

S. LaNette Zimmerman

Phone: • Carmel, CA 93921
• E-Mail:

September 24, 2019
Council Members Jeff Baron and Carrie Theis
City Hall – Monte Verde Street
Carmel-by-the-Sea, CA 93921

RE: Expression of interest in a position on the Climate Change Initiative Group

Dear Carrie and Jeff:

May I first congratulate you on your City Council appointment to this Climate Change Initiative. The topic surfaces so often in our public discourse, private conversations and personal considerations that it seems appropriate to officially engage some of the most pertinent issues as they effect to our community, defined as both the City of Carmel-by-the-Sea and its broader sphere of influence.

Knowing that the composition of every citizen group is a challenge, requiring broad and diverse representation of the constituents, I am expressing an interest in being considered as an active participant in this effort. My past business and leadership experience, along with my very strong interest in the subject, could, hopefully, be viewed as valuable as this initiative moves forward to create a blueprint and action plan for how our community deals with the challenge of climate change.

As I have thought about the topic and discussed it with others, the approach suggested at last week's presentation on Climate Change seems to broadly define the work of the group. Adaptation, Education and Action can certainly serve as the over-arching framework for the development of a plan. Proposing a mission, goals and objectives would further guide the effort to articulate concrete and achievable measures that could be adopted by the City as part of its plans for the near and long term.

It is my hope that this work might also be aspirational, in terms of helping us define what we hope to be as a community. Do we wish to be thought and action leaders? Do we wish to register our name among those who are making a genuine commitment to changing our behaviors in respect of climate change? I don't believe any of us who put our names forward to participate in this effort want to devise a plan that would simply sit on the shelf. We need an actionable, credible, realistic and embraceable plan that might inspire even the most reluctant among us.

This means gathering and using the comments and suggestion of all those who will have input. This, by implication, means finding new and assertive ways of seeking that input, such that we can be assured that we hear from more than the expected sources. For example, it might mean getting our topic on the agendas of local organizations as a means of gaining additional information and feedback.

Some of my most relevant background includes my experience in Human Resources and Communications, which comprises, in part, planning and managing complex processes in a diversified business environment and collaborating with business and community leadership with different, and sometimes conflicting, perspectives.

I believe I could be a valuable contributor to this effort as I am a hard worker and embrace the challenges offered by such engagement as this. I have included a brief version of my resume as further information for your consideration. If you need additional information, I will be happy to provide it.

Please give my interest serious thought as you create the recommendations of citizens to fill out this working group, and thank you both for accepting this leadership challenge.

Sincerely,

LaNette Zimmerman

S. LANETTE ZIMMERMAN

Carmel-by-the-Sea, CA 93921

PROFILE

Human resources executive with over 25 years of executive management experience. Unique combination of results-oriented leadership, proactive business focused strategic planning, organization and management development acumen, collaborative team building and creative problem solving.

Areas of special expertise include: organization and human resources strategy, team structure, performance management, goal setting, problem solving, organization development, executive compensation, corporate structure, mergers/acquisitions/integrations/divestitures.

CHRONOLOGY OF PROFESSIONAL EXPERIENCE

NiSource Inc., MERRILLVILLE, IN (AT THE TIME OF MY EMPLOYMENT, NiSource WAS A FORTUNE 300 COMPANY WITH ENERGY OPERATIONS IN 16 STATES, EMPLOYMENT OF 14,000, NYSE SYMBOL NI.)

Executive Vice President, Human Resources and Communications, January 2001 to January, 2006.

Consultant to the Chairman, Vice President Human Resources, May 2000 to January 2001

Reporting to the Chairman/CEO; member of the Executive Management Council; lead Human Resources, Organization Development, Labor Relations and Corporate Communications. Responsible for development and implementation of company-wide Human Resources and Corporate Communications policies and practices. Managed HR related merger, integration, divestiture activities. Lead change management and organization design and development initiatives. Managed internal and external communications activities for corporate, business and employee audiences. Direct interface to the Board of Directors on all matters related to Public Affairs, Compensation, Benefits and Labor Relations.

