

Education

MASTERS OF PUBLIC POLICY – EMPHASIS IN ECONOMICS/STATISTICS
UNIVERSITY OF UTAH

2011
SALT LAKE CITY, UTAH

- PI ALPHA ALPHA HONOR SOCIETY
- PROJECT EVALUATION & COLLABORATION – VOICES FOR UTAH CHILDREN AND WASATCH COMMUNITY GARDENS

BACHELOR OF SCIENCE - SOCIOLOGY
UNIVERSITY OF UTAH

2000
SALT LAKE CITY, UTAH

Professional Experience

SALT LAKE COUNTY
ASSOCIATE DIRECTOR OF COMMUNITY SERVICES

2014 - CURRENT
SALT LAKE CITY, UTAH

Associate Director of Community Services for Salt Lake County, which is the second largest government in the state of Utah serving over 1.8 residents with a budget of \$1.1 billion. The Community Services Department is made up of seven core areas which include: Salt Lake County Center for the Arts, Clark Planetarium, Salt Lake County Parks & Recreation (golf, open space & Millcreek Canyon), Salt Palace and South Towne Exposition Center, Visit Salt Lake, and the Zoo, Arts & Parks program. We also oversee contract management for the Salt Palace, South Towne Exposition Center, the Equestrian Park and Discovery Gateway. We oversee the department's \$96 million annual budget and approximately 350 employees.

- Plan, organize, and evaluate the operations of the Community Services Department including overseeing the budget
- Execute the implementation of Mayor McAdams' vision including policy development and project planning within the Community Services Department
- Serve as the Interim Executive Director of the UPACA board
- Serve as the Mayor's representative on the Discovery Gateway board, the Center for the Arts Advisory Board, The Clark Planetarium Advisory Board and the Cultural Core Advisory Board
- Assist in the management of and provide strategic direction for 7 division directors reports and 3 contract agencies
- Work with political and community leaders to develop a long term vision for the Arts in the State of Utah
- Serve as a liaison to many governmental and community partners to build coalitions of support and manage strategic relationships with external and internal customers, elected officials and the business community

UTAH FILM CENTER
EXECUTIVE DIRECTOR

2011 - 2014
SALT LAKE CITY, UTAH

Director of one of Salt Lake City's premier state-wide media arts organizations that serves over 35,000 Utahns in nine locations presenting over 260 screenings with over 50 visiting filmmakers and 40 community partners. Manage a complex 3.6 million budget including, eleven full time employees and up to 3 part time employees. Manage the Fiscal Sponsorship program, which includes over 40 films – three of which have been nominated for Academy Awards. Lead the Board of Directors on creating long-term strategic goals for the organization.

- Create and manage budget reporting, income strategies and cash flow analysis
- Oversee a multifaceted operating yearly budget of 3.6 million
- Represent Utah Film Center as point person for all press relations as well as manage all marketing and internal communications
- Facilitate all media relations and communications with over 40+ community partners and 25 venues
- Oversee all Utah Film Center fundraising, financial transactions, film festivals, community screenings and marketing
- Work with political and community leaders to develop a long term vision for the Arts in the State of Utah
- Work with the Board of Directors, Director of Development and Artistic Director on data-driven decision making and strategic long-term planning
- Oversee all financial and payroll reporting, compliance reporting and grant reporting for the entire organization

Professional Experience Cont.

ZIONS BANCORPORATION

2004 - 2012

ASSISTANT VICE PRESIDENT/SENIOR COMPENSATION CONSULTANT

SALT LAKE CITY, UTAH

Served as a leader in an S&P 500 bank holding company during period of three mergers and \$15 million in asset growth. Provide consulting services to clients for key compensation functions. Stock plan administrator for public company – responsible for all financial and payroll reporting, compliance reporting and administering stock option plans for over 1,200 participants. Stock plan administrator for public company – Responsible for all financial and payroll reporting, compliance reporting and administering stock option plans for over 1,200 participants. Investor Relations liaison and Board of Director contact for Bank Holding Company. Oversee all internal communications as it related to stock options and executive compensation. Provide consulting services to several Business Lines/Areas Responsible for key compensation functions including: market analysis, survey participation, assists with design and development of bonuses, incentives, performance management, compensation plans and programs, compensation education/training, research on compensation policies and practices. Prepare analysis and evaluations to ensure equitable and competitive compensation programs and other consultation services.

- Developed all executive management, director and employee stock option communications materials for 480 bank offices in 10 states
- Acted as point person for all internal and external compensation related communications
- Researched and analyzed market compensation data for 7 banks in 10 different states
- Worked with Fidelity Investments on stock plan administration, Deferred Compensation & 401K systems and marketing materials. Direct Oversight of the vendor management for Fidelity Investments
- Oversaw all insider stock transactions and compliance monitoring
- Worked with general counsel to interpret and apply all federal trading regulations, policies and procedures
- Directed the successful conversion of three different stock option data systems
- Scouted, negotiated contract and oversaw the implementation of a new stock plan administration company
- Conducted research, prepared and provided analysis for first and only SEC approved market based valuation program
- Created internal compliance policies at the direction of the Chairman and Vice Chairman to assist with sections of the Sarbanes-Oxley Act, insider trading laws, NASDAQ listing rules and other corporate governance regulations
- Prepared and filed insider SEC filings for all company stock transactions
- Worked with general counsel to interpret and apply all federal trading regulations, policies and procedures
- Developed all executive management, director and employee stock option communications
- Implemented monitoring tool with 25 subsidiaries to ensure corporate governance compliance

Honors

Utah Business Magazine 40 Under 40 2014
Community Foundation of Utah – Enlightened 50 2014
Zions First National Bank - Roy W. Simmons Community Service Award 2010

Community Experience

CENTRAL UTAH ARTS CENTER – CHAIR/BOARD MEMBER 2014-2016
PLANNED PARENTHOOD ASSOCIATION OF UTAH –BOARD MEMBER 2009-2016
PAST CHAIR - PLANNED PARENTHOOD POLITICAL ACTION COMMITTEE
Salt Lake City Library Board Member 2012-2015
TREASURER – SALT LAKE COUNTY DEMOCRATIC PARTY, EXECUTIVE COMMITTEE MEMBER 2009 - 2013
UTAH BOARD OF JUVENILE JUSTICE 2008 - 2010
PAST ADVISORY COMMITTEE MEMBER ON DISPROPORTIONATE MINORITY CONFINEMENT
UTAH COMMISSION ON CRIMINAL AND JUVENILE JUSTICE 2006 - 2008
PAST BOARD MEMBER
UTAH BOARD OF JUVENILE JUSTICE 1998 - 2008
PAST CHAIR/BOARD MEMBER

- Appointed by Governor to the State Advisory Board
 - Reviewed grant applications and made funding recommendations
 - Analyzed criminal data and made program recommendations
 - Reviewed federal and state budget data to ensure we were meeting funding guidelines
 - Reviewed all youth legislation and advised Utah State Legislature, Utah’s Congressional Delegation and community leaders
- Founder & State Co-Chair - *Do the Write Thing* Campaign (8 years – program still ongoing)