moved by Commissioner Latvala and motion seconded by Commissioner Flowers. Motion carried

Motion:

To approve Commissioner Wostal as Vice-Chair of the Consortium

Motion moved by Commissioner Latvala and motion seconded by Commissioner Wostal. Motion carried.

- C. Approval of CareerSource Hillsborough Pinellas BOD's Recommendation for CEO

Motion:

To approve Keidrian Kunkel as the CEO of CareerSource Hillsborough Pinellas.

Motion moved by Commissioner Latvala and motion seconded by Commissioner Flowers. Motion carried.

- D. Appointment of LWDB Member - Brian Nathan – Hillsborough County Workforce Sector Representative

Motion:

To approve to appoint Brian Nathan, to the Hillsborough Pinellas LWDB representing the Hillsborough County Workforce Sector for the remainder of the one-year term ending 6/30/2025

Motion moved by Commissioner Flowers and motion seconded by Commissioner Latvala. Motion carried.

V. Future Action/Discussion Items

- A. Approval of Updated By-Laws
- B. Approval of the FY'2026 Planning Budget (June)

VI. Adjournment

The meeting was adjourned at 10:18 a.m. Minutes submitted by Tammy Stahlgren, Executive Administrative Assistant.

DRAFT



Action Item IV(B)(1)

Appointment of LWDB Member – Pinellas County Government, Economic/Community Development Sector Representative

Background:

As outlined in the Interlocal Agreement between Hillsborough County Board of County Commissioners and Pinellas County Board of County Commissioners, the Hillsborough Pinellas Workforce Development Consortium (Consortium) must appoint members to the Hillsborough Pinellas Local Workforce Development Board (LWDB) while utilizing the existing administrative process and key staff at each County to conduct the recruitment, solicitation and vetting process. The authority to appoint, reappoint or revoke the appointment of members to the LWDB lies solely with the Consortium. Appointment of members to the LWDB will be by a simple majority vote of the Consortium.

Information:

On April 23, 2024, Dr. Cynthia Johnson (Pinellas County appointee in the Government, Economic/Community Development Sector), resigned from the LWDB and this position remains vacant. Pinellas County Administrator, Barry Burton has identified Dr. Cynthia Johnson to fill this vacant position and serve the remainder of the unexpired two-year term ending 6/30/2026.

Recommendation:

Appoint the candidate, Dr. Cynthia Johnson, to the Hillsborough Pinellas LWDB representing the Pinellas County Government, Economic/Community Development Sector for the remainder of the two-year term ending 6/30/2026, as recommended by staff.

CAREERSOURCE HILLSBOROUGH PINELLAS

CONSORTIUM MEETING – APRIL 7, 2025

(INDIVIDUAL VOTING REQUIRED)

COMMENTS	POSITION	NOMINEE	FLOWERS	LATVALA	MYERS	WOSTAL
Two-Year Term ending 6/30/2026 Annual Financial Disclosure required.	Government, Economic/Community Development Sector Pinellas County	Dr. Cynthia Johnson, Pinellas County Economic Development				



Action Item IV(B)(2)

Appointment of LWDB Member – Hillsborough County Business Sector Representative

Background:

As outlined in the Interlocal Agreement between Hillsborough County Board of County Commissioners and Pinellas County Board of County Commissioners, the Hillsborough Pinellas Workforce Development Consortium (Consortium) must appoint members to the Hillsborough Pinellas Local Workforce Development Board (LWDB) while utilizing the existing administrative process and key staff at each County to conduct the recruitment, solicitation and vetting process. The authority to appoint, reappoint or revoke the appointment of members to the LWDB lies solely with the Consortium. Appointment of members to the LWDB will be by a simple majority vote of the Consortium.

Information:

On September 12, 2024, Sean Butler (Hillsborough County appointee in the Business category), resigned from the LWDB and this position remains vacant. On 2/3/2025 a Notice of Recruitment was posted and advertised by the Hillsborough County Director of Board Strategic Services seeking applicants to fill this vacant LWDB position. The application deadline was 2/28/2025.

Staff received four (4) applications. Two (2) applicants did not meet the eligibility criteria and are ineligible for consideration. The other two (2) applicants, Robert “Bob” Hyde and Michelle Mosher, have been identified as eligible candidates to fill the vacant position and serve the remainder of the unexpired one-year term ending 6/30/2025. Their Questionnaire for County Appointment, Standards of Conduct Form and resume (only received candidate Hyde’s resume) are presented in the agenda packet.

