

## Application Form

---

### Disclaimer

Under Florida law, all information, including e-mail, written letters, documents and phone messages, sent to the Alachua County Board of County Commissioners are subject to Public Records law. This includes the sender's e-mail address, home address or phone number if shown in the message, the content of the message and any associated attachments to the mail. If you are exempt from aspects of the public records law pursuant to F.S. 119.071, contact the advisory board coordinator at 352-264-6906 prior to submission of this form.

### Please Agree with the Following Statement

---

**I have read the disclaimer above and understand my application is subject to Florida's Public Records Law.**

---

☒ I Agree

---

### Profile

Tracey

First Name

E

Middle Initial

Todd

Last Name

2025 SW 88th St

Home Address

Suite or Apt

Gainesville

City

FL

State

32607

Postal Code

tracey.todd@engelvoelkers.com

Email Address

Mobile: (904) 495-5612

Primary Phone

Alternate Phone

Self Employed

Employer

Realtor

Occupation

---

### Education:

University of Florida - BSBA - Finance

### Professional Organizations:

---

### Which Boards would you like to apply for?

---

Economic Development Advisory Committee (EDAC): Submitted

---

**What position(s) are you applying for?**

Alachua County Resident

---

## Interests & Experiences

**Are you currently serving or have you ever served on an Alachua County advisory board?**

☐ Yes ☒ No

**If yes, please list board(s):**

**Please list any civic and professional accomplishments/honors, training or experience related to this appointment:**

Working with companies throughout the country at multiple levels, I have seen various sides of their businesses and what is vital and powerful motivators to their decision making process.

**What Contributions do you feel you could make if you were selected to this board?**

Being from Gainesville and a graduate from UF I have seen the county grow. I also have lived in some of the largest economical cities in the country. I can lean on my families experience here from owning bars and restaurants as well as utilize the experiences from other successful ventures in other locations. I am also part of the only Global Luxury Brokerage that has connections to over 800 locations and 34 countries employing over 13,000 agents with investors looking to participate.

[Tracey Todd 2020 Resume.docx](#)

Upload a Resume

---

## Demographics

Some boards and commissions require membership to be racially, politically or geographically proportionate to the general public. The following information helps track our recruitment and diversity efforts.

### Ethnicity

☒ Caucasian/Non-Hispanic

### Gender

☒ Male

01/03/1976

Date of Birth

**Are you over the age of 60? (Required for some boards)**

☐ Yes ☒ No

**Are you a resident of Alachua County?**

☒ Yes ☐ No

**If you are an Alachua County resident, how long have you lived in the county?**

25 years

---

### **Supplemental Questions**

**Some of the boards and committees appointed by the County Commission are required to comply with Chapter 112, Florida Statutes, the Financial Disclosure Law. If applicable, would you be willing to file the required financial statement?**

☒ Yes ☐ No

**Do you affirm that your personal and business (if applicable) affairs within Alachua County are in substantial compliance with all county regulatory and taxing authorities rules and regulations?**

☒ Yes ☐ No

**Please Agree with the Following Statement**

**Appointees to advisory board/committees are required to attend scheduled meetings as specified in the "Guidelines for Citizen Advisory Boards and Committees".**

☒ I Agree

**Please Agree with the Following Statement**

**I understand that this completed application is the property of Alachua County and I hereby certify that the statements made on this application are true and correct.**

☒ I Agree

# **Tracey E. Todd**

2025 SW 88<sup>th</sup> Street, Gainesville, FL 32607  
904-495-5612 (Cell) • traceytodd2013@yahoo.com

**Sales Professional** with proven ability to achieve solid sales growth and lead a team to achieve growth. Strong business acumen with the ability to execute a wide range of sales and marketing strategies designed to establish market presence, increase revenues and profitability.

Key strengths include:

Sales and Business Development  
Customer Centric Selling  
Team Leadership

Cross Team Integration  
CRM Utilization (SF.COM, SAP)  
Sales Process Implementation

## **PROFESSIONAL EXPERIENCE**

**Engel & Völkers Gainesville - Realtor** (Gainesville, FL) – Aug 2018 – Present

- Established new residential team achieving \$10 mill + in revenue in year 1.

**Brenntag Mid-South - Account Manager** (Jacksonville, FL) Aug 2011- July 2018

- Managed North East Florida territory selling chemicals to medium to large manufacturers.

**VWR International - Region Manager** (Chicago, IL) – Feb 2006 - July 2011

- Managed 12 representatives covering 15 states, \$50+ million in sales, 4000+ accounts selling scientific and research products to University, Food & Beverage and Water / Waste Water customers.

