

## Laura Litzan

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**From:** City of Marco Island Florida via City of Marco Island Florida  
<wadministration@cityofmarcoisland.com>  
**Sent:** Thursday, March 11, 2021 1:50 PM  
**To:** Laura Litzan  
**Subject:** Form submission from: Online Advisory Board Application  
**Attachments:** hayden\_dublois\_2021\_resume.pdf

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Submitted on Thursday, March 11, 2021 - 2:49pm

Submitted by anonymous user: 198.16.31.232

Submitted values are:

Date of Application: Thu, 03/11/2021

Your Name:

Last Name Dublois

First Name Hayden

Middle Name

Address:

Number and Street 835 W Elkcarn Cir

Apt. Number Unit 106

City Marco Island

State Florida

Zip 34145

Phone Numbers:

Home

Cell 802-375-4151

Business

Email Address hdublois@gmail.com

Board or Committee Audit Advisory Committee

## Background

How long have you lived on Marco Island? 1-2 Years

Are you a year-round resident? Yes

Have you ever been convicted or found guilty of a criminal offense (any level felony or first degree misdemeanor only)?

No

Would you and/or any organizations with which you are affiliated benefit from decisions or recommendations made by this advisory board? No

Do you currently hold public office? No

Do you now serve, or have you ever served on a Collier County or City of Marco Island board or committee? No

# Qualifications

Please list your community activities and positions held (Example: Civic clubs, neighborhood associations, etc.):

President, Adriatic Condominium Association

Member, Naples Young Professionals

Experience/Background:

I have several years of experience in public policy, economic analysis, data analytics, management, and empirical research. In my current role, I work closely with states to set up fraud and improper payment detection procedures for major programs, as well as to improve the use and consistency of data crossmatches to save scarce resources.

I have worked for the Foundation for Government Accountability (FGA), a Naples-based free market think tank since 2019. I was recently promoted from Research Analyst to Senior Research Analyst, where I conduct research and policy analysis on a wide variety of issues impacting states. Prior to my current role, I served as a Policy Analyst and Constituent Services Manager for the Governor of Vermont, where I analyzed the impact of state fiscal policies and managed complex systems.

I also have experience in municipal government, both in working at a park for seven consecutive years (including a promotion to a supervisory position), as well as serving on two municipal boards.

Education:

Middlebury College, BA in Economics (minor in Political Science), magna cum laude, GPA 3.78

Fitchburg State University, MBA (concentration in Management), GPA 3.94

My MBA experience provided me with an understanding of financial statements, GAAP, financial ratios, accounting ethics, discounting cash flows, and more.

Resume [hayden dublois 2021 resume.pdf](#)

The results of this submission may be viewed at:

<https://www.cityofmarcoisland.com/node/1571/submission/13031>

# Hayden Dublois

hdublois@gmail.com  
802-375-4151  
835 W Elkcarn Cir Unit  
106  
Marco Island, FL

## Employment History

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### Senior Research Analyst

Foundation for Government Accountability • Naples, Florida

03/2021 - Present

- Manages organizational quality control processes and procedures to ensure accuracy and maximum effectiveness
- Serves as the lead data analyzer within the organization to review complex data sets
- Leads preparation process for staff in relation to interviews and testimony
- Produces research on a wide variety of sub-topics related health care, welfare, and workforce-related reforms
- Executes research and development projects, as well as data analytics, for the organization

### Research Analyst

Foundation for Government Accountability • Naples, Florida

12/2019 - 02/2021

- Serve as the organization's quality control technician, which involves ensuring all content is accurate and uses top-tested messaging
- Produces research on a wide variety of sub-topics related health care, welfare, and workforce-related reforms
- Prepares staff to testify before committees and appear in media interviews
- Partners with internal and external stakeholders to achieve the organization's goals as it relates to implementing policy reforms
- Executes research and development brainstorming and vetting
- Assists in special projects to further the goals of the research department

### Policy Analyst and Constituent Services Manager

Office of Governor Phil Scott • Montpelier, Vermont

12/2018 - 08/2019

- High-level executive/administrative support
- Management and oversight of constituent services processes and staff
- Assisted in communications development and execution
- Policy analysis and development, including in the areas of economic development, natural resources, planning and land use, government and program modernization, education, key fiscal matters; unfunded liabilities and financial operations; and more
- Negotiated with CRM vendors to achieve cost savings
- Social media management
- Legislative outreach and collaboration
- Project development and management

### Independent Consultant

Political and Communications Consulting

08/2019 - Present

- Independent consulting for multiple organizations

### Executive Assistant to the Senior Staff

Office of Governor Phil Scott • Montpelier, Vermont

06/2017 - 12/2018

- Legislative, policy-making, and communications support functions
- Constituent services support
- Social media management
- Administrative assistant work

