

*Please be reminded pursuant to Section 3 of Article X of the Bylaws, no member of the Board shall cast a vote on any matter on which he or she has a conflict of interest as defined by federal or state law. Upon discovery of an actual or potential conflict of interest, the Board Member shall promptly disclose the actual or potential conflict of interest, promptly file a written statement of disqualification, shall withdraw from any further participation in the transaction involved, and shall abstain from voting on the matter. In the event of such disclosure or abstention, Article IX Section 3 shall govern the voting requirements on such matter.*

## **Nominating Committee Meeting Agenda**

May 25, 2023 – 10:00 a.m.

Join the meeting via Microsoft Teams

### **Committee Members**

Turner Arbour, Tate Foster, Sophia Watson

Call to order ..... Turner Arbour, Chair

### **Public Comments**

No requests from the public were received during the allotted time published in the Public Notice.

### **Action Items**

1. Minutes from March 22, 2023 Nominating Committee Meeting (Turner Arbour) ..... Page 2
2. Board Candidate – Tom Mudano (Jerome Salatino)..... Page 5

### **Information Items**

1. Board Composition (Jerome Salatino)..... Page 13

### **Chair Comments**

### **CEO Comments**

Adjournment



**ACTION ITEM 1**  
**Approval of Minutes**

In accordance with Article VI, Section 2 of the approved bylaws, the Board is required to keep correct and complete minutes of the proceedings of any Board or Committee meeting.

Draft minutes of the March 22, 2023 Nominating Committee Meeting are presented for review. Any modifications should be requested prior to approval.

**FOR CONSIDERATION**

Approval of March 22, 2023 Nominating Committee Meeting Minutes, to include any modifications or changes noted by the Committee.

**Nominating Committee Meeting Minutes - DRAFT**

March 22, 2023 – 9.00 a.m.

**Committee Members****Present:** Turner Arbour, Tate Foster, Sophia Watson**Absent:** None**Quorum Present:** Yes**Others Present:**

PHWB Staff – Jerome Salatino, Ania Williams

**Proceedings:**

Meeting called to order at 9:01 a.m. by Turner Arbour

**Public Comments**

No public comments were received.

**Action Item 1 – Minutes from November 15, 2022 Nominating Committee Meeting**

The Committee reviewed the minutes from the November 15, 2022 Nominating Committee Meeting for any corrections or comments. Hearing none, a motion was made to accept the minutes of the meeting.

MOTION was made by Sophia Watson to approve the November 15, 2022 Nominating Committee meeting minutes.

MOTION was seconded by Tate Foster. Motion carried 3-0.

**Action Item 2 – Board Candidate – Lindsey Hack**

Committee members reviewed the candidate for Board membership for presentation to the Board of Directors. Ms. Lindsey Hack has been nominated to fill the vacancy under the business sector.

MOTION was made by Tate Foster to approve the Board candidate recommendation.

MOTION was seconded by Sophia Watson. Motion carried 3-0.

**Action Item 3 – Board Candidate – Paul Micklow**

Committee members reviewed Paul Micklow's application for Board membership and presentation to the Board of Directors. Mr. Paul Micklow has been nominated to fill the vacancy under the business sector.

MOTION was made by Sophia Watson to approve the Board candidate recommendation.

MOTION was seconded by Tate Foster. Motion carried 3-0.

**Information Item 1 – Board Composition**

Jerome Salatino provided an update on the current vacancies and the Board Composition.

With no further business to discuss, the meeting adjourned.

**ACTION ITEM 2**  
**Board Candidate – Tom Mudano**

With a vacant seat on the Board, and to maintain compliance with CareerSource Florida Policy Number 91, the following nomination has been received to fill a vacancy under the education sector.

Candidate: Tom Mudano

Mr. Mudano represents private education in the Pasco-Hernando region and has been nominated by the Pasco County Schools. Information on Mr. Mudano is included and presented for review.

**FOR CONSIDERATION**

Recommend the approval of the candidate for presentation to the Board of Directors.

## APPLICATION FOR MEMBERSHIP PASCO HERNANDO WORKFORCE BOARD

Please provide full and complete information. Send the completed form and attachments to Ania Williams at [awilliams@careersourcepascohernando.com](mailto:awilliams@careersourcepascohernando.com).