**Novis Pharmaceutical, LLC.**

**District Manager** (Chicago, IL) – August 2004 - February 2006

- Hired and trained 8 new sales representatives to generate \$8 million in sales revenue growth in newly created Chicago facility.

**Regional Sales Director** (New York, NY) – June 2003 - August 2004

- Awarded *Most Outstanding Sales Contributor of 2003*. Established new sales and distribution team.

**Account Executive** (Miami, FL) – June 2002 - June 2003

- 120% Growth selling pharmaceutical and blood derivatives.

**Sunstate FCU - Financial Coordinator** (Gainesville, FL) Jan 2000 - June 2002

**Panama Joe's – Bar Manager** (Gainesville, FL) Jan 1998 - Jan 2000

## **EDUCATION**

**Bachelor of Science in Business Administration • Finance**

University of Florida • Gainesville, FL

## Application Form

---

### Disclaimer

Under Florida law, all information, including e-mail, written letters, documents and phone messages, sent to the Alachua County Board of County Commissioners are subject to Public Records law. This includes the sender's e-mail address, home address or phone number if shown in the message, the content of the message and any associated attachments to the mail. If you are exempt from aspects of the public records law pursuant to F.S. 119.071, contact the advisory board coordinator at 352-264-6906 prior to submission of this form.

### Please Agree with the Following Statement

---

**I have read the disclaimer above and understand my application is subject to Florida's Public Records Law.**

---

☒ I Agree

---

### Profile

Elliott

First Name

M

Middle Initial

Welker

Last Name

903 NW 9th Avenue

Home Address

Suite or Apt

Gainesville

City

FL

State

32601

Postal Code

elliottwelker@gmail.com

Email Address

Mobile: (352) 281-8069

Primary Phone

Alternate Phone

UF Innovate | Sid Martin Biotech

Employer

Incubator Manager

Occupation

### Education:

---

University of Florida, Master in Business Administration (MBA), Hough Graduate School of Business, Focus: Marketing and Entrepreneurship. University of Florida, Bachelor of Arts (BA), History; Minor: Teaching English as a Second Language (TESL). Santa Fe College, Associate of Arts (AA), History. P.K. Yonge DRS, K-12th Grades.

## Professional Organizations:

---

I currently serve as the startup programs chair for startGNV, a local entrepreneurial support organization; vice president of the Florida Business Incubation Association (FBIA), which provides business incubators, their clients and the public with an active forum for the presentation and exchange of ideas and information relating to business incubators; and member of the Santa Fe High School Biotech Advisory Board.

## Which Boards would you like to apply for?

---

Economic Development Advisory Committee (EDAC): Submitted

---

## What position(s) are you applying for?

---

Alachua County Resident; Actively engaged with economic development organizations

---

## Interests & Experiences

### Are you currently serving or have you ever served on an Alachua County advisory board?

---

☐ Yes ☒ No

### If yes, please list board(s):

---

### Please list any civic and professional accomplishments/honors, training or experience related to this appointment:

---

My highest civic accomplishment to date is being elected as Vice Chair for the City of Gainesville's Citizen Advisory Committee for Community Development. My highest professional accomplishment to date is being promoted to Incubator Manager of UF Innovate | Sid Martin Biotech (3x Global Incubator of the Year), which gives me the opportunity to serve entrepreneurs and their startups as they grow locally, which supports economic development in our community.

### What Contributions do you feel you could make if you were selected to this board?

---

I can contribute my knowledge of our community and its entrepreneurial ecosystem to this board. I feel that I can help navigate this board through the entrepreneurial ecosystem and provide insight that can help us grow Alachua County's economy and create more opportunities for its residents.

[Elliott Welker Resume Nov 2020.pdf](#)

Upload a Resume

---

## Demographics

Some boards and commissions require membership to be racially, politically or geographically proportionate to the general public. The following information helps track our recruitment and diversity efforts.

## Ethnicity

---

☒ Caucasian/Non-Hispanic

## Gender

---

☒ Male

04/05/1990

---

Date of Birth

## Are you over the age of 60? (Required for some boards)

---

☐ Yes ☒ No

## Are you a resident of Alachua County?

---

☒ Yes ☐ No

## If you are an Alachua County resident, how long have you lived in the county?

---

30 years

---

## Supplemental Questions

Some of the boards and committees appointed by the County Commission are required to comply with Chapter 112, Florida Statutes, the Financial Disclosure Law. If applicable, would you be willing to file the required financial statement?

---

☒ Yes ☐ No

Do you affirm that your personal and business (if applicable) affairs within Alachua County are in substantial compliance with all county regulatory and taxing authorities rules and regulations?