Note, candidate Bob Hyde is a military veteran (Retired Naval Officer) and a referral of former CareerSource Tampa Bay (CSTB) Board member and Secretary, Julie Renderos, who served admirably on the CSTB Board from 7/1/2022 – 2/16/2024 (moved out of state). Bob is currently the Vice President of Community Impact at Suncoast Credit Union, which has locations in both Hillsborough and Pinellas County.

Recommendation:

It is staff’s recommendation that Robert “Bob” Hyde be appointed to the Hillsborough Pinellas LWDB representing Hillsborough County in the Business Sector for the remainder of the one-year term ending 6/30/2025.

CAREERSOURCE HILLSBOROUGH PINELLAS

CONSORTIUM MEETING – APRIL 7, 2025

(INDIVIDUAL VOTING REQUIRED)

COMMENTS	POSITION	NOMINEE	FLOWERS	LATVALA	MYERS	WOSTAL
One-Year Term ending 6/30/2025 Annual Financial Disclosure required.	Business Sector Hillsborough County	Robert "Bob" Hyde, Suncoast Credit Union				
		Michelle Mosher, Southshore Insurance Professionals LLC				

**CAREERSOURCE HILLSBOROUGH PINELLAS WORKFORCE DEVELOPMENT BOARD
APPLICATION**

Please complete the application in its entirety.
Incomplete applications will not be considered for appointment.

NOTE: Are you or your spouse's home address, phone number, place of employment, or date of birth exempt from public disclosure under Chapter 119, Florida Statutes (the Public Records Law): Yes No

POSITION APPLYING FOR: Board Member
(Be specific to openings advertised.)

1. Legal Name: Hyde Robert H
LAST FIRST MIDDLE/MAIDEN

2. Place of Employment: Suncoast Credit Union
Title: Vice President - Community Impact

3. Business Address: 6801 East Hillsborough Ave
STREET P.O. BOX/SUITE
Tampa FL 33680 813-217-1058
CITY STATE ZIP PHONE NUMBER

4. **Current** Residential Address:
3308 W Sevilla Circle
Must list physical address P. O. BOX/SUITE
Tampa FL 33680 813-217-1058
CITY STATE ZIP PHONE NUMBER
robert.hyde@suncoastcreditunion.com
E-MAIL ADDRESS

Preferred mailing address: Business Home / **Preferred Phone:** 813-217-1058

Note: Information for the following three questions will be used to satisfy Equal Opportunity reporting requirements. Your response is optional.

5. Sex: M

6. Race: C Ethnicity: W

7. Are you a person with a disability? Yes No

8. Date of birth: 11 JUN 1971 Place of birth: New Haven, CT

9. Do you currently serve on any board, council, committee, or authority in Hillsborough County or in the State of Florida? Yes No

If yes, list name of board(s): Early Learning Coalition - Hillsborough Co

10. Are you a registered voter in Hillsborough County? Yes No

11. Continuous resident of Hillsborough County since: 2015

12. Are you an agency representative? Yes No. If yes, are you registered to vote in the County in which you reside? Yes No. If yes, list the name of County:

13. Highest education level: MASTERS Year graduated: 2001

List all post-secondary educational institutions attended, and degrees received:
Not applicable

NAME & LOCATION	DATES ATTENDED	DEGREE(S) RECEIVED
Villanova Univ	1989-1993; 1999-2001	BA, MBA
Naval War College	2005-2006	Master in Strategic Studies

14. Do you have any relatives working for Hillsborough County? Yes No

If yes, list their name, relationship, and office: _____

15. Have you ever held a professional or business license or certificate? Yes No

If yes, please list below. Please include the number of your license or certificate. If any disciplinary action has been taken, please indicate the date and type of action taken.

LICENSE/ CERTIFICATE/BAR NO.	DATE ISSUED	ISSUING AUTHORITY	DISCIPLINARY ACTION

16. State your experience that qualifies you for position applied for:

I oversee the Community Engagement program for Suncoast Credit Union, an organization
employs 2,600 people, about half of them in Hillsborough County.

17. If appointed, is there any reason why you will not be able to attend the regularly scheduled meetings? Yes No

If yes, please explain: _____

18. Citizen members shall be appointed in a manner to avoid conflicts of interest or the appearance of conflicts of interest. Do you know of any reason that would prohibit you from serving on this board that could be deemed as a conflict of interest? Yes No

If yes, please explain: _____

19. Have you or a business of which you have been an owner/ officer/employee held any contractual, or other dealings, during the last three years with any HC government agency? (Including the agency to which you seek appointment) Yes No

20. Has a member of your immediate family or business of which they have been an owner/ officer/ employee, held any contractual or other dealings, during the last three years with any Hillsborough County government agency? (Including the agency to which you seek appointment) Yes No

If you answered yes to either of the above two questions, please list below:

BUSINESS	YOUR RELATIONSHIP TO BUSINESS	BUSINESS RELATIONSHIP TO AGENCY

21. Please list three persons who have known you well within the past five years. Include a current and complete address, phone number, and the relationship in which they have known you. Please list only those persons who have given their consent to be used as a reference.

