

June 23, 2017

Contra Costa County
CLERK OF THE BOARD OF SUPERVISORS
651 Pine Street
Martinez, CA 94553-1292



To Whom it May Concern:

Enclosed are two documents:

- Board Application for an At-Large Seat on the Advisory Council on Aging
- My personal resume prior to my leaving full-time employment

I believe that I would be a significant asset to the Board for the following reasons:

I have been a member of Sons in Retirement (SIR), a non-profit, public benefit corporation with 14,500 members in 125 Northern California branches since 2005.

Since 2008, I have held leadership positions in SIR at the branch, area, region and state levels. I am currently the Region Director for the East Bay, Diablo Valley, TriValley and Livermore areas. The region has 25 branches and 3,600 members.

I currently also serve as the State Chairman of SIR's Growth and Membership Committee, the strategy arm of the organization.

I have served on and led non-profit boards including the Opportunities Industrial Center of Eastern North Carolina (Founder and Chairman), the Green hills Homeowners' Association (Lafayette) and the Contra Costa Humane Society.

Through the years my management consulting experience has equipped me with excellent problem solving, communication, group decision making and consensus-building skills which are invaluable when working at the board level.

I am a proven, results-oriented leader.

I look forward to discussing this Board member opportunity with you.

Thank you for your consideration.

Your truly,

A solid black rectangular redaction box covering the signature area.

Ed Benson

A solid black rectangular redaction box covering a line of the address.

Walnut Creek, CA 94597

A solid black rectangular redaction box covering the final line of the address.



Contra
Costa
County

RECEIVED

JUN 26 2017

CLERK BOARD OF SUPERVISORS
CONTRA COSTA CO.

For Office Use Only
Date Received:

For Reviewers Use Only:
Accepted Rejected

Print Form

BOARDS, COMMITTEES, AND COMMISSIONS APPLICATION

MAIL OR DELIVER TO:

Contra Costa County
CLERK OF THE BOARD
651 Pine Street, Rm. 106
Martinez, California 94553-1292
PLEASE TYPE OR PRINT IN INK
(Each Position Requires a Separate Application)

BOARD, COMMITTEE OR COMMISSION NAME AND SEAT TITLE YOU ARE APPLYING FOR:

Advisory Council on Aging

Board Member

PRINT EXACT NAME OF BOARD, COMMITTEE, OR COMMISSION

PRINT EXACT SEAT NAME (if applicable)

1. Name: Benson Edward Earl
(Last Name) (First Name) (Middle Name)
2. Address: [Redacted] CA 94597
(No.) (Street) (Apt.) (State) (Zip Code)
3. Phones: [Redacted]
(Home No.) (Work No.) (Cell No.)
4. Email Address: [Redacted]

5. EDUCATION: Check appropriate box if you possess one of the following:

High School Diploma G.E.D. Certificate California High School Proficiency Certificate

Give Highest Grade or Educational Level Achieved Master of Science in Business Administration

Names of colleges / universities attended	Course of Study / Major	Degree Awarded	Units Completed		Degree Type	Date Degree Awarded
			Semester	Quarter		
A) University of California - Berkeley	Liberal Arts	Yes No <input type="checkbox"/> <input checked="" type="checkbox"/>	21			
B) College of San Mateo	Liberal Arts	Yes No <input checked="" type="checkbox"/> <input type="checkbox"/>	39		AA	1959
C) San Jose State University	Industrial Mgmt/Psych.	Yes No <input checked="" type="checkbox"/> <input type="checkbox"/>	95		BS/MS	1961/1962
D) Other schools / training completed: Many corporate and outside courses	Course Studied Too many to list	Hours Completed Estimate over 800			Certificate Awarded: Yes No <input checked="" type="checkbox"/> <input type="checkbox"/>	

6. PLEASE FILL OUT THE FOLLOWING SECTION COMPLETELY. List experience that relates to the qualifications needed to serve on the local appointive body. Begin with your most recent experience. A resume or other supporting documentation may be attached but it may not be used as a substitute for completing this section.