---

☒ Yes ☐ No

## Please Agree with the Following Statement

---

Appointees to advisory board/committees are required to attend scheduled meetings as specified in the "Guidelines for Citizen Advisory Boards and Committees".

---

☒ I Agree

## Please Agree with the Following Statement

---

I understand that this completed application is the property of Alachua County and I hereby certify that the statements made on this application are true and correct.

---

☒ I Agree



## Contact

elliottwelker@gmail.com

[www.linkedin.com/in/elliottwelker](http://www.linkedin.com/in/elliottwelker)  
(LinkedIn)

## Top Skills

Business Incubation

Biotechnology Industry

Entrepreneurship Development

## Certifications

WKI Certified Coach

Introductory Sommelier Course

Certified Specialist of Wine (CSW)

Duolingo Spanish Fluency:  
Advanced (Estimated)

Certified to Teach English as a  
Second Language (TESL)

# Elliott Welker

Incubator Manager at UF Innovate | Sid Martin Biotech  
Alachua

## Experience

UF Innovate | Sid Martin Biotech

2 years 11 months

Incubator Manager

August 2019 - Present (1 year 4 months)

Alachua, Florida

Sid Martin Biotech is a world-recognized leader in biotechnology business incubation – and with terrific laboratories and specialized equipment, plus an outstanding network of mentors, advisors and collaborators, it's the perfect place for you to grow your biotech business.

Client Services Manager

January 2018 - August 2019 (1 year 8 months)

Alachua, Florida

Manage programs and progress for startup companies; and launched the Innovation NaviGator pilot program, Community Calendar for Entrepreneurs, Alachua County Startup Database, and Alachua County Startup Ecosystem Map.

## RELIOX CORPORATION

Business Development Intern

July 2017 - January 2018 (7 months)

Alachua, Florida

Assisting founders of an inorganic chemistry startup by developing and implementing a consumer marketing strategy and administration programs. My responsibilities include order fulfillment, managing digital marketing campaigns, which includes concept, creative review, execution, and analysis; strategy and content curation for social media channels (Facebook, Twitter and Instagram); and conducting market and industry research. In addition, I manage an art and design intern that creates original content for digital promotion campaigns; manage website development and maintenance; identify external sales and e-commerce channels; and launched eBay and Facebook shops, which I manage daily. I assisted in drafting DOD grant applications and participated in the GAIN Shootout business pitch competition.

ReliOx Corporation is an advanced stage start-up based at the UF Sid Martin Biotechnology Institute whose primary mission is the prevention control and mitigation of pathogens. ReliOx is an inorganic chemistry company that serves life sciences. We are engaged in the commercialization of a family of Chlorine Dioxide generation technologies. ReliOx currently markets an industry-changing method of producing Chlorine Dioxide as a convenient on-demand extreme odor eliminator. Link to company website: <https://www.reliox-clo2.com/>

Salter Feiber, P.A., Dean Mead, P.A., The Law Firm of Robert S. Griscti, P.A.

Legal Assistant for Robert S. Griscti, Esq.

November 2012 - May 2017 (4 years 7 months)

Gainesville, Florida Area

Continuous employment as legal assistant for Robert S. Griscti, Esq., at The Law Firm of Robert S. Griscti, P.A. (November 2012 to July 2013), Dean Mead, P.A. (August 2013 to July 2016) and Salter Feiber, P.A. (August 2016 to May 2017). I assisted Mr. Griscti in his practice of white collar criminal law and criminal defense; Federal and State litigation; professional licensing and appeals. My duties included office administration, supervising other staff, management of client files, performing extensive and complex IT work in law office administration and in cases. I communicated directly with clients, other lawyers, judges, investigators, vendors, and the general public on Mr. Griscti's behalf. I am resourceful in learning how to use new software, technologies, and developing new procedures to increase productivity and efficiency at the office. During large cases involving attorneys from various law firms, I collaborated with a number of other national and statewide firms and personnel to develop data management systems for complex matters with very large repositories of data.

Leonardo's 706

Host/Server

September 2009 - July 2013 (3 years 11 months)

Gainesville, Florida Area

Duties included performing wine service, training co-workers, serving parties of up to thirty-five diners. Hired as a busser, promoted to cashier, then promoted to host and server.

---

## Education

University of Florida - Warrington College of Business  
Master of Business Administration (MBA), Marketing,  
Entrepreneurship · (2015 - December 2017)

University of Florida  
Bachelor of Arts (B.A.), Major: History, Minor: Teaching English as a Second or  
Foreign Language/ESL Language Instructor · (2010 - 2013)

Santa Fe College  
Associate of Arts (AA), History · (2007 - 2009)

## Application Form

---

### Disclaimer

Under Florida law, all information, including e-mail, written letters, documents and phone messages, sent to the Alachua County Board of County Commissioners are subject to Public Records law. This includes the sender's e-mail address, home address or phone number if shown in the message, the content of the message and any associated attachments to the mail. If you are exempt from aspects of the public records law pursuant to F.S. 119.071, contact the advisory board coordinator at 352-264-6906 prior to submission of this form.