CHICAGO TITLE AND TRUST COMPANY, CHICAGO, IL - TITLE INSURANCE AND RELATED SERVICES IN 48 STATES WITH EMPLOYMENT ABOVE 10,000 AND AN AGENT NETWORK OF OVER 3,500 AGENTS.)

Senior Vice President, Human Resources, October 1991 to April 2000

Vice President, Human Resources, January 1987 to October 1991

Reporting to the CEO and as a member of the Senior Management Team, responsible for planning and managing the full range of Human Resources services. Managed direct and indirect operating budgets. Management representative to Compensation Committee of the Board of Directors on all Human Resources issues.

CREDIT UNION NATIONAL ASSOCIATION (CUNA), MADISON, WI (A NATIONAL TRADE ASSOCIATION TO THE CREDIT UNION INDUSTRY. AT THE TIME OF MY EMPLOYMENT, CUNA PROVIDED GOODS AND SERVICES TO OVER 18,000 CREDIT UNIONS.)

Vice President, Human Resources, April 1985 to January 1987

Responsible for direction, development and implementation of corporate-wide Human Resources policies and practices. Interfaced with Corporate Management Team and National Executive Committees (elected) of the National Board of Directors.

ANCHOR SAVINGS AND LOAN ASSOCIATION, MADISON, WI (A REGIONAL SAVINGS AND LOAN COMPANY OPERATING IN THE MID-WEST. CURRENTLY ANCHOR SAVINGS BANK.)

Vice President of Human Resources, October 1981 to April 1985

Staff Development Coordinator, March 1980 to October 1981

Human Resources activities were similar to CUNA, listed above.

SYMPOSIUMS, INCORPORATED, MADISON, WI (A NATION-WIDE COMPANY PROVIDING TRAINING AND DEVELOPMENT SERVICES TO STATE BANKERS ASSOCIATIONS AND SAVINGS AND LOAN LEAGUES.)

Vice President and General Manager, January 1978 to March 1980

Communications Director, January 1977 to January 1978

Managed sales, development and presentation of financial and customer service related seminars in 32 states financial services entities. Responsible for staffing, budgeting, planning program products,

S. LaNette Zimmerman

marketing strategies, seminar scheduling and corporate management group participation.

SUN PRAIRIE HIGH SCHOOL, SUN PRAIRIE, WI (A PUBLIC HIGH SCHOOL IN A SUBURB OF MADISON, WI.)

Communication Arts Teacher, August 1968 to January 1977

Classroom teaching of Communications Arts, Public Speaking, Mass Communications, Drama, Argumentation and Debate, Oral Interpretation of Literature for sophomores, juniors and seniors. Extra-curricular responsibilities included directing and choreographing school plays and musicals.

RELEVANT BOARD AND FOUNDATION MEMBERSHIPS

LINCOLN PARK ZOO – CHICAGO, IL (LPZ IS ONE OF THE LAST FREE WORLD-CLASS ZOOS IN AMERICA. THE BOARD WORKED IN CONCERT WITH THE CITY OF CHICAGO TO FUND AND OPERATE THE ZOO, WHICH CONTINUES TO BE ONE OF THE CITY'S GREATEST RESOURCES.)
TRUSTEE 1989-1998.

CHICAGO TITLE FOUNDATION- CHICAGO, IL (A CORPORATE FOUNDATION DISTRIBUTING GRANTS TO CULTURAL, SOCIAL SERVICES AND EDUCATIONAL CHARITIES.)
TRUSTEE FROM 1987-2000.

NI SOURCE FOUNDATION – MERRILLVILLE, IN (A CORPORATE FOUNDATION DISTRIBUTING GRANTS TO CULTURAL, SOCIAL SERVICES AND EDUCATIONAL CHARITIES.)
TRUSTEE FROM 2001-2006.

PENINSULA PILATES PROJECT – MONTEREY, CA (A PILATES AND PHYSICAL REHABILITATION ORGANIZATION FOR THOSE RECOVERING FROM CANCER TREATMENTS AND MOVEMENT DISORDERS.)
BOARD MEMBER 2017-PRESENT, TREASURER, 2019.

EDUCATION

UNIVERSITY OF WISCONSIN, MADISON, WI

Master of Arts, Communication and Curriculum and Instruction. 1975

Bachelor of Science, Communication Arts, Education. 1968