



### My Professional Journey:

In 2013 I left my position as Vice President of Strategic Partnerships at the Urban League of Greater Madison to start my own company, Unfinished Business LLC - a consulting company that helps professionals prepare for, navigate and accelerate career transition while also helping organizations prepare for, attract and acquire talent of color. One side of the business continually informs the other. In short, we connect talent with opportunity.

GigBlender LLC – started in 2014 - is 6-person technology start up that created a talent and opportunity matching Application (App.). Born to scale Unfinished Business, GigBlender is technology built with intent. It helps people find jobs that fit them on a more personal level and helps organizations to quickly find talent that is a better fit for them. All while keeping diversity, inclusion and equity at the top-of-mind.

At the Urban League, I was charged with forging, prioritizing and managing the League's relationships with organizations in the Public, Private, and Non-profit sectors. A significant part of my role was to oversee Corporate Fund Development for the Urban League. I first joined the Urban League team to lead the operation and *evolution* of the organization's work readiness training programs and partnerships. We expanded ULGM's partnerships with area businesses, government agencies, nonprofit employers and investors. Through the League I began to help area employers develop strategy around their workforce diversity goals, identify and hire quality semi-skilled, skilled and professional employees. I was the chief architect of the region's leading Workplace Diversity & Leadership Summit (now the Economic Development and Workplace Diversity summit hosted in partnership with MadREP).

I served as Division Administrator with the Wisconsin Department of Commerce where I oversaw the agency's Minority Business Development and Entrepreneurship Bureaus and their annual distribution of more than \$50 million in state and federal funds for Housing and Community Development. Prior to the Department of Commerce. Prior to my time at Commerce, I was Deputy Secretary of the Wisconsin Department of Tourism, a cabinet-level state agency charged with supporting Wisconsin's \$13 billion hospitality industry. There, I served as chief legislative liaison to the Governor's office and oversaw two Bureaus: Marketing/Public Relations and Customer Care/Technology.

Prior to Tourism, I was the Director of Membership & Marketing for the Greater Madison Chamber of Commerce. In the private sector I held several leadership roles over a nearly 10-year period with telecommunications giant Charter Communications (Now Spectrum), including Director of Marketing & Sales and Regional Sales Manager. I started his professional career in Agriculture as a Regional Sales Manager with AGCO Parts (a successor to Allis Chalmers based in Batavia, Illinois).

That is probably way more information than you needed, but I share my journey because my path is important. Everyone's path is important. Our respective – and collective – paths are the reasons that we are having this conversation. Someone saw my potential, and hired me, and gave me an opportunity (over 25 years ago) to build my career... and now my business. There are many more "of me" all around us. The question is, are employers doing the necessary things to attract, acquire, retain, and advance that talent.