### Please Agree with the Following Statement

---

**I have read the disclaimer above and understand my application is subject to Florida's Public Records Law.**

---

☒ I Agree

---

### Profile

Jared

First Name

Hart

Middle Initial

Last Name

13532 NW 135th Drive

Home Address

Suite or Apt

Alachua

City

FL

State

32615

Postal Code

jaredhart1986@gmail.com

Email Address

Home: (352) 339-0742

Primary Phone

Alternate Phone

Truist Bank

Employer

Commercial Relationship  
Manager

Occupation

### Education:

---

Buchholz High School, Santa Fe College

### Professional Organizations:

---

Chamber of Commerce, Young Professionals Ocala, BANCf

### Which Boards would you like to apply for?

---

Economic Development Advisory Committee (EDAC): Submitted

---

### What position(s) are you applying for?

Those engaged in banking/finance or any other open positions.

---

### Interests & Experiences

#### Are you currently serving or have you ever served on an Alachua County advisory board?

☒ Yes ☐ No

#### If yes, please list board(s):

Currently serving on Affordable Housing, previously served on Economic Development

#### Please list any civic and professional accomplishments/honors, training or experience related to this appointment:

Leadership Gainesville Also in my role as a commercial relationship manager I am engaged on a daily basis in the economic pulse of our county, in which I was born and raised.

#### What Contributions do you feel you could make if you were selected to this board?

As a life-long resident of Alachua County and having been engaged in the financial sector of our county for the last decade, I feel that my experience in, and passion for Alachua County will offer an important perspective as we work to make Alachua County a safe and desirable place to live for all.

Upload a Resume

---

### Demographics

Some boards and commissions require membership to be racially, politically or geographically proportionate to the general public. The following information helps track our recruitment and diversity efforts.

#### Ethnicity

☒ Caucasian/Non-Hispanic

#### Gender

☒ Male

08/27/1986

Date of Birth

#### Are you over the age of 60? (Required for some boards)

☐ Yes ☒ No

#### Are you a resident of Alachua County?

☒ Yes ☐ No

If you are an Alachua County resident, how long have you lived in the county?

All my life

---

### Supplemental Questions

Some of the boards and committees appointed by the County Commission are required to comply with Chapter 112, Florida Statutes, the Financial Disclosure Law. If applicable, would you be willing to file the required financial statement?

☒ Yes ☐ No

Do you affirm that your personal and business (if applicable) affairs within Alachua County are in substantial compliance with all county regulatory and taxing authorities rules and regulations?

☒ Yes ☐ No

Please Agree with the Following Statement

Appointees to advisory board/committees are required to attend scheduled meetings as specified in the "Guidelines for Citizen Advisory Boards and Committees".

☒ I Agree

Please Agree with the Following Statement

I understand that this completed application is the property of Alachua County and I hereby certify that the statements made on this application are true and correct.

☒ I Agree

## Application Form

---

### Disclaimer

Under Florida law, all information, including e-mail, written letters, documents and phone messages, sent to the Alachua County Board of County Commissioners are subject to Public Records law. This includes the sender's e-mail address, home address or phone number if shown in the message, the content of the message and any associated attachments to the mail. If you are exempt from aspects of the public records law pursuant to F.S. 119.071, contact the advisory board coordinator at 352-264-6906 prior to submission of this form.

### Please Agree with the Following Statement

---

**I have read the disclaimer above and understand my application is subject to Florida's Public Records Law.**

---

☒ I Agree

---

### Profile

Raymond

First Name

M

Middle Initial

Walsh

Last Name

19228 NW 72 AVE

Home Address

Suite or Apt

Alacha

City

FL

State

32615

Postal Code

rwalsh93@hotmail.com

Email Address

Home: (757) 934-1255

Primary Phone

Mobile: (386) 603-1255

Alternate Phone

Florida Home Performance dba  
North Central Florida Air  
Conditioning

Employer

HVAC Contractor

Occupation

### Education:

---

Bachelors in Ocean Engineering Masters in Engineering Management

### Professional Organizations:

---

FRACCA, RESNET, EGIA, Boy Scouts, Girl Scouts, GSA, BANCf, GACCA

### Which Boards would you like to apply for?

---

Economic Development Advisory Committee (EDAC): Submitted

---

What position(s) are you applying for?

