

NEW FOUNDATIONS CONSULTING

Dick Tapply
78 Old Lakeshore Road
Gilford, NH 03249

cell: (603)387-9293
email: dick@nwfdcs.com

Dick Tapply is President of New Foundations Consulting, LLC located in Gilford, NH.

Through New Foundations Consulting, Dick has the flexibility to develop personal client relationships that generate lasting results. His strength is his intuitive ability to diagnose management issues and design strategies that lead to corporate cultural change.

Prior to entering the performance improvement field, Dick managed ski resorts and municipal parks and recreation departments. He has 30 plus years of leadership experience and has focused his professional offering on leadership development, customer service, executive coaching and business productivity. He has worked extensively throughout the United States and Mexico.

Dick lives in Gilford, New Hampshire and has two children, and four grandchildren. His passions, beyond his love for family, include cycling, skiing, cabinet making and outdoor living.

PRIOR PROFESSIONAL EXPERIENCE

President – New Foundations - 1997 to Present

Provides business consulting, leadership development, executive coaching, strategic planning, risk management consultation, and organizational development services to the ski industry and assorted other businesses.

Senior Associate - Sno. engineering, Littleton, New Hampshire - 1991 to 1997

Directed "Service Based Management", a program designed to assist businesses manage the quality of service provided to guests.

General Manager - Gunstock Ski Area, Gilford, New Hampshire - 1980 to 1991

Directed all aspects of operating and managing this 2000-acre county-owned park and ski resort providing alpine and cross-country skiing, racing and jumping programs, camping, day camps, meetings and outings, hiking, fishing, swimming and other outdoor recreation opportunities.

Assistant Director of Recreation - City of Englewood, Colorado -- 1977 to 1981

Assisted in managing recreation programs for this city of 36,000 people which offered leisure opportunities to improve the quality of lifestyle for the Englewood citizenry. Activities included both classes and self-directed programs in adult leagues and sports, youth leagues, outdoor recreation, the arts, performing arts, playgrounds, and aquatics.

Director of Parks and Recreation - City of Laconia, New Hampshire -- 1974 to 1977

Managed all aspects of public recreation programs and facilities for this city of 16,000. Program sites included 5 beaches, 6 parks, 6 park houses and a community center.

EDUCATION

- Numerous leadership and business management certificate workshops, The Ken Blanchard Companies,

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PARTIAL CLIENT LIST

Mt Hood Meadows, family-owned ski resort – Mt Hood, Oregon

Icicle Brewing Company, fast growing brewer of craft beer – Leavenworth, Washington

Emerson Climate Technologies, engineer and manufacturer of products for commercial HVAC –
Sidney, Ohio

Desert Glory, grower of cherry and cocktail tomatoes - San Antonio, TX and Guadalajara, MX.

Eldorado Stone, manufacturer of artificial stone – Greencastle, PA

The Ken Blanchard Companies, a training and leadership development company – Escondido, CA

Simpson Healthcare, a medical communications company – Old Lyme, CT

Stevens Pass Ski Resort – Skykomish, WA

Vail Resorts – Vail, Colorado

MICHAEL NEWHALL

August 1, 2022

Belknap County Delegation Members
34 County Drive
Laconia, NH 03246

Re: Commissioner Opening

To whom it may concern,

I am writing to express my interest for the Gunstock Commissioner position that has recently become available. I have been a Belknap County resident for the majority of my life. I have many fond memories of Gunstock Mountain, dating back to my childhood. Gunstock is a staple when you think of New Hampshire, and is even more so to Belknap County. Residents, much like myself, take pride in that. I know many individuals that have worked or currently work at Gunstock, and I know the type of commitment and dedication those individuals have given to maintaining the mountain year after year. I commend them for a job well done. It is not easy work.

I have been watching over the last few months to how something that so many people love and cherish has gotten a bad name. Not only has Gunstock been a victim of this, but Belknap County as a whole as well. This is my home. Gunstock is a part of my home, and I, much like many other residents of this county, are saddened to see what has transpired. I, personally, want to help revive it back to what we all know and love.

