

Board of Directors

Thomas Arenberg *President*
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Tracey Sparrow, EdD *President*
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Lynn Barney
Creative Insights Consulting, LLC

Farrah Bell
Parent Representative

Angela Bier, MD
Retired Pediatrician

Benjamin S. Cordani
Caterpillar Global Mining

Vicky Cordani
Community Volunteer

Susan Doyle
North Shore Bank

Robert (Bob) Duncan
Children's Hospital and Health System

Sadique Isahaku, PhD
Milwaukee Area Technical College

Bradley Jansen, CPA
PricewaterhouseCoopers

Julie Krey
Manpower Group

Katherine Lambert
Lambert Law LLC

Lorelle Mahoney
Aurora Health Care -*Retired*

Barbara Rasmussen
Retired Pastor- Our Savior's Lutheran Church

Tchernavia Rocker
Harley-Davidson Motor Company

Timothy G. Schaefer
Northwestern Mutual

Kathy Schrader
Greater Milwaukee Foundation - Retired

Michael Shapiro
Option Care, Inc.

Alan Shoho, EdD
University of Wisconsin-Milwaukee

Zach TeWinkel
US Bank

Colette Theus
Parent Representative

Thomas E. Arenberg is Next Door's Board President. Tom joined the Board of Directors in 2004 and became President in 2009.

Tom retired from Accenture where he worked 34 years, serving as the Office Managing Director from 2005 to 2009. He and his family have worked with Next Door Foundation in a variety of roles for over 30 years. Tom also serves on Boards for the Children's Hospital and Health System Foundation and Wiscraft Industries.

"My family and I are proud to be associated with the Next Door Foundation. We have worked with Next Door for almost as long as we have been in Milwaukee. Providing support to Metcalfe Park families through the premier early Childhood development center in the area is a way for us to give back to the area. Next Door programs are well planed and executed while the organization is flexible to the changing needs of the neighborhood. Come in for a tour and your family can be hooked also!"

Robert M. VanHimbergen, C.P.A.

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CAREER SUMMARY

Finance professional with over 10 years of experience in public and private accounting with emphasis in the area of multi-national manufacturing and consumer products sectors. Active participation with executive management and Audit Committees. Strong technical knowledge acquired through experience with complex accounting and reporting issues. Extensive international experience. A board member for non-for-profit organizations.

BUSINESS EXPERIENCE

Johnson Controls, Inc. – Glendale, WI (5/07 – Present)

A diversified manufacturing and service public company with annual revenues of \$40B

VP – Finance, Power Solutions Asia (9/1/11 – Present)

Executive Director, Financial Planning and Analysis (9/1/09 – 8/31/11)

- Prepare annual profit plan and quarterly forecasts
- Prepare and coordinate Board of Directors meeting presentations
- Analyze and approve capital spending projects
- Prepare and review ad hoc presentations for senior management
- Analyze benchmark data relating to Corporate and business unit performance and communicate results to senior management
- Prepare monthly results letter to the Board of Directors

Assistant Corporate Controller (6/08/08 – 9/1/09)

- Manage a team of 170 employees within the corporate finance organization located in Milwaukee, WI, Europe and Latin America.
- Prepare monthly financial packages for executive management and the board of directors.
- Responsible for quarterly and annual SEC financial statement filings.
- Communicate with the business units and other corporate departments on various accounting topics and provide assistance with related application of technical matters.
- Oversee the monthly closing process for Corporate locations as well as the worldwide consolidation.
- Present various accounting topics and issues to executive management in monthly senior management meetings.
- Present accounting topics with the audit committee on a regular basis.
- Main point of contact for the external auditors for the worldwide annual audit and quarterly reviews.
- Support the internal audit function with conclusions on audit findings and presentations to executive management.

- Provided the accounting support and guidance for March 2009 convertible bond and mandatory unit public offerings that raised over \$850 million for the Company.
- Lead the IFRS Steering Committee, which is responsible for the IFRS implementation for the Company.
- Implemented new controls surrounding restructuring and acquisition accounting and provided oversight to 2008 and 2009 restructurings and acquisitions.

Director – Global Accounting (5/07 – 5/08)

- Successfully implemented a worldwide Country Finance Services (CFS) organization in Europe and expanded the organization in Latin America and Canada. The CFS organization is responsible for statutory accounting, tax compliance and other corporate related functions.
- Assisted in research and implementation of new US GAAP standards and SEC regulations.
- Established global accounting policies and procedures for new US GAAP standards and assisted with the implementation to ensure uniform and accurate accounting and financial systems.
- Provided guidance on significant and non-routine accounting transactions and events, including restructuring charges, acquisitions, and impairment charges.
- Performed financial reviews and analysis on a periodic basis.

PricewaterhouseCoopers LLP – Milwaukee Office (8/98 – 5/07)

Senior Manager (7/06-5/07)

Manager (7/03 – 6/06)

Senior Associate (7/00 – 6/03)

Staff Associate (9/98-6/00)

- Lead senior manager on the Automotive, Battery, and Corporate divisions of Johnson Controls, Inc. and worldwide coordinator for the Sarbanes-Oxley effort.
- Assist engagement partner with the planning, execution and completion of all phases of client audit engagements.
- Responsible for audit execution at the client site, which includes continuous communication with the client, supervision of audit staff, and communication with partner on audit progress.
- Coordinate worldwide audits for multi-national clients and report findings to client executive management.
- Prepare and review financial statements, footnote disclosures, quarterly and annual SEC filings, and other financial reports, in compliance with generally accepted accounting principles.
- Coordinate and assist client with implementation of Sarbanes-Oxley, including managing the overall worldwide plan, monitoring progress, and reviewing internal control documentation.
- Interact extensively with client personnel regarding audit status, accounting issues, and additional client requests and inquiries that arise throughout the year.
- Prepare and present audit committee presentations for quarterly and annual audit results.
- Research, resolve and assist clients with technical issues.
- Evaluate performance of the audit staff on each client engagement.

Price Waterhouse LLP – Detroit Office (6/97-8/97)

- Summer internship performing detail testing and analytical procedures, primarily at Kmart Corporation.

CURRENT OUTSIDE ACTIVITIES

Nativity Jesuit School

- Finance Committee

Next Door Foundation

- Board of Directors
- Finance Committee

Certification: Certified Public Accountant (Wisconsin 2002)

Education: St. Norbert College; Bachelor of Business Administration – Accounting, May 1998

Hans R. Kirkegaard

15280 Luther Lane
Elm Grove, WI 53122
Home 262-784-8821
Mobile 414-803-4000
hans@kirkegaards.net

President & CEO – 2006 to present

KK&E, LLC

In 2006, purchased Cory Graphics, a twenty year old apparel screen printing, embroidery and branding company from founder. In 2007, purchased ASAP, a fifteen year old apparel screen printing, embroidery and specialty products company specializing in supplying the Irish Heritage retailers across the United States and Canada. In 2007, just prior to the ASAP acquisition, joined company full time in order to continue to grow operations and pursue additional acquisitions.

Principal - 2004 to 2007

Capital Investment Services of America

Independent Registered Investment Advisor of discretionary accounts. Firm specializes in custom portfolio management for the high net worth client. Responsible for business development and client relationship management. Attained CFP® designation.

Senior Sales Representative - 2003 to 2004

R.R. Donnelley Financial, Capital Markets - Milwaukee, WI

preceded by:

Vice President - Sales, 1993 to 2003

Bowne & Co. - Milwaukee, WI

Managed Milwaukee Office. Provided financial print services to the corporate securities industry in the State of Wisconsin. Responsible for business development and grew business from 10% to over 50% market share.

Investment Executive, 1990 - 1993

PaineWebber Inc. - Milwaukee, WI

Ten Million dollars of assets under management. Recommended appropriate investments on non-discretionary basis. Grew book of business by organizing and presenting over 30 seminars. Series 7 Licensed.

Supervisor and Financial Analyst, 1988 - 1990

Federal Reserve Bank of Chicago - Milwaukee, WI

Responsible for three shift Computer Operations and Automated Payments Operations. Managed staff of fourteen. Responsible for annual expense budgeting process and annual capital project budgeting.

Education

University of Wisconsin – Madison

Bachelor of Business Administration

Double Major: Finance, Investment & Banking and Marketing Management

Professional Associations

Board Member - Next Door Foundation

Board Member - Grapes and Grain LLC

Association for Corporate Growth

Tracey Sparrow, Ed.D.
2734 North Farwell Milwaukee, Wisconsin 53211
sparrow@pitnet.net 414.350.2939

CORE COMPETENCIES

- Visionary Leadership
- Fiscal Management
- Planning for Results
- Program Development
- Team Building
- Operational Management

RECENT PROFESSIONAL EXPERIENCE

Milwaukee Center for Independence

February 2010 – Present

Vice President, Children's Programs

Responsible for School for Early Development and Achievement, Pediatric Skilled Nursing Program, Birth – Three, Wells Street Academy and SmartBaby programs

Key Achievements

- Developed model for school transformation with focus on instruction and accountability, resulting in a four year charter renewal contract.
- Developed school within the Pediatric Skilled Nursing Unit to serve children with complex medical needs – opened August 2011 (Wells Street Academy).
- Designed and implemented prenatal care coordination program, SmartBaby, partnering with Marquette Neighborhood Health Center and African American Breastfeeding Network.
- Secured \$50,000 + in grants to develop a Multisensory Environment at MCFI.
- Developed and implemented fundraising/marketing strategy for Children's Programs.
- Developed Young Professionals Advisory Board to support Children's Programs.
- Recruited and trained Board members for Wells Street Academy Board.
- Managed successful program accreditation from Joint Commission, WRISA and Healthy Families USA.
- Led successful effort to secure partnership with Junior League of Milwaukee as their 100th Anniversary partner, which includes \$100,000 of financial support.
- Developed and implemented mindfulness program for school which included research component in conjunction with Marquette University.
- Developed SEDA Readers program and 1000 Books Before Kindergarten program to support literacy.
- Collaborated with Marquette University for autism education presentations.