Member

---

## Interests & Experiences

Are you currently serving or have you ever served on an Alachua County advisory board?

☐ Yes ☒ No

If yes, please list board(s):

Please list any civic and professional accomplishments/honors, training or experience related to this appointment:

Hold a Mechanical Contractors License. Business Owner. State Board member for HVAC Industry. Active in the community as a local Scoutmaster, Coach, and volunteer for Buchholz and Fort Clark Band programs.

What Contributions do you feel you could make if you were selected to this board?

Holding contracting licenses in both Virginia and Florida, working in the trades as a college educated Engineer, and holding several Green and Sustainable building credentials allows me to have a unique perspective . I also own rental property in Alachua, have been a tenant in Alachua, I built a custom home in Alachua, I own a business that serves Alachua, I have a store front in the Oaks Mall, I also have done all this in Virginia and I was raised in South Florida. I believe my personal and professional diversity allows me to offer a perspective that might be of value that you are looking for.

[Walsh\\_HCC\\_Resume\\_2020.pdf](#)

Upload a Resume

---

## Demographics

Some boards and commissions require membership to be racially, politically or geographically proportionate to the general public. The following information helps track our recruitment and diversity efforts.

### Ethnicity

☒ Caucasian/Non-Hispanic

### Gender

☒ Male

06/20/1975

Date of Birth

Are you over the age of 60? (Required for some boards)

☐ Yes ☒ No



**Are you a resident of Alachua County?**

☒ Yes ☐ No

**If you are an Alachua County resident, how long have you lived in the county?**

4 years

---

### **Supplemental Questions**

**Some of the boards and committees appointed by the County Commission are required to comply with Chapter 112, Florida Statutes, the Financial Disclosure Law. If applicable, would you be willing to file the required financial statement?**

☒ Yes ☐ No

**Do you affirm that your personal and business (if applicable) affairs within Alachua County are in substantial compliance with all county regulatory and taxing authorities rules and regulations?**

☒ Yes ☐ No

**Please Agree with the Following Statement**

**Appointees to advisory board/committees are required to attend scheduled meetings as specified in the "Guidelines for Citizen Advisory Boards and Committees".**

☒ I Agree

**Please Agree with the Following Statement**

**I understand that this completed application is the property of Alachua County and I hereby certify that the statements made on this application are true and correct.**

☒ I Agree

## **Raymond M. Walsh, LEED-AP, E.I., BPI, HERS**

*General Manager Florida Home Performance, LLC*

### **Education, Certifications & Other Specialized Training**

Residential Building Energy Analysts License Holder  
Master of Engineering Management, The George Washington University  
Bachelor of Science Ocean Engineering, Florida Atlantic University  
Green Building Diploma, North Carolina State University  
Renewable Energy Diploma, North Carolina State University  
Six Sigma & Lean Practices, Arizona State University  
State of Florida Board of Professional Engineers – EI #1100005628  
Building Performance Institute Building Analysts, Envelop Professional, Heating  
Professional Certifications and BPI Approved Instructor and Test Proctor  
RESNET Certified HERS Rater  
National Association of Board Certified Energy Practitioners - PV Certificate of  
Knowledge # E032307-8  
Green Advantage Environmental Certification - Commercial

### **Current Responsibilities**

As the owner and General Manager of Florida Home Performance, LLC, Mr. Walsh is responsible for all the financial and operational activities being performed. He works closely with the company's Qualifier Nancy Fenton (CAC058624) to assure all HVAC related activities are performed above code and to a higher quality standard than his market has come to expect. Mr. Walsh has quickly carved out a name for himself in the local and state HVACR industry. He has been appointed to the local GACCA committee, and serves on the State level FRACCA board of directors. He was also recognized in 2018 as one of Trane's Pacesetters for his growth in the marketplace. He is a hands on owner that regularly performs service and installs. He has mentored several new talents, and has grown them into highly competent technicians. He believes in diversifying the trades, and has pushed hard to bring more women into the industry. 50% of his key staff are women, and he recently opened a new branch in Panama City that is headed up by one such talented person.

### **Representative Past Experience**

2009-2017 - As the Owner of Virginia Home Performance (VA License #2705129986) (2009-2018), General Manager of Energy Efficient Solutions (VA License #2705133523) (2011-2014) and for House Call Company (VA License #2707000091) (2017-2017), Mr. Walsh was responsible for all the day to day operations and supervised about 30 staff. He sat on the technical board of advisors for Tidewater Community College's HVAC program and was an instructor for the State of Virginia's Energy Office division of workforce development training in the sustainable marketplace. He also wrote curriculums for the Virginia Community College System, and local training providers.

