

**OSHTEMO CHARTER TOWNSHIP BOARD
7275 West Main Street
Kalamazoo, MI 49009
269.375.4260**

**Monday
June 8, 2015**

Special Meeting

3:00 p.m.

AGENDA

- A. Call to Order
- B. Public Comment
- C. Interviews with Trustee Candidates
 - 1. Robert Anderson
 - 2. Gary M. Smith
 - 3. James Lefler
 - 4. Zak Ford
 - 5. Dave Bushouse
- D. Other Business
- E. Adjournment

Policy for Public Comment
Township Board Regular Meetings, Planning Commission & ZBA Meetings

All public comment shall be received during one of the following portions of the Agenda of an open meeting:

- a. Citizen Comment on Non-Agenda Items or Public Comment – while this is not intended to be a forum for dialogue and/or debate, if a citizen inquiry can be answered succinctly and briefly, it will be addressed or it may be delegated to the appropriate Township Official to respond at a later date.
- b. After an agenda item is presented by staff and/or an applicant, public comment will be invited. At the close of public comment there will be board discussion prior to call for a motion.

Anyone wishing to make a comment will be asked to come to the podium to facilitate the audio/visual capabilities of the meeting room. Speakers will be invited to provide their name; it is not required unless the speaker wishes to have their comment recorded in the minutes.

All public comment offered during public hearings shall be directed, and relevant, to the item of business on which the public hearing is being conducted. Comment during the Public Comment or Citizen Comment on Non-Agenda Items may be directed to any issue.

All public comment shall be limited to four (4) minutes in duration unless special permission has been granted in advance by the Supervisor or Chairperson of the meeting.

Public comment shall not be repetitive, slanderous, abusive, threatening, boisterous, or contrary to the orderly conduct of business. The Supervisor or Chairperson of the meeting shall terminate any public comment which is in contravention of any of the principles and procedures set forth herein.

(adopted 5/9/2000)
(revised 5/14/2013)

Policy for Public Comment
6:00 p.m. "Public Comment"/Portion of Township Board Meetings

At the commencement of the meeting, the Supervisor shall poll the members of the public who are present to determine how many persons wish to make comments. The Supervisor shall allocate maximum comment time among persons so identified based upon the total number of persons indicating their wish to make public comments, but no longer than ten (10) minutes per person. Special permission to extend the maximum comment time may be granted in advance by the Supervisor based upon the topic of discussion.

While this is not intended to be a forum for dialogue and/or debate, if a citizen inquiry can be answered succinctly and briefly, it will be addressed or it may be delegated to the appropriate Township Official to respond at a later date.

Anyone wishing to make a comment will be asked to come to the podium to facilitate the audio/visual capabilities of the meeting room. Speakers will be invited to provide their name; it is not required unless the speaker wishes to have their comment recorded in the minutes.

Public comment shall not be repetitive, slanderous, abusive, threatening, boisterous, or contrary to the orderly conduct of business. The Supervisor shall terminate any public comment which is in contravention of any of the principles and procedures set forth herein.

(adopted 2/27/2001)
(revised 5/14/2013)

Robert G. Anderson

BACKGROUND

- Longtime resident of Oshtemo Township
- Business owner within Oshtemo Township
- Built company from ground up including design and construction including two expansions
- Employed, on average, 70 residents
- Veteran of the United States Navy
- Registered voter

CURRENT COMMUNITY LEADERSHIP

- Member, Oshtemo Township Zoning Board of Appeals
- Election Precinct Worker, Oshtemo Township
- Treasurer, Van Buren Intermediate School District School Board
- Board Member, Van Buren Research and Development Foundation
- Committee Member, Michigan Association of School Boards: Legislative and Policy Committee
- Member, National School Board Association
- Board Member, National Rural Education Association

PAST COMMUNITY LEADERSHIP

- Chairman, Oshtemo Township Planning Commission
- Board Member, Goodwill Industries

EMPLOYMENT CREATION AND SUPPORT

- North Star Molding Inc.
 - Started injection molding company on KL Avenue.
 - Employed 70+ residents.
 - Expanded twice.
- Goodwill Client Employer
 - Employed Special Need Clients
 - Worked with Clients to address barriers to employment

EMPLOYMENT

- Retired
- Program Manager, Alcoa Aluminum: Mattawan Michigan
- President/Owner, North Star Molding Inc.: Oshtemo Township