## Intern

Office of Lieutenant Governor Phil Scott • Montpelier, Vermont

01/2016 - 02/2016

- Assisted in constituent services
- Tracked key legislation
- Assisted in administrative office work

## Research Assistant to Fmr. Gov. Jim Douglas

Middlebury College • Middlebury, Vermont

04/2015 - 06/2017

- Archival management
- Policy research
- Speechwriting

## Recreation Specialist Supervisor

Town of Manchester • Manchester, Vermont

06/2009 - 08/2015

- Began as Recreation Specialist; promoted to supervisor in June, 2011
- Part-time job during summer
- Managed program registration & weekly financial reports
- Customer management
- Supervised 3-4 employees

## Education

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### Master's in Business Administration

Fitchburg State University • Online

08/2020

- Graduated August, 2020 (online)
- GPA: 3.94

### Bachelor's of Arts

Middlebury College • Middlebury, Vermont

Graduated  
05/2017

- Economics Major, Political Science Minor
- GPA: 3.78; graduated *magna cum laude*
- Nominated for the Paul W. Ward '25 Memorial Prize in outstanding essay writing
- Nominated for a Middlebury College Public Service Leadership Award

### High School Diploma

Burr and Burton Academy • Manchester, Vermont

Graduated  
06/2013

- Class Rank: 5th
- GPA: 4.02 unweighted (on a 4.35 scale); 5.05 weighted (on a 5.35 scale)

## Additional Experience

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- President of the Adriatic Condominium Association Board of Trustees (Member since 2020, President since 2021)

- Member of the Naples Young Professionals (2021 - President)
- Member of the Manchester Planning Commission (2011-2013)
- Member of the Manchester Park House Advisory Committee (2011-2012)

## Laura Litzan

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**From:** City of Marco Island Florida via City of Marco Island Florida  
<wadministration@cityofmarcoisland.com>  
**Sent:** Sunday, March 14, 2021 12:20 PM  
**To:** Laura Litzan  
**Subject:** Form submission from: Online Advisory Board Application

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Submitted on Sunday, March 14, 2021 - 12:20pm

Submitted by anonymous user: 198.16.31.132

Submitted values are:

Date of Application: Sun, 03/14/2021

Your Name:

Last Name Hughes

First Name Robert

Middle Name John

Address:

Number and Street 225 Waterside Cir

Apt. Number #102

City Marco Island

State FL

Zip 34145

Phone Numbers:

Home 239-394-1552

Cell 239-293-0039

Business Retired

Email Address rhughes435@gmail.com

Board or Committee Audit Advisory Committee

## Background

How long have you lived on Marco Island? More than 15 Years

Are you a year-round resident? Yes

Have you ever been convicted or found guilty of a criminal offense (any level felony or first degree misdemeanor only)?  
No

Would you and/or any organizations with which you are affiliated benefit from decisions or recommendations made by this advisory board? No

Do you currently hold public office? No

Do you now serve, or have you ever served on a Collier County or City of Marco Island board or committee? Yes

## Qualifications

Please list your community activities and positions held (Example: Civic clubs, neighborhood associations, etc.):

Marco Island Audit Advisory Committee, 2018-present

Member, Island Country Club, Marco Mens Club, Mended Hearts of America

Past, Volunteer at NCH Baker Hospital 2012-2019, Member YMCA

Experience/Background:

CPA (NY)1970, CMA 1980. Member AICPA.

Successful career in Auditing (PWC), Corporate Accounting and Finance (American Express) and CFO & Director at two NY State NYSE listed multi billion \$ Community banks.

Education:

BBA, Manhattan College, Accounting 1968. Executive Management Program, Columbia University Graduate Business School, 1988.

Resume

The results of this submission may be viewed at:

<https://www.cityofmarcoisland.com/node/1571/submission/13171>

## Laura Litzan

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**From:** City of Marco Island Florida via City of Marco Island Florida  
<wadministration@cityofmarcoisland.com>  
**Sent:** Thursday, March 11, 2021 2:41 PM  
**To:** Laura Litzan  
**Subject:** Form submission from: Online Advisory Board Application  
**Attachments:** ehunt\_2021.pdf

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Submitted on Thursday, March 11, 2021 - 3:40pm

Submitted by anonymous user: 98.208.178.250

Submitted values are:

Date of Application: Thu, 03/11/2021

Your Name:

Last Name Hunt

First Name Elle

Middle Name

Address:

Number and Street 580 Tripoli Ct

Apt. Number

City Marco Island

State FL

Zip 34145

Phone Numbers:

Home

Cell 8082191000

Business

Email Address elle.hunt@icloud.com

Board or Committee Audit Advisory Committee

## Background

How long have you lived on Marco Island? 1-2 Years

Are you a year-round resident? Yes

Have you ever been convicted or found guilty of a criminal offense (any level felony or first degree misdemeanor only)?