For three years, Mr. Walsh traveled the state performing BPI, RESNET and LEED test prep training, and was responsible for the majority of the certified energy advisors in the State of Virginia by 2017.

Mr. Walsh is a well recognized expert in the Residential and Light Commercial Sustainable building market. He is often a guest speaker at industry events, contractor representatives speaking alongside the EPA and BPI, and consulted with both the city of Charlottesville and Northern Virginia to launch their Home Performance with Energy Star programs.

Mr. Walsh was instrumental in bringing Home Performance Contracting to Hampton Roads market. He became the first: BPI Certified Building Analysis, BPI Envelop Professional, BPI Heating Professional, LEED-H Green Rater, NAHB Green Verifier, and a holder of the first GreenAdvantage Commercial Certification in the Hampton Roads. After several years of successful home performance contracting, Mr. Walsh became the first BPI Affiliated Company and BPI approved Instructor in Virginia. Mr. Walsh has certified the first USGBC LEED for Homes (Gold) projects in the Hampton Roads area, the first NAHB Green Home in the Blacksburg area, and by 2017 performed the most ENERGY STAR inspections in this market.

As a home performance contractor, Mr. Walsh not only supervised all HVAC, Plumbing, Electrical, Gas and General Contracting activities, he regularly performed and was responsible for the training on all new staff. He was fluent in all the trades, the current codes, and always performed the QA on each and every job. Performing on an unrestricted license, allowed Mr. Walsh to be responsible for HVAC projects from 1.5 Tons up to 500 Tons and over 800K BTUS, from air cooled, to geo-thermal to chillers, to VRV systems. Conventional, boiler, and on demand Hot water systems. Baseboard, radiators, radiant floors, chilled beam and slab systems were all successfully designed, installed and operated by Mr. Walsh. Natural Gas, Propane, and Medical Gas transport systems along with Heating oil and solar projects were all successfully completed by him during his tenure with us.

2006 to 2009 - Mr. Walsh oversaw SENCON's (VA License #2705121648) green sustainable division, and was responsible for companywide strategic planning. He is well known in the local sustainable building science community, and regularly held training and educational seminars for various stakeholders. Mr. Walsh was a vital member of SENCON's team, and was a priceless asset. During his time with SENCON, Mr. Walsh transformed the company into what it is today, hiring and training all the key staff members, and positioning the company to be a leader in the market.

He was part of the SENCON start up, and was picked to do his work with SENCON's parent Company Energy and Environment. His projects at SENCON included building 12 homes in just 5 days with Habitat for Humanity, updating Portsmouth Naval Hospital's HVAC, natural gas, sewer, potable water and medical gas systems, City of Portsmouth's downtown natural gas, water and sewer utility line replacement, VADEQ

petroleum contamination emergency response cleanup and several Army Corp of Engineer construction projects.

2005 to 2006 - Mr. Walsh joined Engineering & Environment (EEI/SENCON) (VA License #2705030581) in 2005. During Mr. Walsh's years with EEI, he developed a keen understanding of the marketplace, and ended his tenure as the Director of Operations. He brought extensive management experience specializing in contracts management, operations management, financial management, and quality assurance. Originally he was brought on board for specialized construction activities that deal with hydrology and hydraulics. These activities entailed shoreline and storm water design-builds, along with wetland crossings and erosion control projects. Mr. Walsh successfully managed multiple construction projects with average values over \$3.0 million dollars. Mr. Walsh has proven himself to be an effective leader and was a vital asset for EEI. His ability to quickly become educated on any particular subject has complemented his experience in managing these high profile projects

Mr. Walsh has a thorough knowledge of local, state and federal regulations, policies, and procedures and provided onsite consultation to installation managers in the areas of construction, facilities support, contract administration and quality assurance. Mr. Walsh provided company-wide program, operations, and financial management along with supervision and guidance to the technical staff working on various construction and environmental engineering projects and facilities support contracts. Mr. Walsh oversaw all aspects of the day to day operations and management including monitoring of project budgets and ensures successful achievement of project milestones.

2003 to 2005 As a Project Engineer for the Department of Defense - NAVSEA, Mr. Walsh was accountable for east coast fleet radiological emergency planning activities. His responsibilities included the coordination, oversight, and mainstreaming of several development and training processes, planning, performing, and evaluating training exercises, and various state and local outreach programs. In addition, Mr. Walsh managed several high risk overhaul projects that had to deal with radiological contamination. These projects contained contamination with over 1 million loose surface and radiological fields greater than 1 Rem per hour. He was the lead nuclear engineer on the USS Enterprise overhaul.