EDUCATION

Bachelor of Business Administration - Nazareth Collage, Kalamazoo MI
Associates of Science – Kalamazoo Valley Community Collage

Certificate of Appreciation

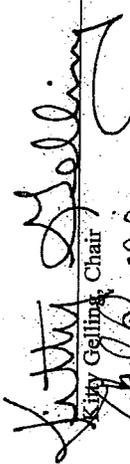
This certificate is awarded on this 13th day of December, Two Thousand and Twelve

to

Robert G. Anderson

In recognition of his thoughtful and dedicated contribution to the future of the community as a member of the Oshtemo Township Planning Commission from November 20, 2006 to December 31, 2012.

Oshtemo Township 2012 Planning Commission


Kitty Gelling, Chair


Carl Benson, Member


Dave Bushouse, Trustee


Wiley Boulding, Member


Millard Loy, Member

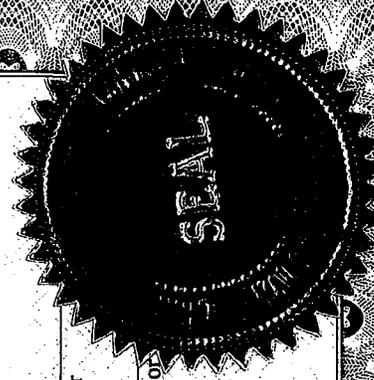

Richard Skalski, Member



Greg Milliken, Planning Director



Libby Heffly-Cogswell, Supervisor



Gary M. Smith

Nate Strong

From: gary smith <garysmith54@sbcglobal.net>
Sent: Tuesday, May 26, 2015 9:37 PM
To: Nate Strong
Subject: Oshtemo Township Open Trustee Position
Attachments: Gary M Smith Resume.doc; Cover Letter - Oshtemo Trustee Open Position 05-26-15.doc

Human Resources,

Please accept my cover letter and resume for the open position of Trustee for Oshtemo Township, I would like to be considered for the opening. My resume will reflect that I have many years of experience in industry and in non-profit environments that will benefit Oshtemo Township if offered the opportunity to serve on the Board. I look forward to the opportunity to speak with the Board about the Oshtemo Township needs and how my background and experience will assist in fulfilling those needs. Thank you.

Sincerely,

Gary M. Smith

May 26, 2015

Oshtemo Township human Resources
7275 West Main Street
Kalamazoo, MI 49009

Dear Oshtemo Township Board:

I would like to formally be considered for the open Trustee position that is available and is listed on the Oshtemo web site. The position as presented requires a combination of various talents and attributes from the right candidate. I am that candidate. I have the commitment, skills, dedication, great people skills and twenty-five years of top-level management experience, which I will bring to opportunities and challenges in *Oshtemo Township*.

In my current position I am the Chief Financial Officer for Allegan County Community Mental Health Services. I manage a staff of 9 covering the following activities: annual budget development, strategic planning activities, accounts payable, payroll, accounts receivable, reimbursement and billing for agency services, and all governmental reporting to the State for the agency. I present monthly the financial results for the agency to the Board of Directors, and I interface monthly with my finance counter parts in the Lakeshore Regional Entity that Allegan CMH is a part of. Additionally I participate on State workgroups challenged with methods to manage the shrinking General Fund dollars given to the CMH system in the State.

As the Director Financial Services for Contech U.S., LLC, the company had \$250 million dollars in sales and eight manufacturing facilities in four states in the US. I had the functional responsibility for all Risk Management insurance programs, all the Benefit insurance plans, the day-to-day Banking functions, and all Payroll and Benefit Administration activities. I am experienced at running numerous projects at the same time, while keeping and meeting deadlines on the tasks at hand. I was extensively involved in the negotiations related to the placement of all Risk Management insurance and the Benefit insurance policies. I worked hand and hand with all the Human Resource activities within the organization. I guided the placement of the insurance policies and delivered over \$600,000 in savings for the company. I developed specialized reports for Workers Compensation and Health Insurance that could be reviewed at the global level and would allow for the drill down to the details for each of the eight manufacturing facilities.