American Red Cross in Southeastern Wisconsin

October 2007 – January 2010

Regional Chapter Executive

Serve as executive of region serving nine counties in southeastern Wisconsin.

Full responsibility for all aspects of organizational operations including service delivery, fiscal results, technology, facilities, human resource functions, employee recruitment and hiring.

Key Achievements:

- Successfully drove cultural change to establish accountability.
- Eliminated \$650,000 budget deficit in FY09.
- Increased fundraising revenue by 30% in first half of FY09, as compared to FY08.
- Re-aligned programming with mission by elimination of non-mission related programming through transition to more appropriate organizations.
- Outsourced required programming resulting in savings of \$80,000+ annually, while maintaining quality ratings.
- Restructured Tri-County office with staff appropriate to scope of duties.
- Established youth program partners.
- Informed community about organization through public speaking engagements.

Milwaukee Academy of Science

May 2000- September 2007

President and CEO

Served as president and CEO of a \$9+million independent charter school with more than 90 employees and 1,000 students.

Full responsibility for all aspects of school operations including school vision, strategic planning, fiscal results, technology, facilities, human resource functions, employee recruitment and hiring, professional development, student recruitment and academic results.

Key Achievements:

- Conducted successful charter school evaluation, based on Malcolm Baldrige criteria, resulting in five year contract renewal.
- Directed technology department, and development and implementation of technology plan, resulting in the implementation of technology based curriculum, including Project Lead the Way and Lego Robotics.

- Negotiated transition agreement with Edison Schools at the end of a five year contract, resulting in higher retained revenue at school site.
- Collaborated with board of directors in executing \$13 million bond deal resulting in purchase of facility and renovation for high school space. In less than two years, bond increased to investment grade (BB+to BBB-).
- Managed and provided oversight for \$3+million building renovation.
- Developed and implemented new hiring/recruitment process that resulted in significantly higher employee retention rates (+41%), and improved academic results (+23%).
- Planned and implemented all professional development activities for staff, including graduate courses.
- Developed and managed \$10+ million budget consistently meeting revenue targets while maintaining expenses.
- Significantly increased student achievement levels.
- Developed and managed external relationship with local and national organizations (for example, Project Lead the Way and the Enrichment Institute).
- Successfully partnered with prominent board of directors including the president of the Medical College of Wisconsin, the deans of Education at Marquette University and Cardinal Stritch University, as well as other representatives from institutes of higher education in Milwaukee.
- Successfully obtained more than \$1 million in grant funding and managed a \$2.5 million Capital Campaign.
- Developed and implemented a high school program, to ensure the fulfillment of school vision.
- Increased satisfaction levels among stakeholders, including parents and staff. (+44%).
- Managed strategic planning team. Developed and implemented parent survey.

OTHER PROFESSIONAL EXPERIENCE

- Business manager at urban private school
- Adjunct professor (Alverno College: Organizational Behavior; Cardinal Stritch University: Current Issues in Education; Carroll University: Critical Issues in Non Profit Management, Resource Development) – consistently received high ratings from students.
- Admissions and Recruitment Representative for private Montessori School

EDUCATION

Doctor of Education: Leadership, Learning and Service
 Master of Management – Organizational Theory
 Bachelor of Science – Sociology

Cardinal Stritch University
 University of Wisconsin - Milwaukee
 Tulane University

PROFESSIONAL ASSOCIATIONS – Current

Professional Dimensions: Member, Sacagawea event Co-Chair, 2013
 Milwaukee Rotary Club: Member, Mentor of scholarship student
 100 Women Who Care Milwaukee: Member
 Wisconsin Religious and Independent Schools: Accreditation Team Member

PROFESSIONAL ASSOCIATIONS –Past

Harvard University: Board Member of the Principals' Center
 Cardinal Stritch University: Member of field experience Advisory Board
 Cathedral Center: Board Member
 School for Early Development and Achievement: Board Member
 St. Coletta Day School: Board Secretary
 Milwaukee Community Service Corps – Education Committee member and former Board member
 Institute for the Transformation of Learning, Marquette University: MPCP School Accreditation Board Member

PRESENTATIONS/ARTICLES

Abstract Reviewer: Community Based Public Health Caucus. 2014, 2015
 Community Reviewer: Patient Centered Outcome Research Institute, Fall 2013; American Public Health Association, Fall 2013, Winter 2014
 Peer Reviewer: All America City Award – Third Grade Reading Initiative, April 2012
 "Voices of African American Males" Phi Delta Kappan, February 2012, reprinted in Education Week February 3, 2012
 "YoungStar is just the start" Milwaukee Journal Sentinel, July 2010
 " A Systematic Baldrige Based Approach to Improvement and Accountability" National Quality in Education Conference, November 2003 Albuquerque, NM
 "Urban School Partnership" Professional Development School Conference, March 2004 Orlando FL and Wisconsin Charter School Conference, May 2004 Milwaukee, WI
 Panelist, "Status of Wisconsin Charter Schools" August 2004 Madison, WI



ATTORNEY PROFILE



Milwaukee Office

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Michael Aldana / Partner**Professional Experience**

Mike Aldana is a partner in the Firm's Labor and Employment Group. He represents a broad range of employers in all facets of labor and employment law. Mike has substantial experience in defending employers in employment discrimination cases, wrongful discharge lawsuits, wage and hour claims and union litigation in Federal and state courts and before federal and state agencies. He also negotiates, on an ongoing basis, numerous collective bargaining agreements and assists employers in contract administration, and arbitrations. He regularly counsels employers on day-to-day human resources issues and assists employers in reductions in forces and employment-related issues related to acquisitions and mergers. Mike is a frequent lecturer, both state wide and nationally, on employment, civil rights, education law and constitutional topics.

Recent counseling and litigation experiences:

- Representation of manufacturing clients in reductions in force in several states.
- Successful representation of a public sector client in a case through the Wisconsin state court system, where the legality of the clients' collective bargaining agreements was challenged, resulting in the agreements being found valid with favorable precedent set for public sector employers.
- Successful defense of employer in a nation-wide class action discrimination case brought in federal court on behalf of a putative class of thousands of managers.
- Successful representation of manufacturer in USERRA case through trial court and Seventh Circuit appeal.

Education and Honors

- University of Michigan Law School (J.D., 1990)
- University of Wisconsin-Milwaukee (B.A., 1987)

Bar Admissions

Wisconsin, 1992

Indiana, 1990

Court Admissions

U.S. Court of Appeals, 7th Circuit

U.S. Court of Appeals, 4th Circuit

U.S. District Court, Eastern District of Wisconsin

U.S. District Court, Western District of Wisconsin

U.S. District Court, District of Illinois

Notes

RELATED PUBLICATIONS

Bring Your Gun to Work Day? Employers and Businesses: Get Ready for Wisconsin's New Concealed Carry Law - Labor & Employment Law Alert

School Law Update - Sands v. Whitnall School District, 2008 WI 89

U.S. District Court, District of Indiana
U.S. District Court, District of Maryland

Professional Recognition

Listed in *The Best Lawyers in America*® (2007-present: Labor and Employment Law).

Professional and Civic Activities

- Milwaukee Bar Association (Member).
- American Bar Association (Member, Labor and Employment Section).
- Federal Labor Standards Committee (Contributing Editor).
- Wisconsin School Attorneys Association (President, 2004-2005).
- Next Door Foundation (Board of Directors).
- Mental Health Association of Wisconsin (Board of Directors).

Languages

Spanish

Selected Presentations/Publications

Radio interview, America's Radio News Network, March 17, 2011.

Radio interview, America's Radio News Network, February 22, 2011.

On-camera interview, Fox News America Live, February 2011.

On-camera interview, Fox WITI-TV6, February 2011.

Lynn B Barney

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Address	110 E Trillium Ct	10936 N Port Washington Rd #123
City/State/Zip	Mequon, WI 53092	Mequon, WI 53092
Phone	262-241-6367	262-366-5310
Email	chlybarney1@hotmail.com	lbarney@creativeinsightsconsulting.com

Lynn Barney is the principal of Creative Insights Consulting, LLC, a qualitative market research and consulting firm. Her role is to provide clients with insights about their customers, their business, and their issues. She is involved in study design, project management, moderating or interviewing, and report writing. The firm is well known for its expertise in medical device new product development.

Prior to founding Creative Insights Consulting in 2004, Lynn worked for The Market Solutions Group, a full service marketing research firm and for 3M Healthcare. Her responsibilities at 3M included global brand management, new product development, strategic planning, and market research. She started her career as a pharmaceutical sales representative for Roche Laboratories.

Lynn received her BS in Pharmacy from the University of Wisconsin-Madison and MBA from the Carlson School of Management at the University of Minnesota. She is a registered pharmacist in Wisconsin and Minnesota.

In addition to her professional duties, Lynn has been a board member of the Parent's Association of University School of Milwaukee, a member of the Advisory Council for the Women in Science series through the Medical College of Wisconsin, a Girl Scout leader, and a sustaining member of the Junior League of Milwaukee.

Lynn enjoys spending time with her family, skiing, running, attending youth hockey events, and volunteering at her church and for her children's activities.