Include a biography that includes pertinent employment and educational information, as well as information about other boards on which you serve.

Last Name:		First Name:		M.I.:								
Street Address:												
City:		State:	Zip:									
County of Residence:		Home Phone:										
Personal Email:		Cell Phone:										
Employer or Organization that will be represented:												
Job Title or Position:		Est. Annual Revenue:										
Street Address:												
City:		State:	Zip:									
County of Business:		Work Phone:										
Work Email:		Other Phone:										
Assistant Name:		Assistant Title:										
Assistant Email:		Assistant Phone:										
<table style="width: 100%; border: none;"> <tr> <td style="width: 33%;">Preferred Method of Contact:</td> <td style="width: 16.5%;">Home Phone</td> <td style="width: 16.5%;">Cell Phone</td> <td style="width: 34%;">Personal Email</td> </tr> <tr> <td></td> <td>Work Phone</td> <td>Work Email</td> <td>Other: _____</td> </tr> </table>					Preferred Method of Contact:	Home Phone	Cell Phone	Personal Email		Work Phone	Work Email	Other: _____
Preferred Method of Contact:	Home Phone	Cell Phone	Personal Email									
	Work Phone	Work Email	Other: _____									
<b>Please choose the industry sector that best fits your business/organization:</b>												
Accounting/Finance Agriculture Arts and Culture Bio Tech Communications Construction Education	Government Healthcare Hospitality/Tourism Insurance Manufacturing Social Services	Real Estate Retail Utilities Union Wholesale Other: _____										

### DEMOGRAPHIC DETAILS

The following information is requested to assist CareerSource Pasco Hernando in complying with Board diversity and representation requirements as mandated by the Workforce Innovation and Opportunity Act, Florida Statute 445.007(1), and CareerSource Florida's Administrative Policy 091.

<b>Gender:</b> Male Female	<b>Race/Ethnicity:</b> White (not Hispanic) Black/African American (not Hispanic) White and Hispanic Black and Hispanic Other	<b>Other:</b> Disabled Individual Older Individual Veteran
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Career Source Florida Apprenticeship Policy Committee ♦ Pasco WorkConnect Member  
♦ Established First FDOE Registered Pre-Apprenticeship and Apprenticeships for Mechatronics & Robotics  
Fundraising & Special Events ♦ Technical Support Administrator ♦ Community Visioning Facilitator  
Business, Non-Profit & Government Experience ♦ Tampa Bay Works Manufacturing Collaborative

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## **Professional Achievements**

### **Workforce Training & Apprenticeships**

- AmSkills, Inc. Workforce Training & Apprenticeships - (Hired 2015) Became President & CEO in February 2016 to Present
- Created AmSkills Mobile Workshop and Career Discovery Bootcamp Model resulting in 80%+ hire rate (2021)
- Established First FDOE Registered High School & Adult Pre-Apprenticeships for Advanced Manufacturing in the State
- Established First FDOE Registered Competency-Based Apprenticeships for Mechatronics and Robotics
- Established First Smart Automation Certification Alliance (SACA) Gold-Standard Training Center in Florida
- Established First Amatrol Regional Training Center in the U.S., Providing Training Programs for Educational Instructors
- Established First AmSkills Workforce Training Center in Holiday, FL (Scheduled to Open in Summer 2023)
- Established First Neighborhood Training Center at Lealman Exchange in Pinellas County
- Member of Advanced Robotics for Manufacturing Institute (ARM) Education & Workforce Alliance Committee
- Coordinated Economic Development & Apprenticeship Educational Delegations to Switzerland and Germany
- Featured by Tampa Bay Business Journal "Top 25 People to Watch in 2022"

### **Business & Manufacturer Communications, Public Relations, Sales & Marketing**

- Event Coordinator and Marketing for the German American Chamber of Commerce, South – Florida Chapter
- Designed & made presentations to promote the German Skills Initiative to businesses' and Manufacturers (Bauer Foundation)
- Assisted in the establishment of Florida's First Geothermal, Solar & Underground Basement Research Project (Bauer Foundation)
- Consultant for numerous clients, including manufacturers designing sales presentations and training staff
- Stimulated interest in business & services through contacts with the media, networking and community agencies
- Designed advertisements, wrote press releases and newsletters; organized television and media events
- Produced video, digital & printed materials, television & radio appearances and coordinated public meetings