No

Would you and/or any organizations with which you are affiliated benefit from decisions or recommendations made by this advisory board? No

Do you currently hold public office? No

Do you now serve, or have you ever served on a Collier County or City of Marco Island board or committee? Yes



## Qualifications

Please list your community activities and positions held (Example: Civic clubs, neighborhood associations, etc.): I was on the Collier County Contractors Licensing Board.

Experience/Background:

I have a varied background in FinTech, real estate, and IT. I was an executive in IT compliance and quality. I have an undergrad in philosophy and biochemistry, and my juris doctorate. I've ran my own business for over ten years.

Education: Undergrad in philosophy and biochemistry, and a juris doctorate.

Resume [ehunt\\_2021.pdf](#)

The results of this submission may be viewed at:

<https://www.cityofmarcoisland.com/node/1571/submission/13041>

**Elle Hunt, J.D.**  
808-219-1000  
elle.hunt@icloud.com

Experience in technology, leadership, legal compliance, and risk management. Owned and managed multiple companies.  
Expertise:

- Multiple technology systems, and multiple industries
- Contracts and legal compliance, including landlord/tenant law for CA, FL, HI, CT, and MA; IT legal compliance
- Real estate investment, rentals, renovation
- Relocation (international and national)
- Executive coaching on communication

## **Experience**

### **Berkshire Hathaway HomeServices NE Properties Dec 2020- Present**

#### **Agent/Realtor (licensed in CT and MA, FL license 2021)**

- Concierge service for Connecticut and Massachusetts relocation to Florida (SWFL)
- Lead generation and marketing; online technology
- Relocation expert
- Renovation expert
- Smarthome/Home automation expert

### **Hunt Squared LLC, Naples, FL, March 2015- Dec 2020**

#### **Founder/Partner**

- Offering Coaching and Training programs to individuals and organizations
- Using Cognitive Behavioral Coaching techniques for training in group dynamics and leadership
- Operations consulting: Crisis Management, Partnerships, Profit and Loss, Risk Management, Administration, Purchasing / Vendor Management, Talent Acquisition and Retention
- Concierge Consulting: technology expert in IT Systems, data and system security, IoT / Smart Home / Home Automation, Quality and Risk Management, Software Compliance, SaaS, vendor utilization / outsourcing IT, development, process and metrics, intellectual property
- Chief Executive Officer support and guidance

### **TEKsystems, Baltimore, MD/Naples, FL, December 2012- March 2015**

#### **Global Delivery Director, Quality and Compliance Services**

- Reorganized global team to optimize delivery, automation, assessments, mobility, security and consulting service
- Created team accountability model than introduced Stress Management, Communication, Conflict Resolution, Optimized Career Growth and formal mentoring programs
- Team grew from 20 team members to 125 globally; from 3 active accounts to over 100. Performance was key.
- Introduced operations initiatives for market alignment (CIO/CFO alignment, BU/BI accelerators, metrics for performance and profitability), financial operations, annual operating plan
- Global teams in US, Canada, Nova Scotia, India and the UK
- Grew from \$4.5MM to \$20MM in 24 months

### **SunTrust Bank, Inc. (NYSE: STI), Atlanta, GA/Naples, FL, December 2008- November 2012**

#### **Group Vice President, Enterprise Information Services (Office of the CIO), Large Regional Bank**

- 2012 promoted to oversee IT Strategic Planning in the Office of the CIO. Including BU/CTO alignment, strategic direction across IT, risk analysis with focus on efficiency, quality, direction and innovation.
- Developed and managed to completion yearly projects: 2009 cost savings of 11MM, 2010 cost savings of 12.2MM, 2011 anticipated cost savings of 13MM.
- Developed and managed enterprise IT optimization, efficiency and compliance efforts.
- Situation Management team in Argentina (Buenos Aires) via partnership with IBM
- Developed new service offering around Quality Management to include quality based metrics and KPIs, Risk Management, Schedule/Budget impact analysis, productivity metrics, governance
- Partnered with other groups to elevate maturity in requirements quality, development to test hand off, risk management, training on testing and the SDLC (quality focused), metrics and measurement
- Created cost/benefit analysis metrics around risk, schedule and budget based decisions; all forward moving efforts required both High Business/Client Value and Cost Avoidance
- Developed relationships with client facing groups (branch and customer support teams) and other support teams (HR, Legal, Risk, Marketing) to ensure a One Team approach
- Group budget was ~ 10MM plus yearly project budgets (\$100MM+ yearly P&L)