As you can see from my resume, I have experience in running departments, large projects, budgets, etc. Over the last 6 years, I have been an integral part of the budgeting process for the Belmont Fire Department. I manage the department, the personnel, and emergencies and incidents as they arise. For Daniels Electric Corp, I have managed multi-million dollar projects. I feel that both of these professions provide me knowledge and understanding on how the Belknap County budgets works and how Gunstock operates. There are no small cogs in the wheel. Every position is important in making the Gunstock machine operate.

Gunstock has many hard working, loyal employees, and many loyal patrons that are vested in keeping Gunstock what we all know and love. I hope you give me the opportunity to work for the Belknap County residents to bring back our county and our home to what it needs to be, and to give the hard-working employees a voice.

Please do not hesitate to contact me with any questions you may have. I look forward to hearing from you.

Sincerely,



Michael A. Newhall

(603) 520-3673 P.O. Box 277 Belmont, NH 03220 mnewhall49@gmail.com

MICHAEL NEWHALL

PROFILE

Emergency service professional with budgeting, problem solving, crisis management, and communication skills. Goal and objective orientated, forward-thinking individual. Possess the ability to manage, build and train personnel. Leads by example. Actions mean more than any spoken words. Motivated and looking to raise morale and our values through team work and training.

EXPERIENCE

FIRE CHIEF-EMD, BELMONT FIRE DEPARTMENT; BELMONT, NH — 2019-PRESENT
Lead 25-member department made up of administration, fire prevention, union, and call personal. Review and analyze legislation, laws and public policy, and recommend changes to support interests of both the general population and special groups. Devise short and long-range action plans to address a wide variety of municipal needs. Prepare and submit annual reports on the finances and administration of the fire department to local boards.

PROMOTED ASSISTANT FIRE CHIEF, 2018-2019

PROMOTED DEPUTY FIRE CHIEF, — 2017-2018

PROMOTED CAPTAIN, — 2016-2017

LIEUTENANT, BELMONT FIRE DEPARTMENT; BELMONT, NH — 2004-2016

Assisted the Deputy and Chief in planning, organizing, and running a shift. Prepared and oversaw assigned areas of the annual budget. Fire inspection included: review of plans, places of assembly, code enforcement, and final inspection. Public education through meeting with the public, teaching in schools, and project a good public image. EMS training, including recertification and CPR training. QCI management through monitoring quality of reporting and care. TEMSIS management. UCDC. Mitigation of medical, rescue, and fire related emergencies. Participated in organization planning and town Select Board meetings. Monitored and adjusted of shift performance.

FIREFIGHTER/PARAMEDIC, BELMONT FIRE DEPARTMENT — 1999-2004

Provided shift supervision, ALS and BLS level care and fire protection to the Town of Belmont, and conducted life safety inspections of residences and businesses.

CALL FIREFIGHTER/EMT-I, BELMONT FIRE DEPARTMENT — 1995-1999

Worked on call to provide emergency response to calls for service in a reasonable and timely fashion.

DANIELS ELECTRIC CORP, GILFORD, NH — 1990-PRESENT

Function as a licensed Master Electrician, manage large commercial and industrial electrical jobs ranging between one and twenty million dollars in cost, supervise crews of up to 30 persons per job, read prints, order parts, monitor and manage costs, ensure project completion within time constraints.

EDUCATION

NHCTC, LACONIA, NH --- ELECTRICAL CONSTRUCTION, 1996

NEW ENGLAND EMS INSTITUTE, MANCHESTER, NH --- PARAMEDICINE, 1998

Should you need a volunteer for a temporary commissioner, I would be willing to do so.

As I'm sure you receive many emails, I'll be brief but I am available for further, lengthier discussion.

I am an independent regarding politics

I have no preset agenda that I believe needs to be followed

I am a local physician and have lived in the Gilford Community since 1996

I was a Harvard graduate in 1978

I graduated Cincinnati Medical College in 1980

We moved to NH in 1987

I have served in the Lakes region as a physician since then.

I have previously volunteered at Gunstock and am somewhat familiar with some of the management

I believe I could work with the management to assure current commitments

I am committed to the local community and understand the opposing viewpoints regarding Gunstock.