	NAME	ADDRESS	PHONE NUMBER	RELATIONSHIP
	Melva McKay-Bass	6801 East Hillsborough Ave, Tampa, FL 33680	813-579-0775	Work Supervisor
	Dodge McFall	9927 Delaney Lake Dr Tampa, FL 33619	813-310-1881	Former colleague; friend
	Mike Grande	3601 Barnwell St Land O'Lakes, FL 34638	813-417-0979	Friend

22. Name any business, professional, civic, or fraternal organizations of which you are a member, and the dates of your membership. ___Not applicable

ORGANIZATIONS	DATE OF MEMBERSHIP
Tampa Bay Chamber of Commerce	2023 - present

AS A MEMBER OF THE CAREERSOURCE HILLSBOROUGH PINELLAS WORKFORCE DEVELOPMENT BOARD, YOU WILL BE REQUIRED AS A "LOCAL OFFICER" TO FILE A FINANCIAL DISCLOSURE FORM WITHIN 30 DAYS OF APPOINTMENT AS WELL AS ANNUALLY THEREAFTER. Information on Financial Disclosure can be found on the Commission on Ethics website at www.ethics.state.fl.us .

BY SIGNING BELOW, YOU ARE AFFIRMING THAT THE INFORMATION YOU PROVIDED IS TRUE. FOR THIS FORM TO BE VALID, PLEASE SIGN AND DATE BELOW.

Robert Hyde _____ *Robert Hyde* _____ 2/14/2025
PRINT NAME SIGNATURE DATE

robert.hyde@suncoastcreditunion.com _____
E-MAIL ADDRESS FAX NUMBER

INSTRUCTIONS FOR SUBMITTAL:

MAIL TO:
Boards & Councils Coordinator
P. O. Box 1110
Tampa, FL 33601

DELIVER TO:
601 E. Kennedy Blvd, 2nd Floor
Tampa, FL 33602

FAX TO:
813-239-3916

SCAN AND E-MAIL TO:
Rotgerg@HCFL.gov

STANDARDS OF CONDUCT FORM

(Consistent with BOCC Policy 01.30.00.00, as pertaining to BOCC appointments, this form is required for all current members of and citizens seeking appointment, reappointment, or confirmation of nomination to any board, council, committee, or authority, including all county staff, agency/governing body representatives, and citizens appointed by individual commissioners)

RECOGNIZING THAT PERSONS HOLDING A POSITION OF PUBLIC TRUST ARE UNDER CONSTANT OBSERVATION, AND RECOGNIZING THAT MAINTAINING THE INTEGRITY AND DIGNITY OF THE PUBLIC OFFICE IS ESSENTIAL FOR MAINTAINING HIGH LEVELS OF PUBLIC CONFIDENCE IN OUR INSTITUTIONS OF GOVERNMENT AND IN THE IMPARTIALITY OF ALL AUTHORITIES, BOARDS, COMMITTEES, AND COUNCILS, EVERY CURRENT MEMBER OF AND ALL CITIZENS SEEKING APPOINTMENT, REAPPOINTMENT, OR CONFIRMATION OF NOMINATION TO ANY BOARD, COUNCIL, COMMITTEE, OR AUTHORITY, INCLUDING ALL COUNTY STAFF, AGENCY/GOVERNING BODY REPRESENTATIVES, AND CITIZENS APPOINTED BY INDIVIDUAL COMMISSIONERS, PLEDGE TO ADHERE TO THE FOLLOWING STANDARDS OF CONDUCT.

THE FLORIDA CODE OF ETHICS SHALL DETERMINE ANY QUESTION RELATING TO VIOLATIONS OF CHAPTER 112, PART III, FLORIDA STATUTES.

1. Regularly attend all scheduled meetings of the respective authority, board, committee, or council, as well as special or called meetings relevant to the position.
2. Prepare for each meeting.
3. Create a positive environment in meetings of the respective authority, board, committee, or council.
4. Maintain an attitude of courtesy and consideration toward other Members, citizens and staff during all discussions and deliberations.
5. Allow other Members, citizens, and staff sufficient opportunity to present their views, within the prescribed rules or bylaws of the respective authority, board, committee, or council.
6. Avoid the use of abusive, threatening or intimidating language or gestures directed at other Members, citizens or staff.
7. Avoid comments, body language or distracting activity that conveys a message of disrespect and lack of interest.
8. Not engage in harassing behavior or unwelcome conduct of a sexual nature towards other Members, employees, clients or citizens.
9. Members shall uphold the prestige of their office, and avoid impropriety and the appearance of impropriety.