- Leadership Development Program recipient, highest performance rated teammate in 2009 and 2010, recipient of 2009 team bonus in addition to company bonus (only 10 of 575 got the team bonus)
- Created learning/coaching programs around leadership and technical skills in the form of weekly Lunch and Learns, Quarterly Boot Camps, and personal mentorship of 5 teammates (through 2010)

Cognizant Technology Solutions (NYSE: CTSI), Palm Beach, FL, January 2008- November 2008

**Managing Director, Client Introduction Consulting Practice, Global IT Consulting and Outsourcing Company**

- Managed Consulting Team (75 in US, 850 UK/India)
- Built additional team in Argentina (Buenos Aires) to offer near shore prices with limited time zone disruption
- ITIL, CMMi, SOX/COBIT, Six Sigma and Quality Management focus (with Business Process Consulting)
- Developed new service offering around Quality Management to include change management, risk management, quality gates, security, compliance, environment, data and business process
- Developed new training program to elevate skills around consulting, business development and sales, and IT process service offerings
- Developed new sales and business development offerings around IT cost reduction with increased customer satisfaction (Quality Management offering, sales package)
- Developed new service offerings around COO support. Operations, technology, financial and business alignment
- Profit and Loss ownership for practice at 125MM, up from 75MM in January 2008
- IBM Design Partner board member (PPM, Change and Release Management, Quality Management)
- Better Software Conference Speaker 2008

Geeohdy Consulting Inc., Palm Beach, FL, 2006- 2010

**Chief Executive Officer/Founder; Strategic consulting, due diligence and IT expert witness; third party arbitrator**

Tescom-Intl (LSE: TSCM), Atlanta, GA, December 2006- December 2007

**Managing Director, Executive; global QA organization of 650 QA professionals**

Fidelity National Financial (NYSE: FNF), Jacksonville, FL, February 2004 – November 2006

**Vice President, Quality Management; Fortune 500 Insurance organization**

First American Corp.(NYSE: FAF) Poway/Carlsbad/Santa Ana, CA, February 2003 – February 2004

**Quality Management Director; Fortune 500 insurance organization**

Automobile Club of Southern California, Costa Mesa, CA, July 2001- February 2003

**Director, Quality and Delivery; privately held company of over 10,000 employees. Insurance and customer services**

Lightspan Inc.(NYSE: LSPN) La Jolla, CA, September 1998 – June 2001

**Director, Quality Assurance; educational services, web and console based technology**

Logical Computer Resource Consultants, Carlsbad, CA, January 1992- April 1996

**IT Consultant; privately held consulting organization**

## **Other**

Real estate investor (CA, FL, HI, and CT)

Collier County Contractions Licensing Board (community leaders, consumer advocate, quasi-judicial board), October 2015 to November 2017

Smart Home expert and speaker

Strategic Performance and Change Management conference speaker

Leadership coach with focus on Communication and Habit-Based Change

## **Qualifications Summary**

### **Soft-Skills**

- Tolerance of Ambiguity: Able to withhold actions or speech in the absence of important information; deal with unresolved situations; frequent change, delays, or unexpected events.
- Negotiating: Able to collaborate and obtain agreement from multiple parties; earn trust while working out a deal; use good timing and carefully calculated strategies when bargaining; communicate high value of services; identify hidden agendas that might interfere with resolution of terms.
- Influence and Persuasion: Effective in motivating others in either positive or negative circumstances; use tact when expressing ideas or opinions; adapt presentations to suit a particular audience; respond to objections successfully.
- Communication: Able to clearly present information through the spoken or written word; read and interpret complex information; talk with customers or clients; listen well. Sensitive to the ideas and inclusion of others.