### **Community Visioning and Programming**

- Established First Neighborhood Services Division and Created "Celebrate Clearwater Neighborhoods Day" for City of Clearwater
- Created & led community "visioning" workshops to identify priorities of neighborhood residents and designed strategic plans with community leaders. Successfully facilitated technique for 180+ participants in less than two hours
- Conceived, designed & presented educational sales presentations to stimulate business in the areas of energy efficiencies, geothermal basements, geothermal HVAC, solar and storm water retention
- Conceived, planned & directed hundreds of small to large-scale special and marketing events. Increased attendance from 500 to 5,000 within one year of becoming event director
- Project Manager of \$100,000 community playground project in Clearwater Florida, coordinating 3,300+ volunteers

### **Project & Construction Management**

- Owner Representative & Project Manager for \$55+ million commercial & residential construction & I.T. projects
- Senior Project Executive implementing 24/7/365 computer network & hardware services for IBM / MCI servicing 150+ locations around the country. Managed implementation team of 50+ network engineers. Led team to re-design Oracle systems, established call center operations with 4-hour on-site engineer & parts logistics
- Established call center and technical support operations including writing scripts, call-tracking, setting up reports; securing and installing telecommunications and computer network systems for national corporation
- Managed Technical Services responsible for computer training of 1800+ employees; mail & courier services processing 100,000+ utility invoices monthly; responsible for all telecommunications systems and data back-up operations for the City of Clearwater

### **Sponsorships, Finance and Fundraising**

- Successfully raised funding of more than \$15M for AmSkills since 2016
- Managed 60+ employees and independent contractors
- Administered \$6+ million operating/capital improvement budgets for City of Clearwater; approved requisitions & expenditures
- Negotiated vendor contracts, processed billing, handled accounts payables, receivables and collections

### **Education**

- Western Carolina University, Bachelor of Science
- St. Petersburg Junior College, Associate of Science





TRANSFORMING LIVES AND STRENGTHENING COMMUNITIES THROUGH WORKFORCE TRAINING AND APPRENTICESHIPS

4606 DARLINGTON ROAD, HOLIDAY, FLORIDA, 34690 ♦ WWW.AMSKILLS.ORG ♦ 727.301.1282



**AmSkills, Inc. a Florida 501c3 Non-Profit Organization**

**Thomas A. Mudano  
President & CEO**

Mr. Mudano is from Clearwater Florida, where he received an Associate Degree from St. Petersburg Junior College then traveled to North Carolina where he received his Bachelor Degree from Western Carolina University. Upon graduation, Mr. Mudano returned to Clearwater and began his career with the City of Clearwater, holding various positions including Technical Support Manager and the first Neighborhood Services Manager. After 15 years, Tom went on to become Director of a \$2.3 million non-profit organization; was an Owners' Representative managing \$55 million+ construction/technology projects; and owned a marketing company working with several manufacturers and the German American Chamber of Commerce South, Florida Chapter, among others. Mr. Mudano's unique blend of business, non-profit and governmental experience has prepared him for his current role as President and CEO of AmSkills, Inc.

AmSkills was established in 2014 as an Economic Development Initiative for the Tampa Bay Region and is a 501c3 non-profit organization with a Mission to Transform Lives and Strengthen Communities Through Workforce Training and Apprenticeships. Mr. Mudano joined AmSkills in February 2015, became AmSkills CEO a year later, growing AmSkills into a leading training organization for the manufacturing industry.

AmSkills, is helping the manufacturing industry overcome barriers to recruit and hire a skilled workforce by implementing creative ways to RECRUIT, TRAIN and SUSTAIN youth, adults, veterans, and the economically impacted, into career paths. Mr. Mudano has been instrumental in leading the creation of the AmSkills Mobile Workshop and Career Discovery Bootcamp, which is a fast-track, proven pipeline building program to recruit and train vetted candidates into entry level positions for Industry. AmSkills programs include establishing the first Advanced Manufacturing Academy at Anclote High School where we are currently implementing the first Florida Department of Education (FDOE) Registered High School Pre-Apprenticeship in the State. In addition, AmSkills established the first FDOE Registered Adult Pre-Apprenticeship, the first Mechatronics & Robotics Technician Apprenticeships and Machining (CNC) Apprenticeships.