During my tenure at Contech I was also assigned for 11 years to SPX, the parent Corporation of Contech, as the Manager Corporate Transportation and Logistics. I coordinated and directed the transportation activities for the \$5 Billion dollar corporation. I negotiated the corporate contracts for the LTL, Truck Load, and Small Parcel spend for SPX Corporation. Each of these contracts covered all the transportation requirements for all the SPX business units. Additionally I spent time in Europe and China for SPX Corporation assisting in setting up the structure used to move global goods and products to and from Europe, China and the US.

As the Controller and as Manager of Accounting at Contech I managed a staff of fifteen, which included both professional and administrative positions. As Controller I directed the activities of the accounting staff during the monthly and year-end closing processes and the consolidation of the companies' financial statements. I coordinated the activities of both the internal and external auditors at the end of the quarter and at the end of the year. I was very involved in the monthly/quarterly financial reviews with the Director of Operations at each facility. Additionally, I directed the annual process of developing the operating budgets for each manufacturing facility along with the appropriate capital plans related to each location. I have managed and directed major projects like inventory reduction (successful 31% reduction at one facility), system conversions for ERP manufacturing operating systems, and for the conversion of Payroll processing systems. Each project was delivered on schedule and correctly functional at the time of the conversion change over. The constant during the past twenty years is that I have accepted and successfully met all the opportunities and challenges presented to me.

I can be the fresh face along with the experience in Industry and State non-profit services you are looking for. I would lead by example every day on the job. I would bring to your organization over thirty years of diverse, progressive industry and non-profit experience, including twenty years in the challenging and very difficult automotive industry. I am a firm, people oriented leader. I have a great sense of humor, a strong work ethic with a roll up the sleeves attitude. I will work within your organization as a team member, with respect and with a positive "can do" attitude. I look forward to the opportunity to meet with you in person and provide you with the intangible elements that will help convince you that I am the best candidate for the open Trustee position at **Oshemo Township**. Thank you.

Sincerely,

Gary M. Smith

Gary M. Smith

6171 Pheasant Lane
Kalamazoo, Michigan 49009
garysmith54@sbcglobal.net

Home: (269) 353-7534
Cell: (269) 377-6450

SUMMARY

Experienced well-rounded finance/accounting professional with strong business process improvement skills. Possess a varied industry background with strong experience in strengthening the accounting and financial areas in an organizations. Areas of expertise include:

- General Accounting Management
- Budgeting & Cost Control
- Financial Analysis
- Payroll/Benefit Solutions
- Proven Negotiation Skills
- Internal/External Audit Controls-Coordination
- Teaching/Mentoring Skills
- Information Systems

PROFESSIONAL EXPERIENCE

ALLEGAN COUNTY COMMUNITY MENTAL HEALTH SERVICES July 2012 to Present

Chief Financial Officer

Allegan County CMH is \$24 Million dollar agency providing behavioral health services to adults & children with mental illnesses, and to developmentally disabled individuals.

Manages staff of 9 in administrative functions of the Agency. Reimbursement staff of 4, Finance staff of 2, Payroll and Procurement staff of 2, and 1 staff over seeing contracts. The referenced staff manage all functions related to Financial, Payroll, Banking, Budgetary, Audit, State Governmental Reporting, Grant Reporting, and all other Finance Reporting requirements for the agency.

COMMUNITY MENTAL HEALTH SERVICES ST. JOSEPH COUNTY February 2009 to July 2012

Director Finance

CMH St. Joseph County is \$15 Million dollar agency providing services to adults, children with mental illnesses, and to developmentally disabled individuals.

Manages staff of 8 in administrative functions related to all Financial, Payroll, Banking, Budgetary, Audit, and Governmental Reporting requirements for the agency.

CONTECH U.S., LLC, Portage MI April 2007 to Present

Director Financial Services

April 2007 to Present

Contech is a \$250MM die cast & tubing exhaust manufacturer supplying the automotive and heavy-duty truck industries. Contech has 1,000 + employees with 8 manufacturing facilities located in 4 states, and one manufacturing facility in the United Kingdom. The Director Financial Services has functional responsibility for all Risk Management Insurance programs (workers compensation, executive liability, property, general liability, and umbrella), Benefit Insurance programs (health, dental, vision, life, STD, LTD, EAP, 401K, and Pension), Banking day-to-day functions (accounts receivable, accounts payable), and all Payroll & Benefits activities.