Bio-Angie Bier

I am a product of the Midwest, having been born and raised in rural southern Wisconsin, with fields on all four sides of the house. I received my undergraduate education at Lawrence University in Appleton, Wisconsin. There I was able to fulfill my premedical requirements while simultaneously being able to pursue studies in piano. I remain a fervent advocate of liberal arts education generally and Lawrence specifically. I attended medical school at the Medical College of Wisconsin, where I met my future husband, also a native Wisconsinite. When it came time to undergo the couples match to secure residency positions following medical school, he into internal medicine and I into pediatrics, we seized the opportunity to experience life somewhere “different” from Wisconsin. Having found the Sonoran Desert adequately different, we completed our respective residency training at the University of Arizona, in Tucson. We stayed a total of six years; he pursued additional training in gastroenterology and I rounded out my time as a chief resident and outpatient general pediatrician at an office tied to the University of Arizona.

Our first daughter was born while we were in Tucson, and her arrival sparked a desire to return to our roots in Wisconsin. In 2008 I assumed the position of assistant professor at the Medical College of Wisconsin in the Division of Hospital Medicine. In 2013 I made a small change; I left the world of academic medicine and joined the excellent group of primary care pediatricians at Oak Creek Pediatrics, a Children’s Medical Group clinic. In 2014 I made a much larger change and left the practice of medicine entirely, feeling that my talents could be best put to use in other arenas.

I currently lead the life of mother to Natalie, age 9, and Evelyn, age 5. My husband, Jimmy Kim, is a gastroenterologist with Aurora Advanced Healthcare. We live in Franklin, and am becoming something of a professional volunteer in the community. In my free time I enjoy cooking, entertaining, reading, writing, upcycling finds from auctions, and serving as my family’s archivist and genealogical expert.

ANGELA M. BIER, MD

Education

2002	M.D., Medical College of Wisconsin Milwaukee, Wisconsin
1998	B.A., <i>magna cum laude</i> , Lawrence University Appleton, Wisconsin

Post Graduate Training

2002- 2005	Pediatric Residency University of Arizona
2005-2006	Pediatric Chief Residency University of Arizona

Licensure and Certification

November 2005	American Board of Pediatrics
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Faculty Appointments

April 2013-May 2014	General Pediatrician Children's Medical Group Oak Creek Pediatrics
Sept 2008-January 2013	Assistant Professor Section of Hospital Medicine Department of Pediatrics Medical College of Wisconsin
Sept 2006-June 2008	Clinical Instructor General Pediatrics University Medical Center at North Hills Clinic University of Arizona

Academic Administrative Appointments

2010-2013	Clinical Navigator Children's Specialty Group E-consult process
July 2010-July 2011	Co-Director General Principles Module M1 Pilot Integrated Curriculum
07/2011 – 09/2012	Associate Workgroup Leader, M1/M2 workgroup New medical school curriculum
2012 – 2013	Associate Director Pediatric Clerkship
2012 – 2013	Course Director: Bench to Bedside

Teaching Activities

2010-2011	Presenter, Pilot Integrated Curriculum
2010-2013	Facilitator, M3 Intersession on Professionalism (once yearly)
2009-2013	Presenter, resident immunization practices Workshop (twice yearly)
2008-2013	Instructor, M3 Pediatric Physical Exam

	Workshop
2008-2013	Instructor, M1 Medical Interviewing Course
2008-2013	Teaching Attending, M3 inpatient wares (one month per year)
2008-2013	Attending, hospitalist inpatient service
2013-2014	Outpatient medical student clinical mentor

Honors & Awards

2012	MCW Edward J. Lennon Endowed Clinical Teaching Award
2010, 2011, 2012	Department of Pediatrics Outstanding Medical Student Teacher for M3 Clerkship
2010	Department of Pediatrics Outstanding Medical Student Teacher for Medical Interviewing
2005	Pima County Pediatric Society Excellence in Residency Award
2005	Resident Award for Excellence in Teaching University of Arizona
2002	American Women's Medical Association Graduating Medical Student Award Medical College of Wisconsin
2001	Alpha Omega Alpha Medical College of Wisconsin
1999	Roman Galasinski MD Scholarship Medical College of Wisconsin
1998	<i>Phi Beta Kappa</i> Lawrence University

Memberships

2006-present	Fellow, American Academy of Pediatrics
2008-2013	Society of Hospital Medicine
2009-2013	AAP Section of Hospital Medicine
2009-2013	Academic Pediatric Association

MCW Committee Service

2010	Medical College of Wisconsin, e-Portfolio Workgroup
2010-7/2010	Medical College of Wisconsin, Curriculum Integration Development, General Principles
2010-2013	Children's Hospital of Wisconsin, Implementation of a System-Wide Immunization Initiative (Steering Committee and Inpatient Workgroup)
2009-2014	Children's Hospital of Wisconsin, Suspected Child Abuse and Neglect Committee
2008-2014	Medical College of Wisconsin, Pediatrics Clerkship Evaluation Committee

Workshops & Presentations

- 2012 O'Toole J, DiRocco J, **Bier A**, "Tales from the Trenches: Experiences with the New 2011 ACGME Duty Hours and How to Maximize a Resident's Educational & Clinical Experience," Pediatric Hospital Medicine National Meeting, Cincinnati, 7/2012.
- 2012 Simpson D, **Bier A**, Lamb G, Marcdante K, Meurer L, Muntz M, "Delineating Competencies for Teachers and Learners through the Milestone Theater," AAMC National Meeting, San Francisco, 11/2012.
- 2012 Robbins L, **Bier A**, Holt P, Simpson D, Souter K, "Low-Risk, High Impact Approaches to Making Teaching More Interactive," AAMC National Meeting, San Francisco, 11/2012.
- 2011 **Bier A**, Sabnis S, Nugent M, Simpson P, "Immunizing in the Inpatient Setting: The Importance of Eliminating Missed Opportunities," (poster) PAS National Meeting, Denver, 4/2011.
- 2011 Bedinghaus J, **Bier A**, Olivier M, Simpson D, "Engaging Learners & Faculty in an Integrated Organ-System Based Curriculum By Starting with the 'General Principles' of Medicine and Science" (poster) TBL Collaborative National Meeting, Las Vegas, 3/2011.
- 2010 **Bier A**, Lye P, Simpson D, "Emerging Roles for Pediatric Educators," APA Regional Meeting, Lake Geneva WI, 10/2010.
- 2010 **Bier A**, "A School of Red Herrings: A Case of Disseminated Blastomycosis," Pediatric Hospital Medicine Nat'l Meeting, Minneapolis, 7/2010.
- 2005 **Bier A**, Zarate A "Introduction to Fluids and Electrolytes" University of Arizona College of Medicine, monthly.
- 2005 **Bier A**, "Chronic Abdominal Pain in a 14-year-old Girl Secondary to Lead Toxicity from a Retained Intra-articular Bullet" (poster) AAP National Conference, Washington, D.C., 10/2005.
- 2005 **Bier A**, "Wilson's Disease Presenting as Epistaxis" Pediatric Clinical Case Presentation University of Arizona Dept. of Pediatrics, 3/2005.
- 2003 **Bier A** "Endocarditis Secondary to Poor Dentition" Pediatric Clinical Conference University of Arizona Dept. of Pediatrics, 12/2003.

Publications

Lazoritz S & **Bier A**. "Historical Perspectives on the Subdural Hematoma, A Multidisciplinary Approach to Shaken Baby Syndrome", July 2001.

Community Service, Hobbies, & Interests

Class Agent, Lawrence University
Member, Reunion Steering Committee
Member, St. Thomas of Canterbury
Clerk of the Vestry
President, Southwood Glen Elementary School PTA
Member & Secretary, Franklin Education Foundation board of directors

Travel, reading, writing, cooking & baking, tap dancing, genealogy

Benjamin S. Cordani

Lead HR Manager

Caterpillar Global Mining

Ben Cordani is Lead Human Resources Manager for Caterpillar Global Mining, headquartered in Oak Creek, Wisconsin. In this capacity, Ben provides strategic leadership to the company's global people initiatives supporting employees on six continents to create the best team. Included in his core area of accountability is global recruiting, compensation, talent development, organizational design, cultural effectiveness, diversity & inclusion and internal communications. Ben joined Caterpillar Global Mining in July 2011 and along with a team of dedicated HR professionals around the world, has been instrumental in the rapid integration of Bucyrus employees into Caterpillar Inc.

Prior to joining Global Mining, Ben held a variety of positions at Caterpillar, most recently serving from 2009-2011 as Washington, D.C. Governmental Affairs Manager with accountability for the HR, Labor and Legal policy portfolio. In this capacity, he worked closely with elected officials and industry associations to advance the competitiveness of American manufacturing. From 2005-2009, Ben was based in Beijing, China, where he was the company's HR Manager for China & Japan, helping design the company's China strategy and supporting Caterpillar's rapid growth and expansion in Asia. He has also served as Chief Corporate Spokesperson for Caterpillar, working closely with external media outlets to advance Caterpillar's message.

Ben is a graduate of Illinois State University in Normal, Illinois. He, his wife, Vicky, and their three children (ages 11, 8 and 4 months) moved to Milwaukee in July 2011. They enjoy outdoor skiing and snowmobiling in the winter and youth baseball and beaches in the summer.

Vicky Cordani

9049 S Deerbrooke Ct., Franklin, WI 53132 Phone: 414 235-8549 Cell: 202 507-2769 E-Mail: vlcordani@aol.com

Experience

Caterpillar Inc.

2000-2013

■ *Communications Strategist*

Developed communication effectiveness and saturation metrics for corporate news vehicles and channels. Performed and analyzed facility employee communication audits to increase employee awareness and engagement. Delivered daily and weekly employee news productions.

■ *Health Communications Editor*

Produced monthly newsletter for the Corporate Medical and Health Promotions team, targeted to all US-based employees. Developed intensive communications plans for Compensation and Benefit-related communications for employees, retirees, and shareholders.

■ *Human Resources Communications Manager*

Led internal communications, training and change management teams in implementing significant benefit changes for employees and retirees. Delivered comprehensive strategic communication plan centered on key messages and deliverable. Externally recognized with a Silver Anvil Award (PRSA) and Outstanding Change Management Initiatives for a large company (LaMarsh Global and Associates).