Recently, Mr. Mudano secured funding to purchase 4.5 acres of property with a 13,600<sup>sf</sup> building to launch the AmSkills Workforce Training Center (AWTC) in Holiday, Florida. The facility is currently finishing a \$1.7M renovation and is expected to open in summer 2023. The facility is designed both as a neighborhood training center, offering families the opportunity to explore new careers, and as an advanced manufacturing training facility. The AWTC will house several industry recognized programs including Pasco County SmartStart, a Universal Robotics Training Center, the first "gold-standard" Smart Automation Certification Alliance (SACA) Training Center and the first Amatrol Regional Training Center, a global manufacturer of career & technical education training equipment. Future plans include adding another 20-30,000<sup>sf</sup> building.

Mr. Mudano is a member of the Bay Area Manufacturing & Nature Coast Manufacturing Associations, City of Tampa Mayors Council on Workforce, Pasco County Schools Industry Advisory Council, Education & Workforce Development Advisory Committee Member for the Advanced Robotics for Manufacturing Institute and PEDC WorkConnect. Mr. Mudano was recently featured in the Tampa Bay Business Journal as one of the "Top 25 People to Watch in 2022."

Mr. Mudano has been married to Kim for 34 years, has two adult children and two grandchildren. Hobbies include racquetball and listening to audiobooks.



# Pasco County Schools

Kurt S. Browning, Superintendent of Schools  
7227 Land O' Lakes Boulevard • Land O' Lakes, Florida 34638

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May 10, 2023

Mr. Jerome Salatino  
Pasco-Hernando Workforce Board, Inc.  
P.O. Box 6589  
Spring Hill, FL 34611

Dear Mr. Salatino:

I would like to nominate Tom Mudano as a representative of private education in the Pasco-Hernando Region.

Tom is currently the President & CEO of AmSkills, Inc., and I feel he will bring much leadership and experience to the Board of Directors of CareerSource Pasco-Hernando. His unique background and experience in business, government and nonprofit will greatly enhance the overall composition of the Board.

AmSkills, Inc. is a not-for-profit workforce training and apprenticeship, community service organization that has been working in the Pasco-Hernando area for many years.

Please accept this nomination for consideration.

Sincerely,

**Lori M. Romano, Ph.D.**  
*Director*  
Career, Technical, and Adult Education



## PASCO COUNTY BOARD OF COUNTY COMMISSIONERS

West Pasco Government Center  
8731 Citizens Drive, Suite 340  
New Port Richey, FL 34654

Phone: (727) 847-8115  
Fax: (727) 815-7010

### APPLICATION FOR ADVISORY BOARD/COMMITTEE/COMMISSION

#### Advisory Board/Committee/Commission you are applying for:

Are you willing to be considered for an alternate Board/Committee/Commission Yes ☐ No ☐

Are you a registered voter? (Need only answer if a requirement for the entity for which you are applying) Yes ☐ No ☐

Name

Address

City  State  Zip

I reside in Commission District # (can be found on back of your Voter Registration Card)

Are you a Year Round Resident? Yes ☐ No ☐

Do you reside in the unincorporated area? Yes ☐ No ☐

If no, please indicate city:

Home Phone  Work Phone  Cell Phone

Email

Employer

Address

Occupation (if retired, please indicate)

Please list any governmental Advisory Boards/Committees/Commissions on which you currently serve

The Board of County Commissioners strives to ensure equal access for minorities and women to serve on advisory boards/committees/commissions. Completing this information will help the County Commissioners Office compile information needed to comply with Florida State Statutes 760.80.