- Flexibility: Able to remain open-minded and change opinions on the basis of new information; perform a wide variety of tasks and change focus quickly as demands change; manage transitions effectively from task to task; adapt to varying customer needs. Committed to be creative and constantly learning. Collaboration with teams to ensure mutual success.
- Resilience: Able to maintain a solution-oriented approach while dealing with interpersonal conflict or time demands. Priority on emotional resilience and grit.
- Courage: Ability to challenge the status quo with the intent to do better, more competitive. Will stand up for what is right and question whether we can expand our thoughts. Supports ideas and opinions of others; supports their courage.
- Workforce Diversity: Value and limiting liability. Process includes recruitment, interviewing, hiring, training, retention, career growth. Process includes functional areas of Accountability (and audit/metrics) and mentoring on diversity
- Risk impact analysis, Business Quality Management, Root Cause analysis, Priority/Complexity value metrics (ROI)
- CMMi Audit level preparation, ISO9000 compliance and audit standards, Reconciliation and Investigation, Federal and State regulatory compliance, Six Sigma, ITIL and PMI certified,
- International speaker and author on Change, Risk Management, Quality, Business Process Alignment, Strategy and Innovation, Supervising Top Talent- The Art Of Leadership, Resilience in Leadership

#### **Industries**

- Banking, Financial, Insurance
- Biotech, biochemical, pharmaceutical, healthcare
- Real estate, include title, escrow and lending
- Medical, Law practices
- Gaming, entertainment, multi-media
- Government, federal, state, local
- Retail, manufacturing, distribution
- IT, Technology, Security, Development, Software, Hardware, Cloud, IoT, Smart Home
- Consulting

## Laura Litzan

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**From:** City of Marco Island Florida via City of Marco Island Florida  
<wadministration@cityofmarcoisland.com>  
**Sent:** Sunday, March 14, 2021 7:11 PM  
**To:** Laura Litzan  
**Subject:** Form submission from: Online Advisory Board Application

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Submitted on Sunday, March 14, 2021 - 7:10pm

Submitted by anonymous user: 24.8.67.37

Submitted values are:

Date of Application: Sun, 03/14/2021

Your Name:

Last Name Jones

First Name River

Middle Name

Address:

Number and Street 350 S Collier

Apt. Number 907

City Marco Island

State FL

Zip 34145

Phone Numbers:

Home

Cell 513--470-2503

Business

Email Address djones@RivertowneMarina.com

Board or Committee Audit Advisory Committee

## Background

How long have you lived on Marco Island? 10-15 Years

Are you a year-round resident? No

Have you ever been convicted or found guilty of a criminal offense (any level felony or first degree misdemeanor only)?  
No

Would you and/or any organizations with which you are affiliated benefit from decisions or recommendations made by this advisory board? No

Do you currently hold public office? No

Do you now serve, or have you ever served on a Collier County or City of Marco Island board or committee? No

## Qualifications

Please list your community activities and positions held (Example: Civic clubs, neighborhood associations, etc.):

Waterfront Advisory Committee - Cincinnati, OH

City Dock Advisory Committee - Cincinnati, OH

Experience/Background:

United States Coast Guard Licensed Commercial Captain

President and CEO of \$ 350 Million window manufacturing company

Owner of 600 boat marina

Owner of 80-site RV Park

Education:

Bachelors of Business

University of Cincinnati

Linder College of Business

Resume

The results of this submission may be viewed at:

<https://www.cityofmarcoisland.com/node/1571/submission/13191>

## Laura Litzan

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**From:** City of Marco Island Florida via City of Marco Island Florida  
<wadministration@cityofmarcoisland.com>  
**Sent:** Monday, March 15, 2021 12:19 PM  
**To:** Laura Litzan  
**Subject:** Form submission from: Online Advisory Board Application

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Submitted on Monday, March 15, 2021 - 12:18pm

Submitted by anonymous user: 73.156.82.134

Submitted values are:

Date of Application: Mon, 03/15/2021

Your Name:

Last Name Ligelis

First Name Marjorie

Middle Name

Address:

Number and Street 1721 Macao Court

Apt. Number

City Marco Island

State Florida

Zip 34145

Phone Numbers:

Home

Cell 202 281-6868

Business

Email Address Mligeliscpa@gmail.com

Board or Committee Audit Advisory Committee

## Background

How long have you lived on Marco Island? 5-10 Years

Are you a year-round resident? No

Have you ever been convicted or found guilty of a criminal offense (any level felony or first degree misdemeanor only)?  
No

Would you and/or any organizations with which you are affiliated benefit from decisions or recommendations made by this advisory board? No

Do you currently hold public office? No

Do you now serve, or have you ever served on a Collier County or City of Marco Island board or committee? No

## Qualifications

Please list your community activities and positions held (Example: Civic clubs, neighborhood associations, etc.): Marco Bay Yacht Club, former audit committee member

Experience/Background:

I have been a CPA since 1993 and have my own accounting and tax preparation business. I have worked with a number of non profit companies as their CFO and the CPA for an international company

Education:

BS Managerial Accounting George Washington University

Certified Public Accountant

Resume

The results of this submission may be viewed at:

<https://www.cityofmarcoisland.com/node/1571/submission/13221>



## Laura Litzan

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**From:** City of Marco Island Florida via City of Marco Island Florida  
<wadministration@cityofmarcoisland.com>  
**Sent:** Tuesday, March 16, 2021 12:40 AM  
**To:** Laura Litzan  
**Subject:** Form submission from: Online Advisory Board Application

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Submitted on Tuesday, March 16, 2021 - 12:39am

Submitted by anonymous user: 198.16.31.118

Submitted values are:

Date of Application: Tue, 03/16/2021

Your Name:

Last Name Marascio

First Name Peter

Middle Name Andy

Address:

Number and Street 270 N Collier Blvd

Apt. Number 505

City Marco Island

State Florida

Zip 34145

Phone Numbers:

Home 484-252-1300

Cell 484-252-1300

Business NA

Email Address amm202@aol.com

Board or Committee Audit Advisory Committee

## Background

How long have you lived on Marco Island? 5-10 Years

Are you a year-round resident? Yes

Have you ever been convicted or found guilty of a criminal offense (any level felony or first degree misdemeanor only)?  
No

Would you and/or any organizations with which you are affiliated benefit from decisions or recommendations made by this advisory board? No

Do you currently hold public office? No

Do you now serve, or have you ever served on a Collier County or City of Marco Island board or committee? No

## Qualifications

Please list your community activities and positions held (Example: Civic clubs, neighborhood associations, etc.): Collier County Election Worker since 2014.

Marco Men's Club 2019

Experience/Background: Retired Assistant Vice President at CoreStates Bank of Philadelphia.

Education: Clifton Heights High School. 1972.

Resume

The results of this submission may be viewed at:

<https://www.cityofmarcoisland.com/node/1571/submission/13271>

## Sandy Schildhorn

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**From:** Laura Litzan  
**Sent:** Thursday, March 25, 2021 9:08 PM  
**To:** Casey Lucius; Sandy Schildhorn  
**Subject:** Fwd: Form submission from: Online Advisory Board Application  
**Attachments:** william\_rogers\_cv.pdf

Sandy, here is another committee application.

Casey (I'm checking Laura's emails)

Get [Outlook for iOS](#)

---

**From:** City of Marco Island Florida via City of Marco Island Florida <marcoisland-fl@municodeweb.com>  
**Sent:** Friday, March 19, 2021 12:45:26 PM  
**To:** Laura Litzan <llitzan@cityofmarcoisland.com>  
**Subject:** Form submission from: Online Advisory Board Application

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Submitted on Friday, March 19, 2021 - 12:45pm

Submitted by anonymous user: 76.101.109.179

Submitted values are:

Date of Application: Fri, 03/19/2021

Your Name:

Last Name Rogers

First Name William

Middle Name Allen

Address:

Number and Street 250 Meadowlark Ct

Apt. Number

City Marco Island

State FL

Zip 34145

Phone Numbers:

Home

Cell 9739788884

Business

Email Address warogers@mac.com

Board or Committee Audit Advisory Committee

## Background

How long have you lived on Marco Island? 5-10 Years

Are you a year-round resident? Yes

Have you ever been convicted or found guilty of a criminal offense (any level felony or first degree misdemeanor only)?  
No

Would you and/or any organizations with which you are affiliated benefit from decisions or recommendations made by this advisory board? No

Do you currently hold public office? No

Do you now serve, or have you ever served on a Collier County or City of Marco Island board or committee? Yes

## Qualifications

Please list your community activities and positions held (Example: Civic clubs, neighborhood associations, etc.):

Mission Pilot and Finance officer Marco Island Civil Air Patrol, President Marco Island Mens Club, Director Marco Island Property Owners Association, Board member and finance officer Friends of Tiger Tail Beach Association, Vice Chair of Marco Island Audit Advisory Committee

Experience/Background:

See my resume, 41 years of experience in Public Accounting and continued service to my local community

Education: BS in Accounting Bradley University

Resume [william rogers cv.pdf](#)

The results of this submission may be viewed at:

<https://www.cityofmarcoisland.com/node/1571/submission/13351>

## CURRICULUM VITAE



**William A. Rogers**

## CAREER

### **Consultant**

**William A. Rogers CPA, LLC**

**2010 to Present**

Consultant to CEO's of public accounting firms located in the Northeast USA region and Virgin Islands. Expert witness in a major financial institution bankruptcy case.

### **Professor**

**St Johns University**

Teaching graduate level course on taxation of financial institutions.

**National Financial Services Tax Industry Director,  
Deloitte & Touche**

**1969 – 2010**

Senior executive with 41 years of experience in professional services. Strengths include operations, strategic thinking, implementation, working with Major Global Financial Institutions, and Major Private Equity firms. Served his entire career with Deloitte and Touche, concluding with mandatory retirement in Deloitte's fiscal year 2010.