■ *Senior Executive Office Communications Manager*

Managed communication responsibilities and deliverables for President of Resource Industries Group, a multi-billion dollar group within Caterpillar. Developed business- and product-aligned communication strategies, speeches and presentations for internal and external global audiences including employee, government, trade organizations, customers and dealers. Led advisory team of five global division communication teams within the Resource Industries Group.

Taproot Foundation

2010

■ *Pro bono Communications Consultant*

Developed concepts, conducted interviews and wrote all content for Annual Report for the Tahirih Justice Center, a non-profit organization that works to protect immigrant women and girls seeking justice in the United States from gender-based violence.

Sun He Elementary Migrant School (Beijing, China)

2006-2009

■ *First Grade Teacher and Co-developer of English Program*

Co-developed and implemented first English education curriculum for severely impoverished elementary school to help meet government guidelines for English language needs using TESOL based learning methods. Co-coordinated and advised 15 new teachers through new program pre-K through 8th grade. Helped raise funds to renovate school grounds and provide electricity and heat to the school for one school year, clothing and blankets for children. Classes were attended regularly by parents, increasing family engagement and a path to family betterment.

Embassy of the United States, China (Beijing, China) 2006-2009

■ *Instructor, Fourth Grade U.S. Studies*

Taught U.S. history and customs courses using US-based curriculum to fourth grade children of US citizens. Weekly night classes were held throughout the school year and including learning basic state statistics, history, customs and cultures for all 50 states.

Illinois State University 1998-2000

■ *Communications Instructor*

Taught various undergraduate communication courses such as Public Speaking, Interpersonal Communications and Small Group Communications. Assistant coach for the nationally ranked Forensics Speech Team.

Education

Illinois State University, M.S. Organizational Communications 1996

Masters Thesis: Idealized and Perceived Rhetorical Visions: An Analysis of the Recruiting Methods of Illinois State University

Illinois State University, B.S. Speech Communications 1994

Awards and Achievements

Marketing Committee Member, Next Door 2011-present

Silver Anvil Award Winner, Public Relations Society of America (PRSA) 2006

Outstanding Change Management Leader Award, LaMarsh Global and Associates 2005

Outstanding Graduate Student for Department of Communications, Illinois State University 1996

Coach, Illinois State University Forensics Union 1996

President, Illinois State University Forensics Union 1994

SUSAN T. DOYLE
1905 Jean Marie Court
Brookfield, Wisconsin 53005
(262) 442-7766 susan_doyle@sbcglobal.net

PROFILE

Senior Management Professional with passion and expertise in developing engaged people and superior sales and service processes that provide exceptional solutions to client needs. Enthusiastic leader of top producing sales quality and customer focused teams. Powerful organizational and interpersonal skills, with a knack for providing vision to achieve results. Innovative thinker with extensive background in developing and executing strategic plans involving products, operations, sales, service, and training. Outstanding ability to lead large initiatives. Experienced in budget planning and managing revenue generating and expense reduction processes. Drives change with an entrepreneurial attitude and abundance of energy. Excels in a fast-paced, multi-faceted environment.

CAREER HISTORY

North Shore Bank, Brookfield, WI 2007-Present
North Shore Bank is a community bank located in Wisconsin and Northern Illinois, with \$1.5 billion in assets and 42 banking offices.

Vice President – Branch Operations Manager (February 19, 2007 to present)

Responsible for retail branch operations. Manage three districts with four direct reports. Responsible for implementation of branch automation products and core processing applications to reduce operational workflows and increase sales and service production. Spearhead customer engagement feedback management program to strengthen employee and customer loyalty. Develop operational, sales and service strategic plans to achieve growth, reduce expenses and generate revenue. Hire, train and develop organizational talent to meet the needs of relationship driven company. Plan and manage annual budgets.

TCF BANK, Burr Ridge, IL 1985-2006
TCF is a national financial holding company based in Minnesota, with \$14.2 billion in assets and 455 banking offices in Colorado, Illinois, Indiana, Michigan, Minnesota, and Wisconsin.

Senior Vice President - Area Manager Retail Banking (2005-2006)

Led brand development and retail growth of a \$400 million multi-line business unit comprised of 36 locations in Southeastern Wisconsin. Managed four regions with six direct reports. Created sales and service delivery channels that built relationships and differentiated customer experiences. Designed and executed innovative marketing strategies to grow business in a mature market. Authored and implemented technical training and career enrichment programs. Developed and executed business expansion and relocation strategies. Planned and managed annual budgets up to \$40M. Achieved profitability goals by implementing revenue generating and expense reduction strategies. Developed and managed operational procedures to streamline processes and maintain audit control.

- Developed, trained, and coached client relationship building strategies to management teams that created growth opportunity, increased revenues and improved business 3% in a mature market. Recognized as top quality performer.
- Created and executed sales campaign focused on customer convenience that increased business 11%.
- Designed and implemented service initiative to "WOW" the client experience and drive sustainable business. Initiative improved staffing levels, reduced operating losses, increase client retention, grew sales by 10% and customer referrals to 35%.
- Managed multiple two-year expansion projects up to \$3 million that exceeded first year growth benchmarks by 10%.
- Led major project for partnership with new client which integrated marketing, training, facilities, IT operations and development staff. Project outcome led peer penetration by 5%.
- Conceptualized and implemented a "Best Company" employee engagement initiative that resulted in improvements in customer experience, quality account growth, client retention, employee retention, career development, and business and community relationships.
- Initiated business plan to improve working relationships with internal business partners that increased customer satisfaction and business referrals by 10%.

- Team lead year-long event planning of a multi-year contract for the 2006 TCF Bank Air Expo. 2006 air show attendance exceeded 500,000 people which was a 20% increase over 2005.
- Championed promotional fund-raising campaigns for local organizations that increased employee contribution participation by 20%.

Vice President, Division Manager Retail Banking (1998-2005)

Fostered successful work environments to promote sales and service development for a business unit consisting of 18 to 22 locations in Milwaukee, Racine, and Kenosha counties, the Fox Valley and Northern Illinois. Acquired, trained and retained high-caliber front-line, management and support staff. Set and achieved annual sales goals. Assisted in annual budget planning process. Created and implemented effective sales, service and marketing campaigns. Designed and managed incentive programs. Developed operational and sales strategies to drive change and support merger of divisions. Collaborated on location, design and build of expansion and relocated facilities.

- Achieved recognition as President's Club Top Division Manager - 2003 and President's Club Participant - 1998, 1999, 2000.
- Developed customer service standards to improve service ratings to 95% or higher.
- Grew retail accounts by 10% to 20% at relocated offices and exceeded growth goals at expansion locations by 25% or more for several consecutive years.
- Team lead which evolutionalized technical training, sales processes and career enrichment programs and reduced turnover.

Vice President - Region Manager of Retail Banking (1993-1998)

Directed the growth and development of Racine, Kenosha, Walworth and Dane county retail operations. Territory consisted of eight to twelve locations. Hired, trained, and inspired individuals to achieve high performance sales expectations. Transitioned operational culture to sales driven environment. Mentored and promoted top performing managers. Maintained low turnover rates. Set annual sales goals. Developed and implemented operational, sales, service and marketing programs to reach growth objectives. Prepared and managed annual budgets. Facilitated employee and customer relationship development to accommodate merger and closure strategies. Initiated employee and corporate involvement with community groups.

- Consistent Leader's Club Winner - Top region retail manager in 1994, 1995, 1996, 1997, and 1998.
- Developed enthusiastic work teams that grew market share to 17% and 22%.

Assistant Vice President - Region Manager (1988-1993)

Stimulated underperforming sales and service growth and employee development of eight office region in Kenosha, Racine and Walworth communities. Developed sales, service and operational delivery processes to grow line item production to meet corporate goals. Authored, trained and coached customer cross-sell strategies. Facilitated merger of operational and sales systems. Participated in the creation and implementation of management training programs.

- Led a change initiative to improve poor sales and service performance and achieve 110% of company goals. Leadership ability and performance was recognized by senior management

Branch Manager (1986-1988)

Acquired new and developed existing consumer relationships. Managed 10 to 15 employees. Developed promotable employees. Recognized as top sales and service manager.

Branch Supervisor (1985-1986)

Hired, trained and supervised front-line personnel. Developed sales and service delivery skills. Implemented operational procedures to maintain audit control and improve efficiency. Received several customer service excellence awards.

NORTH SHORE BANK, Brookfield, WI

1984-1985

Head Teller, Teller

EDUCATION AND LICENSES

University of Wisconsin-Madison, Bachelor of Science, 1983
NASD Series 6 and 63, State of Wisconsin Life License

PROFESSIONAL DEVELOPMENT AND COMMUNITY AFFILIATIONS

Tempo Envision, President 2006 - 2007; Forecast Chairperson 2004 and 2005
Professional Dimensions, 2006 to present
Next Door Foundation, Board Member, Program Committee, 2005 to present
Girl Scout Great Blue Heron, Co-Leader, 2004 to present
St John Vianney Parish – Athletic Team Manager, 2005 to present
Children's Hospital – Fundraising Coordinator, 2003 to 2006
March of Dimes Walk Coordinator, 1994 to 1998, 2006
Marquette University High School, Parent Volunteer, 2004 to present

Robert (Bob) E. Duncan
N74 W22261 Alta Vista, Lisbon, WI 53089
Cell: (731) 420-0090
rduncan@chw.org

EDUCATION

M.B.A., University of Tennessee at Martin, Martin, TN, 1999

B.A. Marketing, University of Memphis, Memphis, TN, 1987

PROFESSIONAL EXPERIENCE

Children's Hospital & Health System, Inc. – Milwaukee, WI
Executive Vice President, Community Services
Present

Lead the development and implementation of a CHHS strategy to enhance social service and pediatric public health initiatives to enhance the lives of children in Wisconsin. In particular, creates a strong commitment throughout the Milwaukee community to address health disparities. In partnership with key stakeholders (e.g., CHHS boards and leaders, public partners including the Bureau of Milwaukee Child Welfare (BMCW), and community advocates) improves the medical coordination, treatment and care of children in the community. Assures child welfare programs are provided in accordance with quality measures and standards.