1999 to 2003 - As a Senior Nuclear Test Engineer for Northrop Grumman Newport News, Mr. Walsh conducted the testing and alignment of naval nuclear energy, production and propulsion systems to determine their operability and conformance to established specifications and standards. Planned, prepared and maintained test procedures, instructions and related nuclear test documents. Collaborated with Design, Engineering, Trades, vendors, customer representatives, etc., to provide technical assistance and resolve test issues. Served as the Senior Mechanical Test Engineer (MTE) on the CVN 76 Reagan new construction project. Planned and performed all testing evolutions classified as high-risk or high-visibility projects. Oversaw the construction, testing and certification of all the nuclear and steam power, propulsion and comfort systems.

1993 to 1999 - While attending college, Mr. Walsh worked in various trades developing his HVAC, Electrical and Plumbing skill set.

## Application Form

---

### Disclaimer

Under Florida law, all information, including e-mail, written letters, documents and phone messages, sent to the Alachua County Board of County Commissioners are subject to Public Records law. This includes the sender's e-mail address, home address or phone number if shown in the message, the content of the message and any associated attachments to the mail. If you are exempt from aspects of the public records law pursuant to F.S. 119.071, contact the advisory board coordinator at 352-264-6906 prior to submission of this form.

### Please Agree with the Following Statement

---

**I have read the disclaimer above and understand my application is subject to Florida's Public Records Law.**

---

☒ I Agree

---

### Profile

Heather

First Name

Saulsbury

Middle Initial

Last Name

848 NW 136 St

Home Address

Suite or Apt

Newberry

City

FL

State

32669

Postal Code

saulsburyheather@gmail.com

Email Address

Home: (352) 213-6546

Primary Phone

Alternate Phone

StaffLink Outsourcing, Inc

Employer

Vice President

Occupation

### Education:

---

University of FL, 1993 BS Health Human Performance

### Professional Organizations:

---

NAPEO National Association of Professional Employer Organizations

### Which Boards would you like to apply for?

---

Economic Development Advisory Committee (EDAC): Submitted

---

What position(s) are you applying for?

citizen

---

## Interests & Experiences

Are you currently serving or have you ever served on an Alachua County advisory board?

☐ Yes ☒ No

If yes, please list board(s):

Please list any civic and professional accomplishments/honors, training or experience related to this appointment:

I was a long time Alachua county resident who has recently returned to the area. My professional experience services the business community across the US. I am privy to the ebb and flow of industries and regional needs for economic flow. I just recently opened a satellite office in Newberry and have seen this area blossom tremendously in the past several years. I am well versed in the business owner complexities that make growth difficult from certain perspectives. Gainesville is "home" and I want to serve in a capacity to support my local community.

What Contributions do you feel you could make if you were selected to this board?

I am the eyes and ears of the small business owner due to my nature of work. I am a VP for a company [www.stafflink.net](http://www.stafflink.net) that touches all things small business and start up. From payroll, to benefits, to COVID support. It's fascinating to me how one industry will thrive in one region and suffer in another area. I feel that economic sustainability, growth is critical to all communities. To our business owners, to the family's that live and work here, to the parents who send their children to school here, to the students that come to the colleges and University here. Although I am not a subject matter expert in any capacity, I am a hard working citizen with a commitment to my nation and community. I feel like this would be a way of giving back

[Heather\\_Saulsbury\\_Resume\\_VER\\_3.pdf](#)

Upload a Resume

---

## Demographics

Some boards and commissions require membership to be racially, politically or geographically proportionate to the general public. The following information helps track our recruitment and diversity efforts.

### Ethnicity

☒ Caucasian/Non-Hispanic

### Gender

☒ Female

Date of Birth

Heather Saulsbury

**Are you over the age of 60? (Required for some boards)**

☐ Yes ☒ No

**Are you a resident of Alachua County?**

☒ Yes ☐ No

**If you are an Alachua County resident, how long have you lived in the county?**

collectively, over 18 years

---

### **Supplemental Questions**

**Some of the boards and committees appointed by the County Commission are required to comply with Chapter 112, Florida Statutes, the Financial Disclosure Law. If applicable, would you be willing to file the required financial statement?**

☒ Yes ☐ No

**Do you affirm that your personal and business (if applicable) affairs within Alachua County are in substantial compliance with all county regulatory and taxing authorities rules and regulations?**

☒ Yes ☐ No

**Please Agree with the Following Statement**

**Appointees to advisory board/committees are required to attend scheduled meetings as specified in the "Guidelines for Citizen Advisory Boards and Committees".**

☒ I Agree

**Please Agree with the Following Statement**

**I understand that this completed application is the property of Alachua County and I hereby certify that the statements made on this application are true and correct.**