- Directed negotiation and placement of all Risk Management Insurance policies, delivered \$600K savings over initial recommended solutions.
- Directed search and purchase of new Payroll/HR/Benefits software solution.
- Directed and negotiated placement of Benefit Insurance programs and 401K resulting in \$175K savings over initial recommended solutions.

- Coordinated the development and implementation of internal Benefit Administration and Online open enrollment processes for annual benefit elections delivering \$325K annual savings versus outsourced solutions.
- Established Banking relationship for improved and effective operations of all daily accounts receivable and accounts payable activities.
- Developed Workers Compensation reporting system to deliver to Directors of Operations for the monthly/quarterly focus on workers compensation cases and the proactive return to work process for injured workers.
- Developed Health Care reporting solution to review health care costs by plant, by the 2 plan types, and by the 4 different tiers that could be elected.

SPX CORPORATION CONTECH DIVISION

April 1998 to April 2007

SPX Corporation was a \$5 Billion dollar multi-national conglomerate operating in numerous market segments with over 20 different business units. The CONTECH business unit supplies die castings to the automotive industry and tube exhaust products to Heavy Duty truck market.

Controller, Contech Division

November 1999 to April 2007

Primary responsibility was for the accounting functions for 2 business units of SPX Corporation with sales of \$350MM. Managed a staff of 15 people responsible for General Ledger, Cost Accounting, Fixed Assets, Accounts Receivable, Accounts Payable, and Payroll. Key contributor to the Mergers and Acquisition activities of the business unit.

- Coordinated a focused joint effort with a Director of Operation to successfully reduce on hand inventory 31% from \$5.5MM down to \$3.8 MM.
- Spent 6 months in Columbus OH coordinating the effort to close down the head quarters of the Metal Forge business unit as it was consolidated into the Contech business unit.
- Worked closely within a team to consolidate the ERP system of 3 manufacturing facilities from the Metal Forge business unit into the Contech business unit, thus eliminating over \$500K required in the operation of the outdated Metal Forge ERP system.
- Led the Contech team as SPX mandated a consolidation of a dozen different payroll systems into PeopleSoft, the centralized payroll solution chosen by SPX.
- Developed a Value Stream Financial Statement reporting solution tied into one focused die cast manufacturing facility allowing a detailed monthly review profit from each value stream.
- Participated in a team effort developing the annual plans for Contech's 8 manufacturing facilities.

Manager of Accounting, Contech Division

December 1989 to November 1999

Responsibility for all the accounting functions of a division with sales of \$250MM, managing the general accounting staff and assisting the Director of Finance with G/L accounting, cash management, monthly closing cycle, payroll, and internal/external reporting.

- Developed process efficiencies to reduce the month-end closing schedule from 5.5 days to 3.5 days.
- Directed and coordinated the processes related to the quarterly and annual reviews conducted by internal corporate auditors and external auditors.
- Managed the bi-annual customer audits of non-competitively bid tool orders. Routinely reduced the customer audit exposure by \$500K.

Cost Account, Contech Division

April 1988 to December 1989

Developed and formalized the cost accounting functions for Contech in this newly created position. Worked closely with the Sales department to ensure accurate and current data used in quoting, with the engineering department during bill of material development for accurate part costing, and worked with manufacturing facilities during product launches.

- Finalized the development of the standard costing system for all products produced in six (6) die cast manufacturing facilities.
- Developed Cost of Quality reporting system used to evaluate the effectiveness of the manufacturing processes and the cost of producing non-conforming products.
- Developed product Part Profitability reporting system. Part Profitability reporting is used to enable engineering and manufacturing to work closer together to evaluate production processes, thus resulting in operational changes to improve the profitability of parts.
- Managed year-end physical inventory activities at six (6) manufacturing facilities to ensure accurate and timely completion of the year end physical inventory.
- Developed the costing standards used in the valuation of the year-end inventory.

SPX CORPORATION – Charlotte, NC

January 1995 to June 2006

SPX Corporation was a \$5 Billion dollar multi-national conglomerate operating in numerous market segments with over 20 different business units.

Manager Corporate Transportation & Logistics, Charlotte, NC

January 1995 to June 2006

Managed global transportation activities for 20 + business units, coordinating the consolidation of the individual business unit transportation spend by mode into a consolidated SPX Corporation transportation spend of approximately \$100MM to achieve lower pricing and reduced transportation costs at the corporate and business unit level.