State of Tennessee – Nashville, TN

Director of the Governor's Office of Children's Care Coordination/CoverKids
2009 – May 2010

Responsible for the management, operations and oversight of the Tennessee state's children's health insurance program, CoverKids, which insures over 45,000 children and pregnant women. Responsibilities also include the facilitation of collaboration among Tennessee's child serving departments and the child serving communities across the state to improve the delivery of services to children. Work to ensure that state departments are meeting the requirements of both state and federal law and various court orders relating to health care services for children. Responsibilities also include establishing appropriate partnerships (academic, community, provider, faith and private industry) and in bridging science and public policy.

Director of the Governor's Office of Children's Care Coordination
2008 – 2009

Responsible for efforts to facilitate collaboration among Tennessee's child serving departments and the child serving communities across the state to improve the delivery of services to children. Work to ensure that state departments are meeting the requirements of both state and federal law and various court orders relating to health care services for children. Responsibilities also include establishing appropriate partnerships (academic, community, provider, faith and private industry) and in bridging science and public policy.

Methodist Le Bonheur Healthcare – Memphis, TN

**Vice President of Strategy and Business Development/Public Policy – Memphis, TN
2007 – 2008**

Responsible for the strategic management and direction over planning and business development functions, formulation of strategic plans for public policy and governmental support and funding for the hospital. Responsibilities involved conducting analyses of opportunities and assessing their effectiveness and consistency with strategic objectives. Responsibilities also included new business development, regional strategy, regional services and clinics, service lines and physician relations and recruitment.

Vice President Advocacy/Public Policy – Memphis, TN

2003 – 2007

Assists Le Bonheur's executive management in the formulation of strategic plans to obtain governmental support and funding for the system's companies, charitable purposes, educational programs and community health collaborations; responsible for managing lobbying consultants in Washington, DC and Arkansas, identifying and communicating policy and issues related to children's health/well being, education and safety, and/or needs in the community. Responsibilities also include the leadership, strategic planning, coordination and implementation of programs, projects and events related to child health and advocacy issues within Le Bonheur's Advocacy Division with a budget of \$15 million and 300 Associates.

Administrative Director Le Bonheur Community Health – Jackson, TN

2002 – 2003

Responsible for the political relationships, strategic planning, implementing, directing, coordinating and controlling activities and operations for Coordinated School Health, First Years Institute, Community Health – HIV/Aids, West Tennessee Pediatric Services and the Safe Kids/Injury Prevention efforts. Managing budgets of over \$10 million dollars and supervising a staff of 90 administrative, clinical and support positions.

Administrative Director West Tennessee Medical Associates – Jackson, TN

2001 – 2003

Responsible for strategic planning, developing, implementing, coordinating, operating, directing and controlling activities, operations and programs for Methodist owned physician clinics. Supervising a staff of 90 physicians, mid-level providers, administrative, clinical and support positions. Administering a yearly budget of over \$15 million dollars and an increase in gross revenue of 20%.

Director of West Tennessee Pediatric Services – Jackson, TN

1998 – 2002

Responsible for the business development, management, revenue growth, political relationships and strategic growth for Le Bonheur Children's Medical Center throughout West Tennessee. Developed and initiated pediatric programs such as School Health, Outreach Therapy, Specialized Pediatric Clinics and Le Bonheur Early Intervention and Development. Supervised a staff of 30 administrative, clinical and support positions. Worked with government officials, community organizations, businesses and private citizens on pediatric policies and programs.

**Regional Director of Methodist Healthcare Foundation – Jackson, TN
1997 – 1998**

Responsible for the development, strategic planning and creation of the Foundation's regional fundraising program. Solicited donations through special events, grants and major gifts. Worked with other non-profits, community leaders and state officials to develop collaborations that benefited the Methodist communities through grants and gifts.

**Regional Representative Le Bonheur Children's Medical Center – Jackson, TN
1995 – 1997**

Responsible for the development, strategic planning and creation of Le Bonheur Children's Medical Center regional fundraising program. Solicited donations through special events, grants, corporate sponsors and major gifts. Established relationships with local, state and federal officials in an effort to secure funding for various pediatric programs.

Union Planters Insurance Company – Memphis, TN

Insurance Agent – Trenton, TN

1992 – 1995

Responsible for sales, management and strategic planning of agency product lines. Top producer in commercial property insurance. Turned company around from \$70,000 loss in 1991 to a profit of \$40,000 by 1994.

Schering-Plough Healthcare Products, Kenilworth, NJ

Territory Manager – Memphis, TN

1988 – 1992

Responsible for the sales and management of over-the-counter pharmaceuticals in Arkansas, Mississippi, North Louisiana and West Tennessee. Received the prestigious President's Club Award in January 1992 for taking sales area from sixth in region to the top in the country.

ACTIVITIES AND AWARDS

A.B.L.E. Youth Board Member

Tennessee Community Service Agency Board Member/Chair

University of Tennessee at Martin School of Business Advisory Board Member

United Way of Tennessee Public Policy Member

Gibson County Leadership Graduate - 1993

Gibson County Person of the Year – 1994

Rotary A.F. Bridges Award – 1996

Memphis Business Journal Top 40 under 40 – 2003

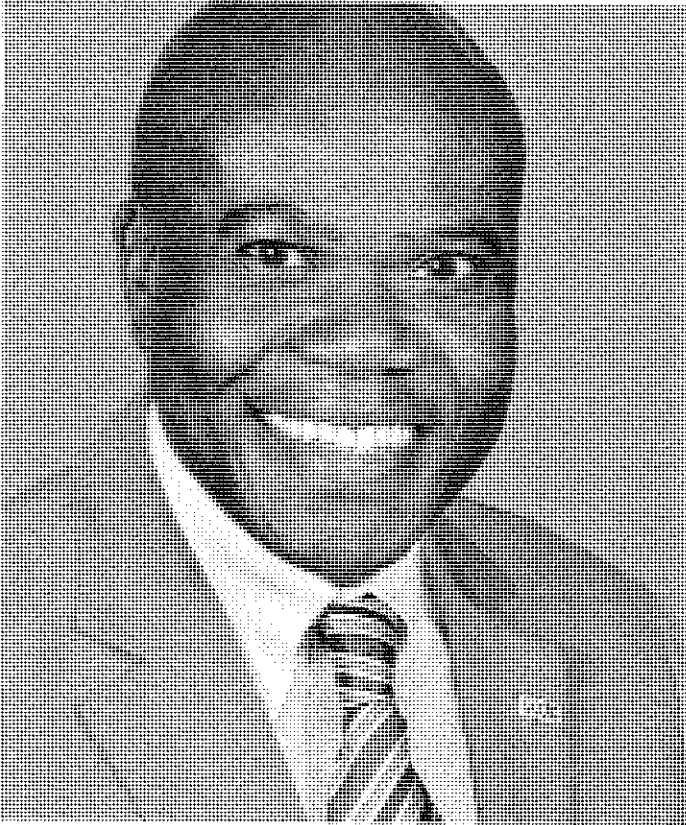
Leadership Memphis Graduate - 2006

Memphis Business Journal 2006 Healthcare Hero Finalist

United Way Child Advocacy Award 2009

UCLA/Johnson & Johnson Healthcare Fellow

Nominating Committee Update - November 2015



Name: **Sadique Isahaku, PhD**

Role: Dean of the School of Liberal Arts and Sciences,
Milwaukee Area Technical College

Dr. Isahaku received his early education in Ghana and Nigeria. He graduated from the Ahmadu Bello University, Zaria-Nigeria with a Bachelor of Science degree in Accounting and Business Economics. After the mandatory National Service, he worked in the Oil Industry as a Financial Accountant for two years. He was granted a scholarship to continue his education in Norway where he earned a Bachelor of Science in Sociology and Masters of Philosophy in Economic Planning and Community Development at the University of Tromsø and a Doctor of Philosophy degree in Pedagogy and Education Policy at the Norwegian University of Science and Technology.

On graduation, he taught at both universities for a total of eight years. In 1998 he accepted a position as Assistant Professor of Education at Beloit College, Wisconsin where he taught for another eight years. He then moved to the Wisconsin Department of Corrections as Coordinator of Education programs, overseeing Career and Technical Education programs in all the Division of Adult Institution facilities across the state. At the Department of Corrections, he pioneered several education development initiatives. Dr. Isahaku also worked as a consultant on educational development in various capacities for several years with United Nations Educational, Scientific, and Cultural Organization (UNESCO). He is currently Dean of the School of Liberal Arts and Sciences at the Milwaukee Area Technical College. Dr. Isahaku is widely travelled.