I am available for further discussion.

Dan Kallmerten

292 Liberty Hill Road

Gilford, NH 03249

██████████ (please do not give out my private cell number)

DENISE CONROY

(412) 585-5536 / dconroy@themyllc.com / linkedin.com/in/conroydenise

I'm a purpose-driven transformational CEO and board member committed to a new approach, one that favors people and innovation to foster growth and profitability. I was born to be a change agent. For as long as I can remember, I've been committed to transforming 'good enough' to better. I spent much of my career in marketing, eventually becoming the chief marketing officer at HGTV. Later, I parlayed my gift for strategy, growth and digital transformation into CEO, board and advisory roles for private equity-backed, middle market businesses.

EXPERIENCE

Themy, Alton, NH

Advisory Business

Founder & Chief Executive Officer (2019 to present)

- Oversight of firm that advises CEOs, founders, Boards of Directors and executives on growth strategies, operational transformation, marketing and innovative approaches to drive revenue.

Selected Engagements

- Fractional CEO for a former Navy SEAL's leadership training business; developed a 5-year strategic roadmap that revolved around franchising, created a sales team and lead gen process, launched a content-driven community product with an app and implemented assessment metrics to document coaching success.
- As contract CEO, led turnaround of \$20M distressed retail chain with 30 locations and 350 employees; returned business to profitability by launching a virtual e-Commerce business, transforming financial systems, closing underperforming stores, restructuring sales team, establishing KPIs, renegotiating vendor contracts and reducing software development costs.
- Designed commercial and content strategy for a national beauty and wellness retailer
- Developed go-to market strategy for augmented reality start-up; built sales organization and implemented KPIs and Salesforce CRM.
- Led digital and social media marketing workshops for private equity clients focusing on trends, best practices and methods to evaluate strategy and media spend of portfolio companies.

Iconic Group (fka Event Photography Group), Atlanta, GA

\$130M seasonal business with 10,000 employees in the US and Canada, owned by Raymond James

Chief Executive Officer and Board Director (2015 to 2019)

Chief Marketing Officer (2014 to 2015)

- Transformed stagnant global video and photography business with four brands, increasing revenue by 30% to and EBITDA by 73% to \$26M; met regularly with private equity investors as a member of the Board of Directors.
- Led business strategy across brand segments (college commencement, sorority, holiday and endurance running), restructured global operations for 10,000 full-time and seasonal employees, introduced mobile-first product strategy and led comprehensive rebranding.
- Increased average order value by 30%+ and sell through by 20% through stronger technology infrastructure; launched new websites that incorporated artificial intelligence and online reservation systems; consolidated platforms from previous acquisitions.
- Led company sale to strategic buyer at 7X multiple (2018); worked closely with CEO of parent company to secure \$400M refinancing.
- Spearheaded \$39M divestiture of two struggling business units, immediately increasing EBITDA; identified and marketed to prospective buyers, structured deal and secured sale.

Rick Hassler P.O. Box 7304
Laconia, NH 03247
Rhassler2002@yahoo.com
Cell: 508-667-3002

Rick Hassler 20 Seasons Pass Gilford

Education * MBA Florida International University Miami, Florida
Master of Business Administration

University Of Florida Gainesville, Florida
Bachelors of Business Administration- major in Marketing

Work Experience Duplitron Inc. Mass & New Jersey
1985-2012

- Founder and President
- Awarded INC. 500 by INC. Magazine One
- Achieved Largest Panasonic Copier dealer in the country
- Sold business to Kyocera

Kyocera Mita America

- Director of acquisitions

2001-Present Surf Coaster USA- Waterpark Weirs Beach, NH

- Operated and owner of seasonal business with over 100 employees annually
- Annually certified and trained over 50 Lifeguards
- No major casualties, issues or any lawsuits while in operation
- On all state and lakes region tourism boards while in operation

2013-Present Nature's Frequencies Brockton, MA

- Founder and inventor- Food Freshness Card
- Holder of 6 US Patents
- Awarded Gold Medal Edison Award for Food Tech Solutions