- In April 1995 negotiated new consolidated Less Than Truck Load contracts with a reduced number of freight carriers thus increasing freight spend discounts 16%.
- In September 1995 negotiated new consolidated Small Parcel contract with UPS increasing freight spend discounts 11%.
- Negotiated contract for single freight payment solution for all SPX business units creating a single database to store all transportation data elements for future contract negotiations.
- Negotiated new consolidated Less Than Truck Load contracts after a major SPX acquisition in February 1999 successfully reducing the number of freight carriers increasing freight spend discounts an additional 13% over the previously negotiated discounts from 1995.
- Lead the focused identification of major categories of spend in Less Than Truck Load, Truck Load, Express & Small Parcel, Expedited Services, Heavy Weight Air Freight, Ocean Freight, and International Air Freight to successfully reduce the number of freight carriers, increasing the revenue with each remaining carrier, thus leveraging additional carrier volume for lower pricing.
- Single point of contact between all SPX business units and all the different transportation mode service providers for the purpose of maintaining relationships and negotiation of freight contracts.
- Created universal freight cost reporting structure used by all SPX business units for monthly freight spend interface into each business unit general ledger.
- Improved the methodology by which the freight accrual is booked and supported.
- Traveled numerous times to Europe and once to China to establish global network of freight forwarders to manage the SPX global shipping requirements utilizing ocean containers and air shipments.
- Led team of 3 specialists during visits to numerous SPX business units targeting the elimination of problem production/transportation issues without engaging an external consulting firm. Saved SPX Corporation over \$500K annually by utilizing internal expert resources rather than expensive external consultants.

AERO LIQUID TRANSIT, INC.

June 1985 to April 1988

Aero Liquid transit was a \$6MM transportation company servicing the bulk liquid requirements utilizing stainless steel tankers for chemicals, and pressurized tankers for heating fuels and fertilizers.

Controller, Aero Liquid Transit, Inc.

June 1985 to April 1998

Primary responsibility was for all accounting functions for monthly General Ledger activities, Accounts Receivable, Accounts Payable, Payroll, and Fixed Assets.

PRAB ROBOTS, INC.

January 1979 to April 1985

Prab Robots was a leader in manufacturing of industrial robots, and scrap handling systems and conveyors.

Cost Accountant / Purchasing Manager

January 1979 to April 1985

Responsible for all cost accounting functions and year end inventory, and the purchasing of all commercial components used in the manufacture of industrial robots and scrap handling systems and conveyors.

EDUCATION

Western Michigan University - Kalamazoo, Michigan

Master of Business Administration in Finance

Western Michigan University - Kalamazoo, Michigan

Bachelor of Science, Concentration: Accounting & Mathematics

James Lefler

Nate Strong

From: James Lefler <leflerjm@gmail.com>
Sent: Tuesday, June 02, 2015 8:18 AM
To: Nate Strong
Subject: Intent to Serve - Trustee Vacancy
Attachments: BRIEF RESUME.doc; Trustee cover letter.doc

Dear Township Board,

Attached you will find a cover letter and resume submitted for review according to the Township Board Process for Trustee Appointment letter dated 5/20/2015.

Would you please notify me of your receipt of this email and attachments by return email?

Thanks!

Jim Lefler

June 2, 2015

Oshtemo Township Human Resources
7275 West Main Street
Kalamazoo, MI 49009

Dear Board Members,

I'm excited about the opportunity to serve my fellow Oshtemo residents as a member of the Oshtemo Township Board! Please accept this letter as my willingness to serve notification for the current vacant Board position.

In the 5 years I've resided in Oshtemo, I've spent many days reviewing current and past budgets, Comprehensive Annual Financial Reports, the Master Plan, the DDA Master Plan and the 20 year Fire Fund plan, as well as other Township materials. My financial experience (and personal interest) as a business owner would bring an analytic and valuable resource to the citizens of Oshtemo.

I met and spoke with hundreds of Oshtemo residents in my last campaign for Trustee. That, coupled with a clear understanding of the most recent survey, gives me a strong background in representing our citizens.

My endorsements include many members of our County leadership. My relationships with our County leaders will facilitate an improvement in the inter-governmental respect between Oshtemo and other municipalities.