10. Members shall not convey the impression that they are in a position to influence the outcome of a decision of the respective authority, board, committee, or council and shall not attempt to use their office to influence or sway recommendations.
11. Members shall discharge their duties and responsibilities without favor or prejudice toward any person or group. Members shall not allow personal or business relationships to impact upon their conduct or decisions in connection with their appointed position and shall not lend their influence towards the advancement of personal interests or towards the advancement of the interests of friends or business associates. This provision is not intended to prevent any Member from joining or having an affiliation with any business, professional, or special interest organization.
12. To the extent Florida's Government in the Sunshine Law, Chapter 286, Florida Statutes, is applicable to an authority, board, committee, or council, Members of that authority, board, committee, or council shall avoid creating the appearance of impropriety by refraining from engaging in discussions with any other Member of the same authority, board, committee, or council about matters which would foreseeably come before the respective authority, board, committee, or council for discussion. In addition, if a Member of an authority, board, committee, or council that is subject to the Sunshine law receives a written, telephonic or electronic communication about an item to be discussed before the respective authority, board, committee, or council, the Member will promptly forward the information to the county/staff liaison or other appropriate person so that it may be shared with all other Members at a public meeting.
13. Members shall not accept or solicit a gift, loan, payment, favor, service, promise of employment or business contract, meal, transportation or anything else of value, if such thing is given with the understanding or possibility that it will influence the official action of the Member. The same standard shall apply to a gift, loan, favor, etc. for the spouse, child or relative or business partner of the Member. Chapter 112, Florida Statutes, shall govern all determinations of violations under this paragraph.
14. During meetings or other activities of the authority, board, committee, or council, Members shall not solicit funds from any other Member, citizen, or staff in support of any person's campaign for election to local or state public office; seek signatures from other Members, citizens or staff to any petition provided for by election law; distribute to other Members, citizens, or staff literature favoring or opposing a candidate or political persuasion; or otherwise discuss with other Members, citizens, or staff, one's personal political views or affiliations.
15. Members should refrain from participating in any proceeding in which their impartiality may reasonably be questioned. A Member who's personal, employment or business relationship with a person or entity that is subject

to a recommendation of the respective authority, board, committee, or council shall seek advice and counsel, if such relationship could conceivably influence the Member's impartiality during discussions. The provisions of Chapter 112, Florida Statutes shall govern conflict of interest determinations.

16. Members shall remain vigilant against deviations from respective BOCC policies, (which may be applicable to the business of the authority, board, committee, or council of which he or she is a member), by-laws, policies, and any mission statements of the respective authority, board, committee, or council.
17. Members shall respect all local, state and federal laws, rules and other regulations.

The commitment of all current members of and citizens seeking appointment, reappointment, or confirmation of nomination to any board, council, committee, or authority, including all county staff, agency/governing body representatives, and citizens appointed by individual commissioners, in meeting these Standards of Conduct, is affirmed by the following signature:

Robert Hyde

Printed Name of Member

Robert Hyde

Signature of Member

Career Source Tampa Bay Board

Name of Authority, Board, Committee
or Council

Feb 14, 2025

Date

BOB HYDE

PHONE: 813.217.1058

EMAIL: ROBERT.H.HYDE@GMAIL.COM

3308 W SEVILLA CIRCLE

TAMPA, FL 33629

CAREER SUMMARY

Over 30 years of increasing responsibilities in leadership and operationally focused positions. Skilled and experienced in Risk Management, Strategic Planning, Operations, Finance, Marketing and Community Development. Previous positions include VP-ERM for two financial services firms, Director of Risk Management for two Department of Defense organizations, and Executive Vice President with responsibility for all Operations and client interface/support for a start-up Risk Sensing technology company. Currently serving as the Community Impact Officer for the largest credit union in Florida.

EXPERIENCE AND ACCOMPLISHMENTS

2022 - present Suncoast Credit Union Tampa, FL

Community Impact Officer

Suncoast Credit Union is the largest credit union in Florida and the largest Community Development Financial Institution in the nation, with \$17B in assets, over 1.1M members across 78 branches in 39 counties throughout Florida.

Currently serving Suncoast Credit Union by identifying, solidifying, and nurturing key community strategic relationships in support of growing the credit union. Keen focus on financial wellness. Responsible for Community Development, Community Relations, Suncoast Foundation and Mirco-enterprise solutions center.