Bradley Jansen, CPA, CFE

W209N11271 Schiller Dr, Germantown, WI 53022 – 618-579-9689

Education:

Master of Science in Accounting

Illinois State University- Normal, IL

- Graduated Dec. 2004 - GPA 3.75/4.0

Bachelor of Science Accounting

Bachelor of Science Finance

Quincy University- Quincy, IL

- Graduated Magna Cum Laude, Dec. 2003 - GPA: 3.75/4.0

Work Experience:

PricewaterhouseCoopers, LLP

Milwaukee, WI (July 2015 – present)

- Senior Manager of the Johnson Controls and Tenneco, Inc. integrated audit engagements

Florham Park, NJ – PwC National Office (July 2013 – June 2015)

- Senior Manager within the Accounting Services Group
 - Specialized in accounting for business combinations, segment reporting, restructuring, impairments and discontinued operations
 - Authored thought leadership, taught technical trainings, presented to clients and performed accounting technical consultations

Peoria, IL (January 2005 – June 2013)

- Manager of Caterpillar, Inc., HNI Corporation and Tate and Lyle, Inc.
 - Focused primarily within SEC reporting, derivatives and hedging, revenue recognition, PCAOB interactions and IFRS reporting

Community Activities:

- Classroom Instructor, Junior Achievement - K-8
- Classroom Instructor, PwC Earn Your Future Program – K-8
- Finance Committee Member, Boy Scouts of America, W.D Boyce Council
 - Financial statement review, Budgeting decisions, Board presentations
- President & Chairman, United Bowhunters of Illinois
 - Organization oversight, Coordination with IL Dept of Natural Resources, Assistance with National Archery in the Schools Program

Julie Krey
Vice President, Finance
ManpowerGroup, Americas



- Julie Krey joined Manpower in 1995 as internal auditor, taking on a number of other financial leadership roles prior to her current role as Vice President - Finance, the Americas. She is responsible for planning, directing and coordinating the activities of the financial, technology, and business transformation operations across the Americas region. This includes a leading role in developing enterprise strategy and driving execution to achieve financial performance objectives.
- Accomplishments include driving cost reduction efforts, implementing new risk management programs, accelerating growth strategies related through acquisitions and developing the World Headquarters business case.
- Prior to joining Manpower, Krey began her professional career with Deloitte & Touche, including a two year assignment in Australia and where she was the first female manager of the firm's Adelaide, Australia office.
- Krey holds a bachelor's degree in accounting from the University of Wisconsin-Milwaukee. She is a volunteer board member of the Next Door Foundation and a volunteer board member and Treasurer for Our Next Generation.

Katherine Lambert



Katherine Lambert opened Lambert Law LLC in 2011 after many years as a shareholder in the Trusts & Estates practice group of Whyte Hirschboeck Dudek S.C. Kathy's focus is in the areas of estate planning, charitable gift planning, and estate and trust administration. She works with clients of various ages and family and financial circumstances to plan for the smooth, sure, and appropriate administration of assets upon death or disability, in accordance with the client's wishes.

Associations and Accomplishments

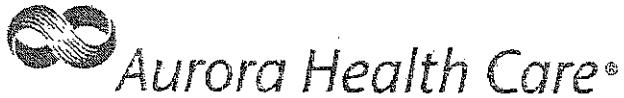
- Named a "Wisconsin Super Lawyer" in *Milwaukee Magazine* every year since 2005
- Past chair of the Trusts & Estates Section of the Milwaukee Bar Association
- Lead author of *Wisconsin Practice Series*, Volumes 15 and 16, Ninth Edition, "Death in Wisconsin: A Legal Practitioner's Guide to Postmortem Administration," 2008, and lead author of annual updates to Volumes 15 and 16
- Past board officer and continuing volunteer for Early Music Now, an organization dedicated to bringing top-flight musicians from all over the world to Milwaukee to perform medieval, renaissance and early baroque music
- Current chair of the Endowment Committee of Next Door Foundation, an organization dedicated to positioning central city Milwaukee children to become self-sufficient, contributing members of the community

Education

- DePaul University College of Law, J.D., 1978
- Vassar College, B.A. (Music), 1975

Bar Admissions

- Wisconsin (1995)
- Illinois (1978)



Lorelle K. Mahoney
Senior Vice President, Aurora Health Care

Lorelle K. Mahoney is responsible for human resources, loss prevention, employee health, medical libraries and conference center administration across Aurora Health Care, the largest private employer in Wisconsin.

A member of Aurora's Management Committee, Mahoney also sits on the Quality Committee of the Aurora Health Care Board, the Aurora BayCare Medical Center Board and the Aurora North Region Board of Directors.

She is a member of the Premier Human Resource Task Force, and the Wisconsin Manufacturers and Commerce Human Resources Steering Committee.

Before joining Aurora, Mahoney held leadership positions at Northwestern Mutual Life Insurance Company. She received her master's degree in management from the Northwestern University J.L. Kellogg School of Business.

Mahoney's community involvement includes membership on the Marcus Center for the Performing Arts Board of Directors Executive & Finance Committee and the Wisconsin Foundation for Independent Colleges Board of Directors. She also is a member of the INROADS Board and Board of Directors of The Next Door Foundation. Additionally, Mahoney served as co-chair for the 2007 Greater Milwaukee United Performing Arts Fund Drive.

RESUME

Rev. Barbara Rasmussen, D.Min.
Our Savior's Lutheran Church
3022 W. Wisconsin Ave.
Milwaukee, Wisconsin 53208
Church: 414-342-5252

Home address:
3448 N. Murray Avenue
Milwaukee, Wisconsin 53211
Home: 4141-963-9535

Education:

Garrett Evangelical Theological Seminary
Evanston, Illinois
Doctor of Ministry 2004

Lutheran School of Theology at Chicago
Chicago, Illinois
Master of Divinity 1985
Internship – Jerusalem 1983-84

University of Oshkosh
Oshkosh, Wisconsin
Bachelor of Science – Human Relations in
Management 1980

Congregations served:

Our Savior's Lutheran Church
Milwaukee, Wisconsin
Lead Pastor 2003-present

St. John's Lutheran Church
Kenosha, Wisconsin
Pastor 1990-2003

Trinity Lutheran Church
Kenosha, Wisconsin
Associate Pastor 1985-1990

Church service:

Churchwide Assembly voting member
1989, 1999, 2007

Greater Milwaukee Synod (GMS)
Reconciling in Christ Team – current
Peace and Justice 1996-2000

Previous work experience:

Aid Association for Lutherans
Appleton, Wisconsin
Administrator of Federations 1977-1981
Various positions 1970-1977

Community service, Recognitions:

ELCA Urban Outreach Center
Board of Directors, Chair 1996-2000

Alcohol and Other Drugs Council of Kenosha
Board 1994-2000, President 1996-1999

Leadership Kenosha Graduate 1999

Ronald R. Frederick
Community Service Award 2002

Central City Churches, Milwaukee
Board President – 2009

Next Door Foundation
Board Member -- current



Tchernavia Rucker
Senior Director of Global Labor and Employee Relations
Harley-Davidson Motor Company
Juneau Avenue

Tchernavia Rucker is the Senior Director of Global Labor and Employee Relations for Harley-Davidson Motor Company. She is responsible for leading the organizations efforts in developing a global Labor and Employee Relations Strategy, including HR Policy, Process & Compliance, Labor Management, Health, Safety & Security and Workforce Diversity & Inclusion. She reports to Tonit Calaway, Vice President of Human Resources and is a member of the Senior Leadership Group.

Over the last ten years, Tchernavia has served Harley-Davidson in various HR Leadership roles responsible for leading business unit HR functions which includes strategic HR planning, HRIS, employee relations, labor relations, talent management, training, organizational development, change management, performance management, diversity, safety, security and occupational health. Her previous experience also includes various HR and operations leadership roles within Goodyear Dunlop North America Tire Inc., as well as experience in healthcare and scientific research with various other organizations.

She has previously served as a member of the Board of Directors of several non-profits such as the Cripus Attucks Center and the South George Street Community Partnership. She was the former co-chair of the York County. She currently serves on the Board of Directors for the Next Door Foundation in Milwaukee, WI. She also is active in professional and other non-profit organizations. She is a member of the Society for Human Resource Management and the National Black MBA Association.

Tchernavia has been honored by various organizations and media outlets for her outstanding professional contributions and community involvement, such as Ebony Magazine and Milwaukee Forty under 40.

Tchernavia is a graduate of the University of Alabama Huntsville in Huntsville, AL, with a Bachelor of Science degree in Nursing. She earned her Master of Business Administration from Alabama A&M University. She currently holds her Senior Professional in Human resources certification.

TIMOTHY G. SCHAEFER

EXECUTIVE VP OPERATIONS & TECHNOLOGY



As executive vice president – client and digital experience, Timothy G. Schaefer is responsible for Northwestern Mutual's overall client experience, digital strategy and technology. He also is a member of the company's Executive Leadership Team.

Schaefer joined the company in June 1988 as a programmer in the Information Systems Department. He held several positions there before joining Policyowner Services in 2002. From 2002 to 2005, Schaefer worked in several leadership capacities before becoming vice president of life benefits. In this position, he was responsible for Northwestern Mutual's life insurance claim processes, leading several other life insurance benefit areas.



In May 2007, Schaefer was named an executive officer, responsible for the development and support of application systems. A year later, he was named chief information officer and department head of the Information Systems Department. In 2013, he became executive vice president of Operations and Technology and in 2016, he was named executive vice president of Client and Digital Experience. Currently, Schaefer is a member of the company's Business Technology Committee.

A native of Milwaukee, Schaefer graduated from the University of Wisconsin-Milwaukee in 1988 with a B.B.A., and later earned a master's degree in Management and Organizational Behavior from Silver Lake College, Manitowoc, WI. In 2007, he completed the Leadership at the Peak program at the Center for Creative Leadership in Colorado Springs, CO.

In the community, Schaefer is a member of the board of Next Door and the University of Wisconsin – Milwaukee Foundation. He also serves on the Business Advisory Board of the Lubar School of Business. In the past, he served on the iStrategy Executive Leadership Committee of Children's Hospital and Health System, and is a past board member of Silver Lake College.

Schaefer lives in Whitefish Bay with his wife, Rosalie, and their two children.