I respectfully ask for the support of all the Board members in appointing me as the next Oshtemo Trustee.

Respectfully,

James Lefler

PERTINENT RESUME
JAMES LEFLER
OSHTEMO TOWNSHIP TRUSTEE CANDIDATE
6/1/2015

- PERSONAL
 - DOB 5/15/57, Married for 30 years with two adult children, 5 year resident of Oshtemo, 34 year resident of Kalamazoo County
 - 2002 year BA graduate from Western Michigan University (Applied Liberal Studies with an emphasis on Biomedical and Political Science); EMT Graduate of Indiana VocTech College (1976)
- PROFESSIONAL
 - 25 year career as a Board Certified Cardiovascular Perfusionist (retired 2005)
 - Former Oral Examiner and Perfusionist Emeritus for the American Board of Cardiovascular Perfusion
 - Founder, Chief Operating Officer and subsequent President of Perfusion Associates, Inc.
 - As COO and President, responsibilities included all contract negotiations for both vendors and clients; total profit, loss and budget accounting; all HR activities; development and implementation of clinical policies, procedures and client driven Continuous Quality Improvement programs; served on numerous hospital patient outcome and staff training committees
- POLITICAL
 - Oshtemo Trustee Candidate 2014
 - 5 year member Kalamazoo County Republican Party Executive Committee
 - Chaired County Convention and serve as Parliamentarian
 - Elected Precinct Delegate in Precincts 2 and 4 in Oshtemo
 - Former President and current Treasurer for VanKal Tea Party Patriots
- COMMUNITY
 - Former President of the Eagle Lake Texas Association (Texas Township)
 - Current V. President of the Stratford Hills Condominium Association
 - Serve as Food Buyer and delivery agent for Eleanor's Food Pantry
- ENDORSEMENTS
 - Mary Balkema – Kalamazoo County Treasurer
 - Scott McGraw – Kalamazoo County Commissioner
 - John Gisler – Kalamazoo County Commissioner
 - Dave Worthams – Kalamazoo County Road Commissioner
 - Greater Kalamazoo Association of Realtors (2014 Primary)

Zak Ford

Nate Strong

From: Zak Ford <zak.r.ford@gmail.com>
Sent: Tuesday, May 26, 2015 5:02 PM
To: Nate Strong
Subject: Application for Trustee Appointment
Attachments: RecommendationLetter.pdf; CoverLetter.pdf; ZakFord-Resume.pdf

To whom it may concern:

My name is Zak Ford and I am submitting my resume for consideration by the township board, for appointment to the vacant Trustee position.

Please find attached a letter of recommendation, from my employer and fellow Oshtemo resident, Mr. Oscar Ferreyra.

Also attached, please find my cover letter expressing my intent to be considered for appointment, as well as, my professional resume.

If possible please send a response acknowledging receipt of this email. My contact information is listed below, if you require any additional information.

Thank you and best regards,

--

Zak Ford

Cell: (269) 271-5513

E-mail: zak.r.ford@gmail.com

Zak Ford
6812 Penny Lane
Kalamazoo, MI 49009
(269) 271-5513
zak.r.ford@gmail.com

May 26th, 2015

Oshtemo Township Human Resources
7275 West Main Street
Kalamazoo, MI 49009

To whom it may concern:

This letter is intended to express my interest in being considered for appointment to fill the vacant Trustee position. My wife, Lacey, and I moved to Oshtemo in 2011 after purchasing our first home and intend to start and raise our family here.

During the time I have lived in Oshtemo I have become increasingly interested in the issues faced by our community and have also become more actively involved. I have previously attended Township board meetings, and also ran for Trustee during the 2014 special election. I am up to date on many of the issues that are currently present before the board, such as capital improvement projects and police protection. In addition, I am familiar with the Master Plan and its role in guiding the township board when deciding on topics such as transportation, land use, economic conditions and environmental issues.

As an engineer, I spend much of my time collaborating with others to find comprehensive solutions to complex problems. In order to be successful in my profession, critical thinking skills and the ability to fully comprehend, diagnose and provide solutions is crucial. It is these skills that I believe qualify me for the position of Trustee.

Sincerely,

A handwritten signature in black ink, appearing to read 'Zak Ford', written in a cursive style.