2021-Present Homeschool Helpers Gilford, NH

- Founder Non-Profit organization for the betterment and health of Homeschoolers providing sports and education
- Certified Tennis Professional –taught over 250 homeschoolers tennis last season

Gunstock Involvement

- Family season pass holder since the 1990's
- Raised 5 children at Gunstock and numerous family members and friends employed by Gunstock over the years
- Currently youngest son is a team lead for the tubing hill
- Member of the Gunstock Ski Club
- Seasonal locker for over 25 years
- Understand the importance of the mountain to the community businesses as well as the health and well-being of all participants

Taxpayer of Gilford & Laconia



MICHELLE CARDONA FLANDERS

Mobile : 352-530-9731

Email Add : maccflanders@icloud.com

**Address : 901 South Eustis Street Eustis
Florida 32736**

EDUCATIONAL BACKGROUND

- **BACHELOR OF SCIENCE IN COMPUTER SCIENCE**
ASIAN COLLEGE OF SCIENCE AND TECHNOLOGY – YEAR : 1997 -2001
- **2YR COMPUTER SECRETARIAL**
ADAMSON UNIVERSITY – YEAR : 1993 -1995
- **HIGH SCHOOL – ADAMSON UNIVERSITY – YEAR : MARCH 27, 1993**
- **ELEMENTARY – HOPE CHRISTIAN HIGH SCHOOL – YEAR: 30TH MARCH 1989**

EMPLOYMENT EXPERIENCE

OPIS BAYVIEW CENTER – 301 SOUTH BAY STREET EUSTIS FLORIDA 32726

POSITION : DIETARY AIDE – 26TH JULY 2022 – CURRENT CONNECTED

Job Description:

- Prepare the Drinks in Breakfast & Lunch.
- Prepare the food tray for Breakfast and Lunch.
- Prepare Dessert for Lunch .
- Wash dishes and sanitize the kitchen pans, silverware. plates, tray , cups, and cup coffee.
- Make sure all the order of the residence are complete.
- Make sure all the Honey & Nectar drink are properly given to the residence.
- Help the cook.
- Deliver the Food Tray to the residence.
- Make sure all inside the kitchen are sanitize and clean.
- Make sure all the food and the restriction for each residence.
- All Kitchen Work

DISNEY WORLD ANIMAL KINGDOM - 2901 OSCEOLA PARKWAY, LAKE BUENA VISTA, FL 32830

POSITION : FOOD AND BEVERAGES / KITCHEN – 22ND JUNE 2021 – 15TH JULY 2022

Job Description:

- Assigned in the Kitchen (All kitchen work)
- Help the culinary prep
- Cooking Chookies and Churros
- Cooking Hotdogs
- Cooking Burger Patty
- Cooking Impossible Burger
- Making Salads

DOLLAR GENERAL – EUSTIS FLORIDA

POSITION : SALES ASSOCIATE – PART TIME – 5TH APRIL 2020 – 11TH NOVEMBER 2020 – (RESIGNED)

Job Description:

- Customer Service
- Cashier
- Stocking
- Cleaning Store

VENICIA INTERNATIONAL CO. W.L.L - P.O.BOX : 21412, DOHA - QATAR

NOTE: NO EMPLOYMENT CERTIFICATE & NOC

POSITION: SECRETARY - 17TH SEPTEMBER 2014 – 30TH SEPTEMBER 2014 - (2 WEEKS) - (RESIGNED)

Job Description:

- Checking All Emails Account : Yahoo Mail,OutLook Mail,Ooredoo Mai,Quaderum (Qatar Petroleum)
- Printing All Incoming Emails
- Sending Emails
- Reply to Quotations/Query
- Distributing/ routing all the Incoming Emails to the Sales Engineer.
- Assisting the Office Manager and Engineers.