- Directly supervise 3 Directors, 1 Manager and a team of fifteen personnel.
- Designed and implemented framework for allocating resources to critical community issues.
- Manage \$2.2M operating budget and \$46M Foundation.
- Designed 3-year plan to bring financial wellness to employees, members and prospective members.

2018 - 2022 Suncoast Credit Union Tampa, FL

VP – Fraud Risk Management

Suncoast Credit Union is one of the ten largest credit union in the country, achieving \$16B in assets with over 1M members across 76 branches in 39 counties throughout Florida.

Built a mature and sophisticated Enterprise Risk Management program as outlined by the Consumer Financial Protection Bureau for all financial institutions above \$10B in assets. Additionally, responsible for Fraud Analytics, Fraud Investigations, Physical Security, and Business Continuity.

- Directly supervise 1 Director, 1 Managers and a team of 26 personnel.
- Designed and implemented framework for risk management integration with Agile team, ensuring all new starts are assessed and appropriate controls documented in a risk register.
- Directed enterprise-wide continuity of operations response to the COVID-19 pandemic for all staff across over 80 facilities.
- Executed multiple Agile projects that introduced robotic process automation, saving the credit union over 2,500 hours and \$500,000.
- Provide support to 400-person call center and 76-branch network for all inquiries on fraudulent account activity, account opening issues and account restrictions.
- Responsible for all controls that keep fraud loss within risk appetite, supporting enterprise growth goals.

2017 - 2018

Lumina Analytics, LLC

Tampa, FL

Executive Vice President

Lumina Analytics, LLC, is a Risk-Sensing technology firm that uses big data, artificial intelligence and machine learning to assist Boards and Management of the largest U.S. financial services firms, world-renowned medical research institutions and agencies of the United States Federal Government in identifying leading indicators of risk.

Responsibilities included direct oversight for all operations, product development, client support, business development, sales, marketing, human resources and culture development.

- ❑ Directly supervised two Vice Presidents, one Director and team of 9 analysts, plus 5 offshore staff.
- ❑ Responsible for \$5M budget and 23 personnel.
- ❑ Increased valuation from \$100M to \$400M in 8 months; raised \$6.8M capital at \$200M valuation.
- ❑ Prepared and/or presented investor presentations for Governor Jeb Bush, Vice President Dick Cheney, Tampa Bay Lightning owner Jeff Vinik, Chairman of Sykes Corporation John Sykes, former Chief of Staff to Vice President Cheney Kathleen Shanahan, and Chairman and CEO of Black Diamond Capital/Investor in the Washington Redskins Bob Rothman.
- ❑ Landed multiple engagements and clients for Lumina, including Boards and Management for major U.S. banks, Treasury, FinCEN, and prominent medical research institutions, leading to initial revenues and enhanced product maturity.
- ❑ Designed a technologically advanced custom risk-sensing platform for one of the 10 largest banks in the world and another in the top 30.

2015 - 2017

Grow Financial Federal Credit Union

Tampa, FL

VP – Enterprise Risk Management

Grow Financial Federal Credit Union is one of the nation's leading Credit Unions with more than \$3B in assets, over 220,000 members, 500 employees and 27 locations across West Central Florida and South Carolina. Grow offers a full breadth of financial products and services.

Led the development, implementation and analysis of Grow's first Enterprise Risk Management business unit, using strategies aimed at balancing risk exposure and optimizing opportunities, while ensuring that Grow's risk portfolio remained within manageable limits. Responsibilities included Risk Management, Fraud, Anti-Money Laundering, Physical Security, Business Continuity and Information Security

- ❑ Directly supervised one Assistant Vice President and one Director. Responsible for \$1.5M and 28 personnel.
- ❑ Led the design, implementation, execution and analysis of enterprise risk management protocols, to include Board Charter, Risk Appetite Statements, and ultimately identification of \$60M in residual risk.
- ❑ Identified approximately \$10M reduction in allowance for loss, freeing up capital for strategic investments.
- ❑ Reduced annual fraud loss 13% by establishing team training and goal setting.
- ❑ Conducted bottom-up review of Bank Secrecy Act / Anti-Money Laundering program and established additional controls, while expanding policies for business accounts.
- ❑ Led the formalization of Business Continuity Plan, identifying critical business units, essential personnel and key operations. Plan was enacted flawlessly for 2018 Hurricane Irma.