Zak Ford

Zachary Richard Ford

E-Mail: zak.r.ford@gmail.com
Cell: (269) 271-5513

6812 Penny Lane
Kalamazoo, MI 49009

EDUCATION

Western Michigan University – Kalamazoo, MI
Computer Science
Mathematics

West Catholic High School – Grand Rapids, MI
High School Diploma
G.P.A. 3.9/4.0

WORK EXPERIENCE

Software Engineer / Director of Engineering

May 2011 – Present

Kodiak Engineering, Inc. – Kalamazoo, MI

- ⤴ Responsible for adding new features and maintaining WinForms wheel alignment PC application that contains many years of legacy code written in VB.NET
- ⤴ Created, from initial idea and product goal, a new WPF application coded in C# and based on the MVVM design pattern
- ⤴ Responsible for the design, testing and support of several in-house, customer facing, software applications
- ⤴ Responsible for directing and leading third-party companies in the development of new hardware and embedded software
- ⤴ Participated in the initial design and planning of new products
- ⤴ Worked extensively with multiple teams around the world to achieve a common goal
- ⤴ Provide suggestions to company owners on new software features to enhance product
- ⤴ Prioritize workload to maximize productivity while quickly adapting to frequent changes in direction

Student Programmer

January 2010 – June 2010

Western Michigan University – Kalamazoo, MI

- ⤴ Oversee maintenance, debugging and implementation of custom appointment scheduling web application for the College of Engineering and Applied Sciences advising office
- ⤴ The application is written primarily in PHP, but also includes HTML, JavaScript and CSS for style and functionality
- ⤴ Work independently and remotely, reporting to my supervisors on a bi-weekly basis where progress updates are given and new tasks are assigned

Loss Prevention Supervisor

September 2009 – April 2011

Kohl's Department Stores, Inc. - Kalamazoo, MI

- ⤴ Apprehend shoplifters and conduct internal investigations and surveillance
- ⤴ Maintain complex Digital Video Recording and Pan-Tilt-Zoom surveillance systems
- ⤴ Responsible for the training, development and certification of newly hired Loss Prevention associates within multiple stores in the district
- ⤴ Held an active leadership role within multiple stores throughout the district
- ⤴ Developed and maintained key professional relationships with local Law Enforcement, Store Management and other retailers in the community

Software Engineer, Intern

May 2006 – August & May 2007 – August 2007

GE Aviation – Grand Rapids, MI

- ⤴ Assisted software engineers with testing and debugging C# .NET source code
- ⤴ Examined, edited and updated the project's data dictionary
- ⤴ Aided Software Engineers in writing of automated unit tests using C# .NET

ANCILLARY QUALIFICATIONS

- ⤴ Three years of career experience working with WPF and C# and applying the MVVM design pattern
- ⤴ Programming experience using C# .NET, Visual Basic .NET, ColdFusion, Java, PHP and AJAX
- ⤴ Experience with software suites such as: Visual Studio, Adobe ColdFusion Builder, Eclipse, DOORS, Tortoise SVN and Microsoft Office Suite.

REFERENCES

- ⤴ Available upon request.



Kalamazoo May 21, 2015

Oscar Ferreyra
6950 East N Avenue
Kalamazoo MI, 49048

To Whom It May Concern,

It is with great honor and delight that I compose this character reference letter for Mr. Zak Ford.

Mr. Ford became an acquaintance when we hired him in May of 2011 as a Senior Software Engineer for The Cartek Group. During this time, Mr. Ford has proven himself to be worthy of his recently appointed position of Engineering Director by showing dedication and value in his work.

Mr. Ford has shown a relentless contribution to the company and has left an unblemished reputation and gained respect from Senior Management, Peers, Customers and Suppliers.

Candidates for a successful life should be distinguished humans, filled with personal integrity, adaptability and commitment, Mr. Ford possesses undoubtedly all these attributes.

Furthermore, during the time I have spent with Mr. Ford, I have been able to clearly identify his natural talent of entrepreneurship, which translates into his ability to create, innovate, execute and achieve.

Please do not hesitate to contact me if you would require any additional information pertaining to Mr. Ford and his involvement in our Group.