IN.C DESIGN STUDIO - #17A GENERAL ATIENZA ST. BRGY SAN ANTONIO, PASIG CITY, PHILIPPINES

POSITION: HR STAFF / EXECUTIVE ASSISTANT TRAINEE - 7TH APRIL 2014 – 25TH AUGUST 2014 – (4 MONTHS & 22 DAYS) - (RESIGNED)

Job Description:

- Updating all employee records (201 files).
- Checking the tardiness of the employees.
- Encoding Time In / Time Out
- Sorting overtime sheet form and distributing to assign head for signature.
- Releasing Employees Pay slip
- Assist employees for clearance.
- Conduct Applicant Screening
- Background checking applicants.
- Scheduling applicants for interview to the Managers.
- For new employee conducts orientation for company policy and issue
- BPI ATM and issue Company ID.
- Arrange and collect documents for SSS Loan and Pag-ibig Loan.
- Sending email and reports.
- Distributing Fax Transmittal.
- Encoding Liquidation to File Maker.
- Encoding and Releasing Incident Report.
- Monitoring Company Insurance.
- Preparing and Filing Employees Benefits.
- Perform general clerical duties include, copying, faxing, mailing and filing.
- Handles confidential documents for the President and Creative Manager.
- Assist the General Manager and Accounting Officer.
- Answering phone.
- Customer Service

- Checking and Maintaining the Stock Cards for the Stores
- Checking Store Issuance Voucher & Checking Store Requisition Voucher
- Preparing the Time Sheet for the Engineers and Staffs
- Maintaining the Registry for Letter, Memo and ACONEX Incoming and Outgoing Customer Service
- Checking the incoming Email thru Network Solutions/Outlook
- Assisting and Encoding for Tender for the Company Projects
- Preparing Coffee, Tea and food for the Project Manager.

CEBARCO – WCT W.L.L. - P.O. BOX 127717 ABU DHABI, UAE

PROJECT: YAS F1 MARINA CIRCUIT

POSITION: ADMIN ASSISTANT / SECRETARY

**20TH JANUARY 2008 - 17TH MARCH 2010 - (2 YRS. & 2 MONTHS) –
(FINISHED CONTRACT)**

Job Description:

- Reporting to MEP-Project Manager and MEP-Constructions Manager
- Oversee all aspects of general office coordination.
- Maintain office calendar to coordinate work flow meetings.
- Maintain confidentiality in all aspects of clients and staff information.
- Interact with clients, site personnel, sub-contractor and visitors.
- Answering phone and transferring to appropriate staff member.
- Open, sort and distribute incoming correspondence, including faxes and emails.
- Perform general clerical duties include, copying, faxing, mailing and filing.
- File and retrieve organizational documents, records and reports.
- Arrange for the repair and maintenance of office equipment.
- Assist in special events, such bid opening and other meetings.
- Provide word-processing and secretarial support.
- Maintain an adequate inventory of office supplies.
- Maintain the general filing system and file all correspondence.
- Preparing RFI-Request for Information, Transmittal for Mechanical, Electrical & Architectural Drawings, Transmittal for Shop Drawings, Materials Submission, Technical Submission and O&M
- Arranging meeting room schedule.
- Forwarding incoming general email to the appropriate staff members.
- Managing Incoming and Outgoing Documents – Receiving, Segregating and Filing.
- Conversant on ACONEX Online Documents, such as searching, printing, downloading and uploading documents.
- Collect and maintain files of the latest revision level documentation necessary to define product configuration and control manufacturing processes.
- Timely distribution of latest revision level documentation to all appropriate users and ensure that obsolete documentation is removed from distribution.
- Maintain a computer database of all filed documentation that ensures fast retrieval of documents.
- Perform clerical typing duties to generate documents as necessary.
- Customer Service
- Perform duties as defined in division document control policies and procedures
- Makes sure that controlled copies of latest approved documents and drawings are given to the appropriate staff, subcontractors and suppliers as applicable
- Preparing Purchase Requisitions
- Preparing Coffee, Tea and food for the Project Manager.

MANILA ELECTRIC COMPANY - (MERALCO) - Ortigas Pasig City, Philippines
Position: EXPEDITER / PROCUREMENT CLERK - 10TH OCTOBER 1995 – 30TH JUNE 2001 –
(7 YEARS) - (FINISHED CONTRACT)

Job Description:

- Customer Service
- Processing papers for Suppliers and Clients
- Releasing Request for Quotation,
- Purchase Order
- Receiving Bid
- Receiving Incoming Letter from Suppliers
- Typing Letter
- Faxing Documents,
- Assisting Tender Bid Opening
- Distributing Documents to concern the
- Senior buyer and managers

DEPARTMENT OF TOURISM - Ermita, Manila, Philippines
SUMMER JOB - Presidential Youth Work Program - 03RD APRIL 1995 – 02ND JUNE 1995 -
(FINISHED CONTRACT)

Job Description:

- Filling and Typing Letters.
- Sorting mails and distributing.