**Deputy Managing Partner Northeast Region, National Financial Services Industry Leader,  
Deloitte & Touche (Deloitte)**

**June, 1990 - May 2010**

- Responsible for leading Deloitte's financial services tax practice, nationally and in the Northeast region
- Financial Services tax practice involves 1900 professionals and \$625,000,000 in revenue
- Largest and most profitable industry practice within Deloitte
- Served the largest clients of the firm with distinction
- Built a large and talented management team to serve the industry
- Collaborated with Firm leadership to build the Deloitte brand within the industry
- 

**Tax Managing Partner - Financial Services Industry, Touche Ross**

**April 1985 - December 1990**

- Recruited to lead and build Touche Ross's financial services practice
- Hired and developed top quality professionals to advise some of the largest financial services companies in the world

- Managed unprecedented growth in revenue and profitability for the financial services tax practice

## **LEADERSHIP TRAITS**

### **Strategist and Innovator**

- Responsible for developing and managing the FSI tax practice for both Deloitte & Touche and Touche Ross
- Led Deloitte tax to an era of remarkable financial success in a time of unprecedented challenge for the profession and the industry.
- Assumed a significant leadership role in all major strategic decisions and organizational transformations within the financial services industry practice
- Played a strategic role in defining and implementing industry practice following the 1989 merger of Deloitte Haskins & Sells and Touche Ross.
- Led the Firm in the implementation of a focused private equity and hedge fund practice
- Worked with others to achieve strategic objectives at the time of Andersen's demise
- Established centers of excellence across the United States focused on the financial services industry
- Led Deloitte's efforts to build professional FSI tax capability in India in order to access talent and provide outsourcing capability as well as advantageous pricing to clients

### **Accomplished Manager**

- Led the FSI tax organization to superior financial performance—2009 marked the seventh consecutive year of double-digit growth and significant margin improvements.
- Established a distinguished reputation as a leading client service partner with hands-on experience in the financial services industry
- Served in leadership and advisory partner roles for numerous public and private clients among in the largest financial services industry
- Achieved extraordinary operating performance in all leadership roles.

### **Advocate for Clients, People, and Culture**

- Created a culture of superior client focus, inclusion, and employee advocacy.
- Championed Deloitte's shared values—commitment to each other, strength from cultural diversity, outstanding value to markets and clients, and integrity.
- Drove objectives and accountability related to the Women's Initiative, Deloitte's advancement and retention program for women as the first leader for the Northeast region

### **Other Significant Deloitte & Touche Roles**

- Northeast Tax Management Group 1992 to 2010
- Chairman's Leadership Succession Committee 2005 to 2010
- National Tax Industry Leader 2005 to 2008
- National Tax Executive Group 2007 to 2008
- Touche Ross Tax Management Committee 1985 to 1989
- Partner, admitted June 1, 1981

## **EDUCATION AND PROFESSIONAL**

- Bradley University, Bachelor of Science - Accounting
- American Institute of Certified Public Accountants
- New York Society of Public Accountants
- Wall Street Tax Association

## **PERSONAL**

Birth date: January 11, 1948

Family: Married, wife Kathryn, 4 children, 5 grandchildren

Home: Martha's Vineyard, Massachusetts

Other: Instrument rated private pilot

Email: [warogers@mac.com](mailto:warogers@mac.com)

Telephone: 973 978 8884

## Laura Litzan

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**From:** City of Marco Island Florida via City of Marco Island Florida  
<wadministration@cityofmarcoisland.com>  
**Sent:** Friday, March 12, 2021 8:05 AM  
**To:** Laura Litzan  
**Subject:** Form submission from: Online Advisory Board Application

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Submitted on Friday, March 12, 2021 - 9:05am

Submitted by anonymous user: 107.77.215.92

Submitted values are:

Date of Application: Fri, 03/12/2021

Your Name:

Last Name Turner

First Name Glenn

Middle Name

Address:

Number and Street 1420 Quintara Court

Apt. Number

City Marco Island

State FL

Zip 34145

Phone Numbers:

Home 3143233443

Cell

Business

Email Address jglennturner@gmail.com

Board or Committee Audit Advisory Committee

## Background

How long have you lived on Marco Island? 3-4 Years

Are you a year-round resident? Yes

Have you ever been convicted or found guilty of a criminal offense (any level felony or first degree misdemeanor only)?  
No

Would you and/or any organizations with which you are affiliated benefit from decisions or recommendations made by this advisory board? No

Do you currently hold public office? No

Do you now serve, or have you ever served on a Collier County or City of Marco Island board or committee? No

## Qualifications



Please list your community activities and positions held (Example: Civic clubs, neighborhood associations, etc.):

Experience/Background:

Founded and ran an accounting software company from 2001 to 2019.