01/16

KATHLEEN B. SCHRADER

9854 Bay Meadow
Bonita Springs, FL 34135
512-517-6169
kbschrader@gmail.com

OVERVIEW

I have advised individuals and couples about estate and charitable gift planning for over 30 years, first as an attorney in private practice and later at two not-for-profit organizations. In 2010, I retired, but I continue to help not-for-profit organizations with their planned giving programs.

ADVISING

2001-2005,
2007-2010

GREATER MILWAUKEE FOUNDATION, MILWAUKEE WI
Senior Gift Planning Advisor/Director of Financial and Estate Planning. Coordinated gift planning program for \$500 million community foundation; consulted with donors and their legal and financial advisers about charitable gift planning and estate planning; educated public and professional groups about gift planning.

2005-2007

UNIVERSITY OF TEXAS, AUSTIN TX
Executive Director of Gift Planning. Managed the University's gift planning program; consulted with donors and their legal and financial advisers about charitable gift planning; educated professional groups about gift planning.

1992-2001

VON BRIESEN & ROPER, S.C., MILWAUKEE WI
Shareholder. Legal practice specializing in estate planning.

1978-1986

FOLEY & LARDNER, MILWAUKEE, WI
Attorney. Practice specializing in estate planning. I left Foley & Lardner to spend more time with my two young sons.

TEACHING

2003-Present

PARTNERSHIP FOR PHILANTHROPIC PLANNING OF EASTERN WI, MILWAUKEE WI
In 2003, I designed and taught a series of six weekly workshops on the basics of gift planning, both technical and programmatic aspects. The approximately 40 development professionals who attended gave the workshops excellent reviews, and the workshop series has been given every year since then. Although I have retired, I continue to teach one or two sessions each year.

1989-1992 MARQUETTE UNIVERSITY LAW SCHOOL, MILWAUKEE WI
Adjunct assistant professor for Federal Estate and Gift Tax (Spring 1991-
Fall 1992) and Legal Reasoning, Research, and Writing (1989-1992).

EDUCATION:

Legal GEORGETOWN UNIVERSITY LAW CENTER
J.D., 1978, *magna cum laude*

Undergraduate BARNARD COLLEGE, COLUMBIA UNIVERSITY
B.A., 1972, *cum laude*. Majored in American Studies.

**PROFESSIONAL
ACTIVITIES**

Board of Directors, Milwaukee Bar Foundation (2010-2012)
Member, American College of Trust and Estate Counsel (1997-2010)
Board of Directors, Milwaukee Estate Planning Council (1998-2009)
President, Planned Giving Council of Eastern Wisconsin (2002-2005)
Chairperson, Planned Giving Council of the Children's Hospital of
Wisconsin Foundation (1999-2001)

Michael Shapiro, Chief Financial Officer at OptionCare

Shapiro most recently served as the Senior Vice President and Chief Financial Officer for Catamaran Corporation, one of the nation's leading pharmacy benefits managers. Shapiro joined Catamaran in 2012 as Senior Vice President, Finance and became CFO in 2014, leading the process through which the company was sold to UnitedHealth Group. Prior to joining Catamaran, Shapiro was Vice President and CFO for Rexnord Corporation, a publicly traded diversified industrial company. Shapiro previously spent 15 years at Baxter International, Inc., a global medical device and biopharmaceutical manufacturer, where he served in various financial leadership positions including Vice President, Finance and Business Development for the Renal Division of Baxter. Shapiro began his career as an audit professional with Deloitte & Touche and is a Certified Public Accountant. He earned an MBA from the University of Chicago Booth School of Business in Finance and Strategy and a BS in Accounting from Miami University (Ohio).

MICHAEL H. SHAPIRO

CHIEF FINANCIAL OFFICER

Successful finance career in diversified industrial and global medical device / biopharmaceutical manufacturing. Progressive positions of increased responsibility based on results and value creation. Significant global experience in the areas of audit, reporting, planning, corporate treasury, investor relations business development and manufacturing finance. Proven track record of leadership, innovation and employee development.

PROFESSIONAL EXPERIENCE

REXNORD INDUSTRIES

2010-Present

The Company is a leading, global multi-platform industrial company strategically positioned within the markets and industries it serves. Currently, the business is comprised of two strategic platforms: (i) Process and Motion Control and (ii) Water Management. The Process and Motion Control platform manufactures gears, couplings, industrial bearings, flattop chain and modular conveyer belts, aerospace bearings and seals, special components, and industrial chain and conveying equipment serving the industrial and aerospace markets. The Water Management platform is a leading supplier of professional grade specification drainage, PEX piping, commercial brass and water and wastewater treatment and control products, serving the infrastructure, commercial and residential markets.

Vice President and Chief Financial Officer

2/10-Present

- Responsible for all financial aspects of the organization, including financial reporting and planning activities, organizational leadership of all finance professionals and active participation on the executive leadership team
- Lead all investor relations and external stakeholder communications, including debt holders, private equity ownership, banking partners and rating agencies.
- Responsible for all treasury and capital markets transactions and managing overall liquidity position of the organization
- Actively participate in Strategy Deployment process through the Rexnord Business System

BAXTER INTERNATIONAL INC.

1995-2010

\$12B global medical device and biopharmaceutical manufacturer. BioScience manufactures biopharmaceuticals derived from human plasma and recombinant technology to treat hemophilia, immune deficiencies and other blood-related disorders. Medication Delivery manufactures a wide range of products focused on delivering critical fluids and drugs to patients. Renal manufactures hardware, solutions and ancillaries for kidney dialysis to treat end-stage renal disease.

Vice President II – Finance and Business Development, Renal Division

11/08-1/10

- Division Controller for the global Renal business, responsible for all financial responsibilities including planning, reporting, internal controls, decision support and risk management. Dual reporting line into Chief Financial Officer and President of the Renal Division.
- Serve on Renal Executive Leadership Team, driving material improvements in the division's operations and results. Lead all financial reviews for the business, including R&D prioritization, Quarterly Operations Reviews and Regional Business Reviews
- Drive all business development activities, including M&A and partnership activities. Led approximately twelve active projects in first year, including one closed acquisition in Q3 2009.
- Actively serve on Finance Leadership Team (senior finance professionals reporting to Chief Financial Officer), Finance Talent Steering Committee, Financial Risk Committee and Pension Investment Committee
- Lead an organization of 30 finance professionals

MICHAEL H. SHAPIRO

Vice President - Corporate Financial Planning and Analysis 4/07-11/08

- Lead an organization of ten professionals, managing all aspects of the annual Operating Plan, quarterly Forecasts and annual Long Range Strategic Plan. Responsible for target assignment, consolidation and analysis of financial and operating metric data. Present to and participate in Operations Committee (top twelve executives of corporation) meetings, providing financial insight on quarterly results and forecast implications.
- Partner with Investor Relations to provide analysis on quarterly earnings data. Developed new quarterly due diligence process to consolidate and streamline information flow from businesses and regions to corporate finance functions to support quarterly close and earnings release process.
- Lead capital allocation decision support regarding investments in R&D, capital expenditures and acquisitions / alliances. Responsible for corporate-level analysis and approval before submission to CEO and Board of Directors for approval.
- Lead monthly Finance Leadership Team (top fifteen finance Vice Presidents) meetings, driving finance initiatives and communication throughout the finance community.
- Provide CEO and CFO with ad-hoc financial analysis support, analyze and consolidate all Board of Directors materials for regular meetings.

Vice President and Assistant Treasurer – Corporate Treasury 4/05-4/07

- Managed all aspects of the capital structure for the corporation, including leading all lending transactions, daily treasury and cash management processes.
- Developed, introduced and executed new strategies for share repurchase and foreign exchange hedging, ultimately presenting both strategies to the Finance Committee of the Board of Directors for approval
- Oversaw all hedging strategies for the corporation, including foreign exchange and interest rate hedging programs. Managed portfolio of approximately \$4 billion in notional instruments. Implemented Value-At-Risk as metric for hedging assessment and evaluation. Led implementation of Quantum treasury workstation implementation in US and European treasury centers.
- Drove several new initiatives, including a comprehensive bank evaluation scorecard, quarterly Treasury Dashboard report, Sarbanes-Oxley self-evaluation process and development of a business development policy for treasury
- Led an organization of approximately 20 professionals in the US and Europe

Director of Investor Relations – Corporate 7/04-4/05

- Liaised with various stakeholders, including equity investors, buy and sell-side analysts, credit rating agencies, media and other parties. Responsible for developing investor “story” with senior management and communicating with investors.
- Served as key project leader for an all-day investor conference at which senior management presented the corporate strategy to the investor community. Managed all aspects of the conference, including presentation development, logistics, marketing materials creation and overall execution. Also managed the annual shareholder meeting held in downtown Chicago.

Director of Global Operations Finance– BioScience Division 6/03-7/04

- Managed all financial aspects of Global Operations Group. Drive financial discipline in \$2B manufacturing network, including 10 manufacturing facilities and 90 plasma collection centers in the US and Europe. Directly support VP of Global Operations and Division CFO.
- Led strategic initiatives: plant rationalization, throughput reduction, cost-cutting efforts, capital expenditure control and overall cash flow forecasting. Closed one manufacturing facility and 26 plasma centers resulting in cash flow improvement of greater than \$50M.

MICHAEL H. SHAPIRO

- Managed BioScience's annual capital investment of \$200M+ as Division Capex Controller. Review operational and financial justification for all projects and recommend investment strategies to senior management. Responsible for maintaining spending controls and forecasting accuracy. Drive economically attractive financing opportunities for the division.

Director of Global Finance – BioScience Division

5/02-6/03

- Responsible for all investor relations activities for division, including preparation of quarterly earnings release, analyst calls and the annual Investor Growth Conference. Developed and communicated operating strategy with division president and senior management.
- Prepared financial materials for quarterly operating reviews with Corporate Executive Management Team. Reviewed monthly product sales results with various regions and marketing teams and liaise with Corporate Finance.
- Created extensive cash flow education module and facilitated training of all management team members globally. Developed global facilities strategy, restructured non-manufacturing organizations and directed several other key division initiatives.