PERSONAL DETAILS

Gender	:	Female
Civil Status	:	Married
Age	:	46
Birth Date	:	22 ND October 1975
Birth Place	:	Manila, Philippines
Height	:	5'3(inches) / 160(cm)
Weight	:	83(kg) / 182.9(lbs)
Religion	:	Methodist (Protestant)
Nationality	:	Filipino

Good Evening Belknap County Delegation Members.

My name is Angelo Farruggia.

I am a resident of Gilford with my wife Sarah and our 2 daughters and own Fire N' Stone which is a local business providing chimney and hearth products and services from our storefront location in Tilton.

I am also a current member of the Town of Gilford Budget Committee.

I would like to be considered for the GAC commissioner seat that is anticipated to be open for temporary appointment.

I feel I would be a great addition to the Gunstock Area Commission due to my background in business and finance.

I have managed businesses in multiple industries and have also worked in the mortgage industry.

For the past 13 years I, along with my wife Sarah, have run our business Fire N' Stone.

We started this business from our home with not much more than both of our knowledge of business management and finance.

The company started as having 2 employees and a respectable annual gross at the time of about 180K to our current state in which we own a commercial property for our base of operations and employee a staff of 14 producing a profitable gross of 2 million annually.

Our business consists of 2 departments.

One being our showroom sales and the other being our over the road service and installations.

I oversee both departments and my responsibilities include HR and compliance, sales, ordering, receiving, scheduling, training, marketing, fleet upkeep, business planning, inventory management, pre buying of materials, logistics, and many more items then I can list here.

Over the 13 years of operating our business we have also dealt with adversity.

In 2016 a freight truck making a delivery to our property pulled down a power line setting off a fire that destroyed our showroom building as our peak season was starting.

This caused a catastrophic loss of nearly 1/2 of our gross income.

With a lot of quick action combined with longterm strategic planning we were able to not only save our business, when most all others would have folded, but come out the other side thriving more than ever.

The type of business and financial experience I have gained over the years, operating my own successful business, and the adversity I faced dealing with the above mentioned situation I feel make me qualified for this position and what is needed to be a valuable asset to the commission.

But what makes me feel I would be the best choice above all this is my love of our area and our way of life.

This is why I have remained here after attending the Gilford school system before completing my education at Laconia High School.

This is why I chose to raise my family here as we have resided in Gilford since 2008.

This is why I chose to start a business in this area to offer needed products and services while employing many great employees that support their families through the products and services we provide to the residents of this county.

In my humble opinion we live in the best place there is to reside and Gunstock Resort is a large part of that.

With this said I hope to have your consideration for this position.

Thank you all for your time and have a great night.

Sincerely,
Angelo Farruggia
8 Wild Acres Rd.
Giflord, NH 03249
603-387-6827

I am interested in serving on the Gunstock Commission

Background:

1. Worked in public education for 32 years (28 years in the Laconia School District) serving as a teacher, department head and administrator.
2. Represented NH teachers serving on the NEA/NH executive board for 13 years and the NEA Board of Directors for 8 years.
3. Resided in the Lakes Region since 1971, buying my home in Tilton in 1976.
4. Served on the Tilton Conservation Commission since 1983.
5. Town Moderator in Tilton (2010-2022)
6. Master's Degree, Plymouth State (1973)

Regards,

Chuck Mitchell

416 Calef Hill Road

Tilton, NH. 03276

cmitchell@metrocast.net

(603) 286-4268

CURRICULUM VITAE

Name: Charles Bradford Allen, Ph.D. MBA, MEd^[SEP]

Position: Professor of Business, Director of Business Faculty, Plymouth State University, Plymouth, NH

Home Address: 30 Fairway Heights, Center Harbor, NH 03226

Telephone (Office) 603-535-2955

Mobile: (603) 455-1614

callen@plymouth.edu

Educational Background

Ph.D. International Business, Southern New Hampshire University, (May 2007)
Concentrations in International Business, International Marketing, Minor in Global IT Technologies^[SEP]

Current Areas of Research: Global marketing of corporate social responsibility, sustainability marketing, renewable energy, global information systems, corporate environmental issues.