Prior to that, worked for Ernst & Young for 5 years implementing HR, Payroll and accounting software. 1996-2001

TALX (now Equifax), Director Outsourced Services, 1995

Blue Cross & Blue Shield of Virginia, Director Client Technology and Product Development 1993-1995

Blue Cross & Blue Shield of Virginia, Assistant Controller, 1989-1993

ADP, Payroll Specialist, 1988

Education:

Bachelor degree in Physics from University of Richmond

MBA from Virginia Commonwealth University

Resume

The results of this submission may be viewed at:

<https://www.cityofmarcoisland.com/node/1571/submission/13061>

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## SOFTWARE, SERVICES & TECHNOLOGY LEADER

Big 5 Experience ♦ Fintech, ERP & Business Process

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### Leader Profile

Results driven, entrepreneurial, action-oriented global, cross industry experience developing software, motivating and retaining teams and managing successful large fintech transformation initiatives. Strong accounting, relationship management, delivery and business development skills and experience.

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### Highlights

- Founded software company and acquired 5 bolt-on companies; sold to private equity in 2017 – remained on leadership team through 17 more acquisitions
  - Transitioned from development outsourcing relationship to internal development center
  - Responsible for \$ 160 million in business development from 1996 to 2017
  - Led a team of 60 functional and technical resources through the largest SAP payroll implementation in North America (AT&T)
  - Managed P&L for outsourced service that grew from 3 million to 10 million records in 12 months. Converted ancillary work into a services business incrementally increasing revenues by \$4 million per year
- 

### Experience

#### **PDI Software**

##### **Senior Vice President, Innovation [2018 -2019]**

Catalyze a culture of product and service innovation in partnership with large global customers and internal teams. Educate customers and employees on technologies like block chain and robotic process automation.

##### **Senior Vice President & General Manager, Global Wholesale & Logistics [2017 -2018]**

Serve as industry voice and set product vision (petroleum wholesale & logistics). Support aggressive acquisition strategy.

#### **FireStream WorldWide, Inc., St. Louis, Missouri**

##### **President & CEO [2008 -2017]**

Grow products from one ERP/fintech product to multiple logistics and ERP offerings. Scale team to support high growth. Transform/modernize sales & marketing process to drive sales growth. Serve as product visionary and industry voice.

##### **Founder & President [2000 -2008]**

Founded successful software and services company focusing elite petroleum wholesalers & retailers. Opened captive off-shore development center. Instituted processes across the company to ensure smooth growth as well as new customer implementation. Set vision for the company, recruit, retain & motivate team.

#### **Ernst & Young LLC / Cap Gemini, St. Louis, Missouri**

##### **Senior Manager [1996 - 2001]**

Recruit, lead, motivate and develop teams. Managed accounts, delivered projects and leveraged service line offerings to maximize target account revenue. Frequently managed multiple business

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development and delivery streams simultaneously. Recognized business development catalyst. Industry focus: healthcare and telecommunications. Recognized cross industry expertise in HR/Payroll and CRM.

**TALX Corporation (Now Equifax), St. Louis, Missouri**

**National Product/Marketing Manager [1995]**

Responsible for products and marketing of an interactive communications service bureau. Developed pricing strategy, technically trained professional sales force, and reinforced brand image in the Fortune 500 sector through public speaking, solution design and client counseling. Developed annual sales and marketing plan for outsourced services.

**Trigon BlueCross & BlueShield, Richmond, Virginia**

**Director, Client Technology Group [1989 - 1995]**

Spun off Interactive Voice Response (IVR) and Optical Scanning Service Bureau into a stand-alone profit center. Lead team to design & develop IVR and supporting systems with capacity to process 7.2 million transactions per year. Responsible for developing Internet business strategy and enterprise technology solutions. Developed training registration application for IVR to interface with Peoplesoft.

**Division Human Resources Manager & Financial Analyst**

**Assistant Controller & Payroll Manager**

**Automatic Data Processing, Richmond**

**Account Executive [1988 - 1989]**

Began with company as a college intern and received training related to all aspects of payroll and employee taxation. Progressed from Customer Service Representative to New Account Coordinator and finally to Account Executive. Responsible for installation/conversion of PC based payroll systems.

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<b>Education</b>	<b>Masters in Business Administration, Virginia Commonwealth University, 1994</b> <b>Bachelor of Arts, Physics, University of Richmond, 1988</b>
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