1993-2015 United States Navy Officer Worldwide Assignments
Served 22 years as a commissioned officer, retiring from active service at the rank of Commander. The first 15 years were spent onboard ships in increasing levels of responsibility; the last seven years were spent learning and applying the Department of Defense Operational Planning system at the highest levels of the U.S. Government. During this time the navy maintained approximately 435,000 personnel. Key positions include:

USS MCINERNEY (FFG 8)

Executive Officer

MCINERNEY is a Destroyer Squadron surface asset responsible for conducting maritime operations in support of national interests and unified commanders, during peace and war time.

United States Special Operations Command

Executive Director of Financial Programming and Capabilities Development

United States Central Command

Senior Director of Risk Management – Levant and Maritime Contingency Planning

EDUCATION

2000 - 2001	Villanova University <ul style="list-style-type: none">❑ Master of Business Administration; concentration in Finance.	Villanova, PA
2005 – 2006	United States Naval War College <ul style="list-style-type: none">❑ Master of Arts in National Security and Strategic Studies	Newport, RI
1989 - 1993	Villanova University <ul style="list-style-type: none">❑ Bachelor of Arts in History; English minor.	Villanova, PA

CERTIFICATIONS

Wharton Executive Education - Influencing with Diplomacy (2023)
MIT Sloan Executive Education - Maximizing Operational Efficiency (2023)
Stanford University Graduate School of Business - Communicating Persuasively & Building Trust (2023)
Yale School of Management - Simplifying Complex Decision-Making (2023)
Credit Union Enterprise Risk Management Expert (Nov 2016; 2019)
National Association of Federal Credit Unions – Certified Risk Manager (2021)

CIVIC LEADERSHIP AND AWARDS

Board of Directors – Tampa Bay Chamber of Commerce
Moffitt Cancer Center Military Advisory Committee
Jesuit High School Dad’s Club Board Member
Leadership Tampa & Leadership Tampa Alumni
South Tampa Family YMCA Board Member
2016 Heroes at Work – Tampa Bay Business Journal
2014 Navy Officer of the Year – Greater Tampa Chamber of Commerce

INTERESTS Parenting, youth sports, hockey, reading, weightlifting

**CAREERSOURCE HILLSBOROUGH PINELLAS WORKFORCE DEVELOPMENT BOARD
APPLICATION**

Please complete the application in its entirety.
Incomplete applications will not be considered for appointment.

NOTE: Are you or your spouse's home address, phone number, place of employment, or date of birth exempt from public disclosure under Chapter 119, Florida Statutes (the Public Records Law): ___ Yes No

POSITION APPLYING FOR: CareerSource Hillsborough Pinellas Workforce Development Board
(Be specific to openings advertised.)

1. Legal Name: Mosher Michelle M
LAST FIRST MIDDLE/MAIDEN

2. Place of Employment: Southshore Insurance Professionals LLC
Title: President

3. Business Address: 11216 Winthrop Main St.
STREET P.O. BOX/SUITE
Riverview FL 33578 813-448-7580
CITY STATE ZIP PHONE NUMBER

4. Current Residential Address:
8432 White Poplar Dr.
Must list physical address P. O. BOX/SUITE
Riverview FL 33578 813-528-3036
CITY STATE ZIP PHONE NUMBER
michelle@southshoreins.com
E-MAIL ADDRESS

Preferred mailing address: Business ___ Home / Preferred Phone: 813-528-3036

Note: Information for the following three questions will be used to satisfy Equal Opportunity reporting requirements. Your response is optional.

5. Sex: Female
6. Race: White Ethnicity: _____
7. Are you a person with a disability? ___ Yes No
8. Date of birth: 02/17/1969 Place of birth: Springfield, MA

9. Do you currently serve on any board, council, committee, or authority in Hillsborough County or in the State of Florida? Yes No

If yes, list name of board(s): Riverview Woman's Club

10. Are you a registered voter in Hillsborough County? Yes No

11. Continuous resident of Hillsborough County since: 2012

12. Are you an agency representative? Yes No. If yes, are you registered to vote in the County in which you reside? Yes No. If yes, list the name of County:

13. Highest education level: Some college Year graduated: Certificate, Med Asst 1988

List all post-secondary educational institutions attended, and degrees received:
 Not applicable

NAME & LOCATION	DATES ATTENDED	DEGREE(S) RECEIVED

14. Do you have any relatives working for Hillsborough County? Yes No

If yes, list their name, relationship, and office: _____

15. Have you ever held a professional or business license or certificate? Yes No

If yes, please list below. Please include the number of your license or certificate. If any disciplinary action has been taken, please indicate the date and type of action taken.