GPA 3.81

Advisor: Dr. Nicholas Nugent, Southern New Hampshire University,
Harvard Summer School, Boston College

MS in Education, New Hampshire College (1999)

Advisor Dr. Stephanie Collins, Southern New Hampshire University^[SEP]

Concentration: Technology in the Classroom, Course Redesign Initiatives, and Internet Resources

MBA in International Marketing, New Hampshire College (1999)

Advisor: Dr. Burton Kaliski: Concentration in International Marketing and Electronic Commerce

BS in Management, Merrimack College, North Andover Massachusetts, (1988)

Teaching Areas & Interests

Sustainability metrics, management, and research methodologies

International marketing

Information technologies

Brand management

Academic Contributions^[SEP]

Professor of Business, Plymouth State University

(August 2016 to Present)

Director of Business Faculty. 2018-Present

Harvard Extension Program Sustainability Conference Panel Member (March 2020)
Masters Thesis Director Harvard Extension School (2019)

Harvard Summer School Instructor (2012-Present)
S-5015 Applied Corporate Responsibility

VSE Economics University of Prague Visiting Lecturer (2012-2014)
Taught one-week intensive course on applied corporate responsibility to 24 graduate students.

- Conducted benchmarking research project covering top ten Czech Republic corporations.
- Contributed to two master thesis research projects with upper level students.
- Developed new course focusing on successful corporate responsibility initiatives Plymouth State University 2012 Business and the Environment BU.
- Students are engaged in original research on global initiatives.
- Significant exposure to energy, emissions, recycling, and green IT program results across Fortune 500 multinational organizations.

True North Advisors, Natick Massachusetts (2012 to 2015)
Executive in Residence

- Signed development agreement with AT&T and Kyrus Mobile for texting while driving solution. Currently 20,000 units nationally starting beta program.
- Trained all AT&T strategic account executives on Kyrus Mobile platform.
- Assisting in CMartFleet platform for texting while driving risk mitigation program co-developed with Virginia Technological Institute, Dr. Gregory Fitch.

Doctoral Dissertation Committee Southern New Hampshire University
David Beaudry (2012) *Distributed Product Development with a Focus on Commercial Product Development.*

North Country Economic Development Index Project, Warren NH,
(August 2011 to May 2012)

- Assisted towns of Warren, Haverhill, North Haverhill, and Pike economic development survey to identify opportunities to improve access to regional resources.
- Developed training program for region to allow small businesses access to new technologies, social media, and training resources.
- Provided multiple solution-oriented presentations to towns and regional political officials.

Director of Global Sustainability Index, Technology Business Research,

impacts.

- Bosch sought market evaluation for placement of multimillion-dollar refrigerator recycling facility.
- International marketing study designed to identify implementation of a lifecycle (program for ultra-efficient residential refrigeration units.
- Co-author, Dr. Wendy Jeffus, Southern NH University / Boston College

Teaching Assistant Harvard Summer School S-6040 International Marketing
(June 2010 to August 2010)

- Worked with Dr. Nicholas Nugent, Ph.D., Southern NH University, and Boston College.
- Developed iSites resources for class content, videotaped lectures and student projects.
- Advised students on group projects.
- Guest lecture for three sessions focusing on corporate social responsibility in global marketing initiatives and information technology in mobile marketing.
- Co-authored exams and research projects, pre-graded all assignments September 2007 to August 2009)

Harvard Summer School Teaching Assistant S-1316 Economic Development in India and East Asia (June to August 2005, 2007)

- Worked with Dr. Subramian Swamy, Ph.D., Harvard, Former Minister of Commerce, Government of India

Assistant Professor of Business, Plymouth State University (October 2007 to 2009) [SEP]