Director of Capital Markets - Corporate Treasury

3/00-5/02

- Managed capital structure including \$2.5B term debt, \$1B commercial paper, \$1B cash and foreign currency and interest rate derivative portfolios. Monitored daily cash position and issued commercial paper. Managed relationships with banking partners as well as rating agencies. Performed treasury due diligence of targets and post-acquisition treasury integrations of acquisitions.
- Led complete restructuring of the capital structure after recommending strategy to the Treasurer and CFO. Related transactions included \$800M debt tender, \$800M convertible debenture, \$500M term debenture, European commercial paper program development, EMTN Program and €600M term debt issuance.
- Developed structured finance capabilities, including synthetic leases, sale-leasebacks, and securitizations. Received Baxter Finance Innovation Award for value created in structured finance transactions. Negotiated financing structures with customers in the form of loans and leases through Baxter Capital Corporation.
- Streamlined NPV modeling guidelines to improve financial analysis of strategic opportunities at the request of the CFO. Drove consistency across divisions as well as introduced Real Options Valuation method for more complex, research-oriented opportunities.

Financial Planning Manager - U.S. Medication Delivery Division

10/97-3/00

- Managed financial planning and analysis activities including annual operating plan, quarterly forecasts and five-year strategic plan for the \$1.6B division consisting of 8 SBU's. Led effort to improve forecast accuracy of the \$1B managed capital base and \$250M in cash flow. Cash flow variances significantly reduced over two years.
- Received Baxter Finance Leadership Award for participation in the integration of JD-Edwards enterprise system. Led the creation of a new Hyperion Enterprise planning application compatible with JD Edwards to consolidate all activities of the division.
- Led financial integration of a key acquisition acquired from bankruptcy. Integrated financial reporting, resolved due diligence issues and assumed interim financial management. Successfully led efforts to receive multimillion-dollar reduction in purchase price.

MICHAEL H. SHAPIRO

Audit Consultant - Corporate Audit

10/95-10/97

- Led several traditional and non-traditional internal audit engagements. Developed audit strategy for Latin America and Asia regions and Bioscience division. Executed these strategies efficiently while developing strong relationships and acumen of international operations. Traveled extensively to South America, Asia and Europe.

DELOITTE & TOUCHE LLP

1992-1995

Senior Associate, Accounting and Auditing Group – Chicago Office

- Planned and executed financial audit and special project engagements within the Manufacturing Group. Clients consisted primarily of SEC pharmaceutical and medical device companies, also included manufacturing, construction and steel scrap entities.

EDUCATION / CERTIFICATION

THE UNIVERSITY OF CHICAGO GRADUATE SCHOOL OF BUSINESS
MBA, Finance and Strategic Management, May 2000

MIAMI UNIVERSITY, Oxford, Ohio
BS Accounting, Cum Laude, June 1992

CERTIFIED PUBLIC ACCOUNTANT, Illinois, November 1992

AFFILIATIONS

BAXTER CREDIT UNION

\$2 billion member-owned credit union
Member, Finance Committee

2007-2010

HEARTLAND HEALTH OUTREACH

A non-profit organization focused on providing access to primary, mental and oral care to under-privileged individuals, an affiliate of the Heartland Alliance
Member, Board of Directors and Board Compliance and Finance Committees

2007-2010

MAKE-A-WISH FOUNDATION OF ILLINOIS

Member, Associate Board

2008-2010



Name: **Alan Shoho, Ed. D.**

Role: Alan R. Shoho is the Dean of the School of Education and Professor of Administrative Leadership at the University of Wisconsin-Milwaukee.

He spent twenty-one years previously at the University of Texas at San Antonio where he was a Professor and Associate Vice Provost for Academic and Faculty Support. He was an American Council of Education (ACE) Fellow during 2012/2013 academic year at the University of North Carolina at Charlotte serving under Chancellor Phil Dubois. His research focuses on aspiring principals and assistant principals, high school social processes, and organizational cultures.

Dr. Shoho has published in a variety of venues including *Leadership and Policy in Schools*, *Educational Administration Quarterly*, *Journal of School Leadership*, *Journal of Educational Administration*, *The High School Journal*, and *The International Journal of Educational Management*. Recently, Dr. Shoho co-authored with Bruce Barnett and Ashley Oleszewski a journal article providing a comprehensive literature review on assistant principals. He served as the PI for a three-year, \$300,000 Texas High School Project grant geared at preparing high school principals. He also co-authored several articles with Bruce Barnett on the challenges and experiences of new principals. In 2010, he served as the President for the University Council for Educational Administration.

Dr. Shoho earned his Ed.D. at Arizona State University, M.Ed. at the University of Hawaii, and his B.S.E.E. in

Electrical Engineering at California State University at Fullerton, whereupon he worked as an Electrical Engineer at Rockwell International designing gyroscope guidance systems for Minuteman Intercontinental Ballistic Missiles (ICBMs). He subsequently taught high school mathematics in Hawaii before moving into higher education.

He teaches graduate courses in educational leadership including introduction to school administration, instructional supervision, principal internship, and principles of ethical leadership. He has served as the Program Coordinator for three years and then as the Graduate Advisor of Record during two different stints as well as elected by his peers to serve as the College of Education and Human Development Council Chair twice.

He was selected to the inaugural class of UTSA's Provost Fellows class in 2009 as well as selected to Leadership San Antonio sponsored by the Greater San Antonio Chamber of Commerce and the Hispanic Chamber of Commerce and Leadership North East Independent School District.

Zach TeWinkel

3605 Westwood Drive • Brookfield, Wisconsin 53005
Email: zach.tewinkel@usbank.com Cell # 414-732-6658

CAREER ACHIEVEMENTS

20 CONSECUTIVE QUARTERLY PINNACLE AWARDS (TOP 20%)

4 CONSECUTIVE ANNUAL PINNACLE AWARDS (TOP 10%)

TWO TIME US BANK SMALL BUSINESS EMPLOYEE OF THE MONTH

US BANK CIRCLE OF SERVICE NOMINEE – Q1 2008

RICHARD K. DAVIS (US BANK CEO) CIRCLE OF SUCCESS AWARD WINNER Q2 2006

CAREER EXPERIENCE

US BANK – 2002 - Present

US Bank - Small Business District Manager – Vice President (2009 – Present)

Lead a team of 7 Commercial Lenders in the greater Milwaukee area. Our team of advisors provides full service banking solutions to the companies and individuals we work with.

- Top performing team for overall revenue generation and loan growth for 2010-2013
- Grew loan balances by over 20% annually for 5 consecutive years
- Top team in US Bank's annual Small Business 4th quarter contest for 2010 – 2013
- Assist companies with solutions in deposit & treasury management, payments, real estate financing, cash flow management, SBA financing, equipment financing, and M&A financing
- Built strong area relationships with other area professionals

US Bank - Small Business Portfolio Risk Manager – Vice President (2007 – 2009)

Managed several departments that oversaw the credit risk in US Bank's \$4 Billion Small Business loan portfolio

- Prepared credit quality forecast reports presented to US Bank's Executive Management Team
- Analyzed the portfolio's credit quality trends to identify and minimize risks
- Met weekly with US Bank's Chief Credit Officer to discuss current trends and future forecasts
- Prepared stress testing and loss forecasting models to understand the risks within the portfolio
- Independently worked on numerous projects to make recommendations to Senior Management to help improve the overall profitability and reduce risk in the Small Business Loan Portfolio

US Bank - Small Business Underwriting Manager – Vice President (2005 – 2007)

Managed several teams of credit risk professionals responsible for making credit decisions on new and existing loans to US Bank customers

- Responsible for reviewing and approving credit actions
- Effective communication and negotiation skills to find ways to structure loans to make them work for the customer while protecting the risks to the Bank

- Developed a centralized team responsible for obtaining and tracking controls (borrowing base monitoring and financial reporting monitoring) to reduce the risk on larger credit relationships
- Presented to Senior Management in the Bank's quarterly problem credit monitoring meeting

US Bank - Small Business Portfolio Operations Manager – Assistant VP (2003 – 2005)

Managed a team of 15 employees responsible for payment collections and loan renewals for the Small Business loan portfolio

- Reviewed and approved all transfers to the workout group
- Reduced payment and matured delinquency by over 50% within 6 months
- Assisted in implementing improved processes to reduce collateral documentation exceptions per the Bank's Sarbanes-Oxley audit recommendation

US Bank - Small Business Credit Analyst (2002 - 2003)

Analyzed business and personal financial statements for credit requests up to \$2.5 million dollars

- Reviewed financial statements for overall credit analysis for new loan requests and to monitor risk of existing customers
- Consistently was one of the top producers in the number of loan requests reviewed while maintaining high quality

NORTHWESTERN MUTUAL FINANCIAL – Mequon, Wisconsin, 2001-2002

Intern Financial Representative

Met with clients to recommend financial products to help the client meet their goals

- The program has consistently ranked in the top 10 internships within the United States
- Finished the program ranked in the top 15 Interns out of more than 1,000 across the country

COMMUNITY INVOLVEMENTS

Vice President of Brookfield Christian School Board
LISC Credit Committee

EDUCATION & CREDENTIALS

RMA Credit Risk Certified (CRC)

Comprehensive Commercial Credit Analysis Designation

Completed Omega Commercial Loans to Small Business

Comprehensive course on investigating, analyzing, and interpreting borrower information; including risk analysis, financial statement analysis, cash flow analysis, and loan structure.

Bachelor of Science, Business Administration - Finance

UNIVERSITY OF WISCONSIN, Milwaukee