With my best regards,

Oscar Ferreyra
Vice President – The Cartek Group
E-mail: oscarf@cartek.com

David L. Bushouse

May 16, 2015

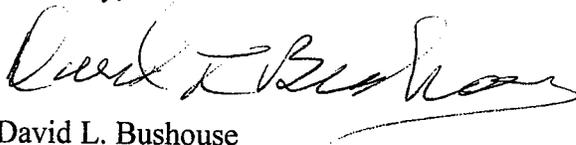
To: Oshtemo Charter Township Board

I would like to be the replacement for Lee Larson position as Trustee. I was the runner up in the last election for a trustee position.

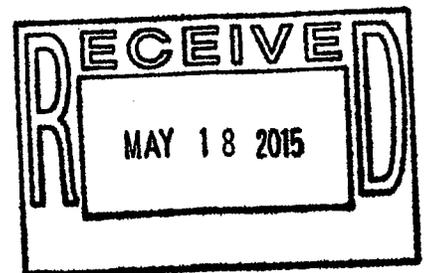
My health is no longer an issue, been cancer free for a year. I would serve with the same dedication to the position as I have done in the past.

Thank you to the board for considering my application for the vacant trustee position.

Sincerely,



David L. Bushouse



June 1, 2015

Human Resources Committee
For the Charter Township of Oshtemo
7275 West Main Street
Kalamazoo, MI 49009

I applaud your decision to appoint a Trustee instead of holding a special election. I would hope that you would consider my experience for the Trustee position, a top priority to help keep the township on a good course as a board member.

I have ran in numerous elections' and lost the last election because of health reasons, which I could do nothing about. It saddens me to see Mr. Larson leave, I wish him the best. In my talks with him he stated that he would back me for his replacement, which I took as a great compliment.

I know that this my second time I have asked to be the replacement. I also told the board that if my health stayed good that I would be back for 2016 election, at this time I'm planning a 2016 campaign.

I'm well aware of the serious board decisions that will affect the future of the township residences, like the police service, and mandatory sewer and water issues. The total cost of sewer and water to township residences. The issue of bus service and spreading the cost township wide like the fire service.

Thank you for your time and consideration in this matter.

Sincerely,



David Bushouse



David Bushouse,

Memberships on Boards:

State of Michigan Fire Insurance Rate Classification Board (FIRCB) - *4 years*

State of Michigan Fire Safety Board - *4 years*

State of Michigan Electrical Board – *14 years*

Charter Township of Oshtemo Board, *Trustee 1996- 2012*

I worked on the Personal Committee, Roads Committee, Capital Committee, Sewer and Water Committee, Planning Commission, Zoning Board of Appeals, Building Board of Appeals, Fire Chief Selection Committee, Parks, Building and Grounds, Police Service Committee and attended Metro Transit, Chamber and COGA as a township committee rep. I have been a Charter member of the Oshtemo Rotary and a Charter member of the Oshtemo Business Association when active.

I was a member of the Oshtemo United Methodist Church for fifty-three years where I had served on many committees. I now attend the St. Andrews Community Church where I will be serving as a member of the Church Council.

Background & Experiences:

I moved to Oshtemo Township in 1957 with my parents and lived in the Fairlane Plat until 1964. In 1965 moved back to Oshtemo and in 1976 moved to 992 North 7th St. where I still reside with my wife, Cindy.

I began my working career at a young age in construction with my father until 1969. In 1969 to 1987 I worked for the Township of Oshtemo in the Assessing Dept., Zoning Dept, and Building official and became the full time Fire Chief from 1976 to 1987 after being a fire fighter since 1960.

In 1987 I started a business called Bushouse Inspection and Underwriting Service which I had five field representatives that covered the State of Michigan for Michigan Farm Bureau Insurance. I retired from that business in 2009.

I am the current president of God's Special People Camp which is a non-profit corporation. I have been a counselor for twenty two years and dean of the camp for ten plus years. This camp is held in Reed City at the Albright Camp grounds which I am a member of the Building and Grounds Committee.

I was accountable to the residents and businesses of Oshtemo Charter Township for eighteens years to assist with their concerns. I have always taken peoples concerns and match them with the appropriate resources to find a fair solution. Sometimes we do not agree with another person's idea or response, but if we do not make it personal and explain the rationale behind it, most people will accept the results even if it means

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changing the law or ordinances, which is for the betterment of all the people and not a special interest group. I hope by drawing on my experiences, I could continue to serve the people of Oshtemo Township.