- Taught eight undergraduate courses for business department
BU 3240 Information Technology (Honors Sections & online)
BU 4440 Global Marketing
BU 3320 Electronic Commerce
BU 3220 Business & the Environment
BU1100 Business Computer Applications
BU 5700 Marketing Techniques (MBA)
BU 5630 Business & the Environment (MBA)
- Taught Marketing Research Methods in MBA program both face-to-face and online.
- Campus leader evaluating new technologies such as Moodle and Turnitin.com
- Maintained full academic advising and committee expectations.
- Reestablished American Marketing Association chapter on the campus of Plymouth

GreenPages Corporation.

Regional Account Manager, Computer Associates, Andover Massachusetts
(April 1998- November 1998)

- Represented Computer Associates Enterprise Management Product, UniCenter.
- Completed over 240 hours of Microsoft NT and Unix Systems training.
- Primary customers: Bath Iron Works, Cabletron Systems, Dartmouth College, University of New Hampshire.

Senior Consultant, Business Incentives, Boston Massachusetts
(October 1996- October 1997)

- Developed global marketing communications program for internal and external marketing programs using varied electronic media services.
- Responsible for major accounts such as Analog Devices and Astra Pharmaceuticals customer retention programs
- Managed support services and development resources with annual budgets of over \$1 million dollars

MCI Telecommunications, Senior Investment Account Manager, Manchester NH
(November 1990- October 1996)

- Project manager of strategic national accounts for voice, data, internet, and equipment managed services
- Leader of dedicated ten- member technical and support team
- Nationally recognized for exceeding sales quota 17 times
- Participated in pricing and, regulatory issues for operator services products
- Selected to Vice President's National Accounts Investment Council 1996
- Contributed over 200% in annual sales goal for years 1992-1996
- Contributed over \$25 million dollars in total contract sales during 1994 to 1996
- Recognized customers included PC Connections, Vermont Teddy Bear, Idexx Laboratories, Bates College, Bowdoin College, Colby College, Chalet Suisse Hotels, Universal Packaging and numerous state agencies such as Rockingham County and Belknap County Correctional Facilities

Professional Memberships

Business for Social Responsibility^[1]_{SEP}

Plymouth Area Renewable Energy

Association American Marketing Association^[1]_{SEP}

Business-Northeast Conference.

Allen, Charles B., Nugent, Nicholas (2003) *Intellectual Property Policies as an Emerging Risk Factor for Foreign Direct Investment*. Association of International Business, Northeast Conference, October 2003.

Allen, Charles B., Nugent, Nicholas. (2003) *Personal Digital Devices for the Global Citizen*. American Society of Business and Behavioral Sciences. Las Vegas, Nevada.

Non- Academic Publications^[1]_{SEP}

Allen, Charles B, Mack, David (2010), **Customer Perception Index**, Technology Business Research, Hampton, New Hampshire.

Allen, Charles B, Mack, David (2009), **The Corporate Sustainability Index**, Technology Business Research, Hampton, New Hampshire.

International Business Module (Text), Ivy Software Publications (2009), co-author Dr. Roxanna Wright, Plymouth State University. (Online textbook for undergraduate international business students.)

Consulting & Professional Involvement

True North Advisors Group (2013 to Present), Framingham MA.

- Risk mitigation strategy group focusing on disaster pre-positioning
- Signed development contract with AT&T and Kyrus Mobile for texting while driving solution. Currently in beta testing with over 10,000 vehicles nationally.
- Partnered with Virginia Technical Institute for distracted driving research.
- Partner in CmartFleet transportation solutions.

College of Business Administration & Plymouth State University Service

Presidential Search Committee Faculty Member (2014-2015)

Plymouth State University Trustee Observer (2014-2015)

Co-Chair Business Liaison Program (with Steve Barba, Plymouth State University (2008)

University Communications Committee (2009)^[1]_{SEP}

Institutional Sustainability Committee (Fall 2006-Spring 2009)

Business Department Technology Group (2006 to 2012)

Technology Advisory Group (TAG) (2005-2008) Business Department Awards & Functions Committee (2006-2008) Online Development Task Force (2006-2007)