LICENSE/ CERTIFICATE/BAR NO.	DATE ISSUED	ISSUING AUTHORITY	DISCIPLINARY ACTION
E136371	02/2007	Dept of Insurance Regulation	None

16. State your experience that qualifies you for position applied for:

I am a long time member of Hillsborough County, south county, specifically. I own and operate a small business in our town
I am the past President of the Greater Riverview Chamber of Commerce where I served 7 years on the Board and 18 months
as President. I believe I can help make a difference in the workforce in south Hillsborough County.

17. If appointed, is there any reason why you will not be able to attend the regularly scheduled meetings? Yes No

If yes, please explain: _____

18. Citizen members shall be appointed in a manner to avoid conflicts of interest or the appearance of conflicts of interest. Do you know of any reason that would prohibit you from serving on this board that could be deemed as a conflict of interest? Yes No

If yes, please explain: _____

19. Have you or a business of which you have been an owner/ officer/employee held any contractual, or other dealings, during the last three years with any HC government agency? (Including the agency to which you seek appointment) Yes No

20. Has a member of your immediate family or business of which they have been an owner/ officer/ employee, held any contractual or other dealings, during the last three years with any Hillsborough County government agency? (Including the agency to which you seek appointment) Yes No

If you answered yes to either of the above two questions, please list below:

BUSINESS	YOUR RELATIONSHIP TO BUSINESS	BUSINESS RELATIONSHIP TO AGENCY

21. Please list three persons who have known you well within the past five years. Include a current and complete address, phone number, and the relationship in which they have known you. Please list only those persons who have given their consent to be used as a reference.

NAME	ADDRESS	PHONE NUMBER	RELATIONSHIP
Jennifer Thomas	10014 Daybreak Glen Parrish, FL 34219	203-415-6617	Friend
Renee Perry	7514 Forest Mere Dr. Riverview, FL 33578	954-448-8485	Client/Realtor
William Andrew	2318 Needham Dr. Valrico, FL 33596	813-777-2253	Client/Friend

22. Name any business, professional, civic, or fraternal organizations of which you are a member, and the dates of your membership. Not applicable

ORGANIZATIONS	DATE OF MEMBERSHIP
Riverview Woman's Club	2021-Current
Central Hillsborough Chamber of Commerce	2012-Current

AS A MEMBER OF THE CAREERSOURCE HILLSBOROUGH PINELLAS WORKFORCE DEVELOPMENT BOARD, YOU WILL BE REQUIRED AS A "LOCAL OFFICER" TO FILE A FINANCIAL DISCLOSURE FORM WITHIN 30 DAYS OF APPOINTMENT AS WELL AS ANNUALLY THEREAFTER. Information on Financial Disclosure can be found on the Commission on Ethics website at www.ethics.state.fl.us.

BY SIGNING BELOW, YOU ARE AFFIRMING THAT THE INFORMATION YOU PROVIDED IS TRUE. FOR THIS FORM TO BE VALID, PLEASE SIGN AND DATE BELOW.

Michelle Mosher
PRINT NAME


SIGNATURE

2/5/25
DATE

Michelle@Southshoreins.com
E-MAIL ADDRESS

FAX NUMBER

INSTRUCTIONS FOR SUBMITTAL:

MAIL TO:
Boards & Councils Coordinator
P. O. Box 1110
Tampa, FL 33601

DELIVER TO:
601 E. Kennedy Blvd, 2nd Floor
Tampa, FL 33602

FAX TO:
813-239-3916

SCAN AND E-MAIL TO:
Rotgerq@HCFL.gov

STANDARDS OF CONDUCT FORM

(Consistent with BOCC Policy 01.30.00.00, as pertaining to BOCC appointments, this form is required for all current members of and citizens seeking appointment, reappointment, or confirmation of nomination to any board, council, committee, or authority, including all county staff, agency/governing body representatives, and citizens appointed by individual commissioners)

RECOGNIZING THAT PERSONS HOLDING A POSITION OF PUBLIC TRUST ARE UNDER CONSTANT OBSERVATION, AND RECOGNIZING THAT MAINTAINING THE INTEGRITY AND DIGNITY OF THE PUBLIC OFFICE IS ESSENTIAL FOR MAINTAINING HIGH LEVELS OF PUBLIC CONFIDENCE IN OUR INSTITUTIONS OF GOVERNMENT AND IN THE IMPARTIALITY OF ALL AUTHORITIES, BOARDS, COMMITTEES, AND COUNCILS, EVERY CURRENT MEMBER OF AND ALL CITIZENS SEEKING APPOINTMENT, REAPPOINTMENT, OR CONFIRMATION OF NOMINATION TO ANY BOARD, COUNCIL, COMMITTEE, OR AUTHORITY, INCLUDING ALL COUNTY STAFF, AGENCY/GOVERNING BODY REPRESENTATIVES, AND CITIZENS APPOINTED BY INDIVIDUAL COMMISSIONERS, PLEDGE TO ADHERE TO THE FOLLOWING STANDARDS OF CONDUCT.