African American ☐ Asian American ☐ American Woman ☐  
Hispanic American ☐ Native American ☐ Other

#### For Office Use Only

Received: \_\_\_\_\_ Entered: \_\_\_\_\_

Meets Qualifications: Yes \_\_\_\_\_ No \_\_\_\_\_ Forwarded to Department: \_\_\_\_\_

Acknowledgement Sent: \_\_\_\_\_ BOCC Mtg Date: \_\_\_\_\_ Action: \_\_\_\_\_

Letter Sent: \_\_\_\_\_

## APPLICATION FOR ADVISORY BOARD/COMMITTEE/COMMISSION

Complete the following. *Please describe those facets of your background/experience which you feel may be useful for membership on this Board/Committee/Commission.*

### Academic - Degrees, Diplomas

### Professional - Certification

### Knowledge - Training, interest or experience

### Community Involvement - List organizations/positions

### Organizations - Memberships

### IMPORTANT INFORMATION

1. Eligibility for membership on certain advisory boards/committees/commissions requires a valid voter registration card.
2. Membership on certain advisory boards/committees/commissions requires financial disclosure or the submission of other information.
3. Florida State Statute 119.07 designates this application as a public document to be made available for anyone requesting to view it.
4. Pasco County Code of Ordinances Article V regulates Boards, Committees, Authorities, Councils, and Commissioners of the Board of County Commissioners.

The Board of County Commissioners of Pasco County, Florida does not discriminate upon the basis of any individual's disability status. This non discrimination policy involves every aspect of the Board's functions including one's access to, participation, employment, or treatment in its programs or activities. If you are a person with a disability who needs any accommodation in order to participate in this proceeding, you are entitled, at no cost to you, to the provision of certain assistant. Within two working days of your receipt of this notice, please contact Human Resources, West Pasco Government Center, 7536 State Street, New Port Richey, FL 34654; (727) 847-8030 and via 1-800-955-8771 if you are hearing impaired.

**By typing my name and submitting this application, I acknowledge this constitutes my signature under the Florida Electronic Signature Act.**

**Electronic Signature**

**Type Name**

**Date**

PLEASE NOTE: Application will remain active for one (1) year. Resumes may be included; however, the application MUST still be completed. **Read Important Information** section, then sign the application.

Revised 5/9/2018

**INFORMATION ITEM 1**  
**Board Composition**

The following item is presented as information for the Committee.

No action is required.

Board Composition

WORKFORCE		9	NOTES		
A. Labor/Apprenticeships (Must be 20% or greater)		4	24%	County	
1	Representative of labor organization	Tate Foster	Required	H	
2	Representative of labor organization	Lee Middleton	Required	P	
3	Representative of joint labor-management organization	Keven Barber	Required	P	
4	Representative of community-based organization	Mark Barry	Optional	H	
5	Organization that serves veterans		Optional		
6	Organizations supporting individuals with disabilities		Optional		
7	Organization assisting youth		Optional		
8	Union affiliated registered apprenticeship program		Optional		
9	Non-union affiliated registered apprenticeship program		Optional		
B. Education		3			
1	Representative of adult education and literacy activities	Sophia Watson	Required	H	
2	Representative of adult education and literacy activities	Lori Romano	Optional	P	
3	Representative of higher education	Timothy Beard	Required	P	
4	Representative of private education	VACANT	Required		Vacant as of 05/01/23 - Previously Kathryn Starkey
5	Representative of local educational agencies or CBO		Optional		
C. Governmental/Economic/Community Development		2			
1	Representative of economic and community development	Turner Arbour	Required	P	
2	Representative of Vocational Rehabilitation	John Howell	Required	P	
3	Representative of transportation, housing, and public assist		Optional		
4	Representative of philanthropic organizations		Optional		
D. Other Entity Representation		0			
1	Other representatives as determined by CLEO		Optional		
BUSINESS					
E. Business (Must be 51% or greater)		8	47%		
1	Representative of small business	Joelle Neri	Required	P	
2	Representative of small business	Dana Cutlip	Required	H	
3	Representative of other business	Mark Earl	Optional	H	
4	Representative of other business	Lex Smith	Optional	H	
5	Representative of other business	VACANT	Optional		Vacant as of 12/09/22 - Previously Stephanie Adams
6	Representative of other business	Lindsey Hack	Optional	H	
7	Representative of other business	VACANT	Optional		Vacant as of 12/31/22 - Previously Bill Woodard
8	Representative of other business	Nils Lenz	Optional	P	
9	Representative of other business	Charles Gibbons	Optional	P	
10	Representative of other business	Hope Kennedy	Optional	P	
11	Representative of other business	VACANT	Optional		
Representation Count:		17		41%	Hernando
Current Board Member Count:		17		59%	Pasco