☒ I Agree



# HEATHER KEEFER SAULSBURY

saulsburyheather@gmail.com Orlando, FL (352) 213-6546  
linkedin.com/in/heather-keefe-saulsbury-056741bb

---

## EXECUTIVE SUMMARY

An innovative senior Professional Employer Organization Professional equipped with a wealth of experience in achieving operational success; pioneering and executing client adoption and implementation strategies. Possessing a progressive aptitude for business process mapping, organizational change management, strategic planning, compliance, and revenue enhancing business development. Driving best practices to enhance efficiency and profitability while focusing on client engagement and retention. Heightened communications complement superior talent acquisition and employee development skillsets underlining a passion for building teams to achieve customer success.

## VALUE ADDED SKILLS

Business Development | Organizational Change Management | Client Retention | Product and Service Adoption | Vendor Relationship Management | P&L Management | HR Consulting | Regulatory Compliance | Account Management | Marketing | Lead Generation | Consultative Sales | Employee Relations | Team Development | Strategic Planning | Risk Management | Coaching and Mentoring

---

## RECENT EXPERIENCE

### STAFFLINK OUTSOURCING

#### Sunrise, FL | December 2016 – Present

Serving over 300 clients with more than 4,000 employees, a leading Human Capital Management technology and service provider offering a range of payroll, HR management, benefits administration, talent management and; time and attendance solutions. Ascending through expanding scopes of accountability driving operational performance, service commitments and business development, I:

#### Vice President | October 2017 - Present

- Establish strategic partnerships with industry brokers, vendors, system management Platform provider across Professional Employer Organization (PEO) industry.
- Lead software evaluation, OE adoption and process mapping activities.
- Maintain P&L responsibility; ensuring an alignment of net revenue to targeted projections.
- Oversee talent acquisition and team development while promoting an elevated culture of inclusion and employee engagement.
- Spearheading client contract negotiations and renewals; ensuring compliance to service level agreements to manage client retention while mitigating against attrition.
- Leading corporate risk management and internal underwriting efforts.
- Manage and direct payroll, human resources, risk, and benefit departments' activities and performance levels.
- Serve on the National Association of Professional Employer Organizations Marketing Committee; contributing regularly to the organization's flagship publication, PEO Insider.

#### Director of Sales and Marketing | April 2018 – October 2019

- Established sales strategies and targets; developing performance KPIs and team metrics.
- Coached and mentored Business Development team
- Designed and executed targeted marketing and brand awareness campaigns/
- Led broker and vendor relations and oversaw new business onboarding and service adoption.

### **Business Development Executive | December 2016 – April 2018**

- Increased market share by proactively prospecting, pursuing and closing new business.
- Met and exceeded yearly quotas driving established developed business plan.
- Built sales pipelines to drive new client acquisition and lead generation.
- Developed partnerships with service providers to create client-focused solutions.
- Served as the customer's single point of contact; responding to issues and support questions.
- Attended sales meetings with management to review new accounts and status of current opportunities.

### **GAINESVILLE HOLDINGS**

#### **Gainesville, FL | Owner | April 2005 – April 2016**

An outsourced HR policy and procedure consultancy; advising clients on organizational development; best practices and employee relations where I successfully:

- Established personnel, training and labor relations initiatives and designed new employee orientation to align performance with clients' organizational objectives.
- Oversaw client HR requirements planning; identifying staff vacancies and recruiting, interviewing and selecting applicants.
- Served as a link between management and employees by responding the HR related questions and interpreting and interpreting HR policies and procedures.
- Developing retention focused engagement activities and initiatives.
- Advising top management on appropriate and regulatory compliant employee corrective actions.
- Directed personnel, training and labor relations activities.
- Collaborated with HR advisors and HR representatives on establishing consistent and transparent recruitment and hiring practices; focusing on implementing progressive employment equity practices.
- Facilitated monthly meetings to develop strategies to influence workplace relationships.

### **PAYCHEX**

#### **Orlando, FL | PEO Sales | September 1997 – January 2000**

The publicly traded HR, payroll and benefits outsourcing provider where driving business development, I:

- Promoted service offerings to small and medium sized businesses; surpassing assigned targets and productivity goals.
- Managed employee open enrollment to benefits plans.
- Assisted in development of Employee handbooks and HR policies.

---

## **EDUCATION**

### **Bachelor of Arts (1992)**

University of Florida | Gainesville, FL

---

## **TECHNICAL SKILLSETS**

Worklio | Zoho | MS Office Suite | Outlook | Everything Benefits | SwipeClock

*Open to Relocation*