THE FLORIDA CODE OF ETHICS SHALL DETERMINE ANY QUESTION RELATING TO VIOLATIONS OF CHAPTER 112, PART III, FLORIDA STATUTES.

1. Regularly attend all scheduled meetings of the respective authority, board, committee, or council, as well as special or called meetings relevant to the position.
2. Prepare for each meeting.
3. Create a positive environment in meetings of the respective authority, board, committee, or council.
4. Maintain an attitude of courtesy and consideration toward other Members, citizens and staff during all discussions and deliberations.
5. Allow other Members, citizens, and staff sufficient opportunity to present their views, within the prescribed rules or bylaws of the respective authority, board, committee, or council.
6. Avoid the use of abusive, threatening or intimidating language or gestures directed at other Members, citizens or staff.
7. Avoid comments, body language or distracting activity that conveys a message of disrespect and lack of interest.
8. Not engage in harassing behavior or unwelcome conduct of a sexual nature towards other Members, employees, clients or citizens.
9. Members shall uphold the prestige of their office, and avoid impropriety and the appearance of impropriety.


10. Members shall not convey the impression that they are in a position to influence the outcome of a decision of the respective authority, board, committee, or council and shall not attempt to use their office to influence or sway recommendations.
11. Members shall discharge their duties and responsibilities without favor or prejudice toward any person or group. Members shall not allow personal or business relationships to impact upon their conduct or decisions in connection with their appointed position and shall not lend their influence towards the advancement of personal interests or towards the advancement of the interests of friends or business associates. This provision is not intended to prevent any Member from joining or having an affiliation with any business, professional, or special interest organization.
12. To the extent Florida's Government in the Sunshine Law, Chapter 286, Florida Statutes, is applicable to an authority, board, committee, or council, Members of that authority, board, committee, or council shall avoid creating the appearance of impropriety by refraining from engaging in discussions with any other Member of the same authority, board, committee, or council about matters which would foreseeably come before the respective authority, board, committee, or council for discussion. In addition, if a Member of an authority, board, committee, or council that is subject to the Sunshine law receives a written, telephonic or electronic communication about an item to be discussed before the respective authority, board, committee, or council, the Member will promptly forward the information to the county/staff liaison or other appropriate person so that it may be shared with all other Members at a public meeting.
13. Members shall not accept or solicit a gift, loan, payment, favor, service, promise of employment or business contract, meal, transportation or anything else of value, if such thing is given with the understanding or possibility that it will influence the official action of the Member. The same standard shall apply to a gift, loan, favor, etc. for the spouse, child or relative or business partner of the Member. Chapter 112, Florida Statutes, shall govern all determinations of violations under this paragraph.
14. During meetings or other activities of the authority, board, committee, or council, Members shall not solicit funds from any other Member, citizen, or staff in support of any person's campaign for election to local or state public office; seek signatures from other Members, citizens or staff to any petition provided for by election law; distribute to other Members, citizens, or staff literature favoring or opposing a candidate or political persuasion; or otherwise discuss with other Members, citizens, or staff, one's personal political views or affiliations.
15. Members should refrain from participating in any proceeding in which their impartiality may reasonably be questioned. A Member who's personal, employment or business relationship with a person or entity that is subject

to a recommendation of the respective authority, board, committee, or council shall seek advice and counsel, if such relationship could conceivably influence the Member's impartiality during discussions. The provisions of Chapter 112, Florida Statutes shall govern conflict of interest determinations.

16. Members shall remain vigilant against deviations from respective BOCC policies, (which may be applicable to the business of the authority, board, committee, or council of which he or she is a member), by-laws, policies, and any mission statements of the respective authority, board, committee, or council.
17. Members shall respect all local, state and federal laws, rules and other regulations.

The commitment of all current members of and citizens seeking appointment, reappointment, or confirmation of nomination to any board, council, committee, or authority, including all county staff, agency/governing body representatives, and citizens appointed by individual commissioners, in meeting these Standards of Conduct, is affirmed by the following signature:

Michelle Mosher
Printed Name of Member


Signature of Member

CareerSource Hillsborough Pinellas
Name of Authority, Board, Committee
or Council


2/5/2025
Date



CareerSource Hillsborough Pinellas
Meridian One 4350 W Cypress Street. Suite 875 |
Tampa, FL 33612
CareerSourceHillsboroughPinellas.com

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