<p>A) Dates (Month, Day, Year) <u>From</u> <u>To</u> 2013 Present Total: <u>Yrs.</u> <u>Mos.</u> 5 6 Hrs. per week <u>30+</u> . Volunteer <input checked="" type="checkbox"/></p>	<p>Title Region Director, Strategy Leader Employer's Name and Address Sons in Retirement (SIR) As an all volunteer organization of over 14,500 mostly retired men in Northern CA we have no formal office address.</p>	<p>Duties Performed Lead a region of 25 Branches and 3,600 members in the BayArea, TriValley and Livermore areas. Develop organizational strategy for a 14,500 member Northern CA men's social organization. Act as a member of the Board of Directors</p>
<p>B) Dates (Month, Day, Year) <u>From</u> <u>To</u> 1994 2010 Total: <u>Yrs.</u> <u>Mos.</u> 17 0 Hrs. per week <u>50+</u> . Volunteer <input type="checkbox"/></p>	<p>Title Owner and Managing Principal Employer's Name and Address BW Associates 1289 Crown Court Walnut Creek, CA 94597</p>	<p>Duties Performed Provide management consulting services to a wide variety of clients. Lead a management consulting firm, drawing on other consultants to meet client needs, as necessary..</p>
<p>C) Dates (Month, Day, Year) <u>From</u> <u>To</u> 1980 1994 Total: <u>Yrs.</u> <u>Mos.</u> 15 0 Hrs. per week <u>50+</u> . Volunteer <input type="checkbox"/></p>	<p>Title Vice President (Partner) and Gen Mgr Employer's Name and Address The Hay Group 1650 Arch Street - Suite 2300 Philadelphia, PA 19103</p>	<p>Duties Performed Lead a major consulting office Provide management consulting services to a wide variety of clients. Lead the firm's consulting services to the telecommunications industry.</p>
<p>D) Dates (Month, Day, Year) <u>From</u> <u>To</u> 1976 1980 Total: <u>Yrs.</u> <u>Mos.</u> 4 0 Hrs. per week <u>45+</u> . Volunteer <input type="checkbox"/></p>	<p>Title Exec Asst to EVP of Human Resources Employer's Name and Address Bechtel Corporation 50 Beale Street San Francisco, CA 94105</p>	<p>Duties Performed Provide staff assistance on a wide variety of HR issues to the Worldwide leader of HR Conduct audits throughout the US for compliance with EEO/AA Regs Undertake internal HR consulting engagements for numerous Divisions</p>

7. How did you learn about this vacancy?

CCC Homepage Walk-In Newspaper Advertisement District Supervisor Other _____

8. Do you have a Familial or Financial Relationship with a member of the Board of Supervisors? (Please see Board Resolution no. 2011/55, attached): No Yes

If Yes, please identify the nature of the relationship: _____

I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and understand that all information in this application is publically accessible. I understand and agree that misstatements / omissions of material fact may cause forfeiture of my rights to serve on a Board, Committee, or Commission in Contra Costa County.

Sign Name: _____

Date: _____

6/23/17

Important Information

1. This application is a public document and is subject to the California Public Records Act (CA Gov. Code §6250-6270).
2. Send the completed paper application to the Office of the Clerk of the Board at: **651 Pine Street, Room 106, Martinez, CA 94553.**
3. A résumé or other relevant information may be submitted with this application.
4. All members are required to take the following training: 1) The Brown Act, 2) The Better Government Ordinance, and 3) Ethics Training.
5. Members of boards, commissions, and committees may be required to: 1) file a Statement of Economic Interest Form also known as a Form 700, and 2) complete the State Ethics Training Course as required by AB 1234.
6. Advisory body meetings may be held in various locations and some locations may not be accessible by public transportation.
7. Meeting dates and times are subject to change and may occur up to two days per month.
8. Some boards, committees, or commissions may assign members to subcommittees or work groups which may require an additional commitment of time.

This is my resume prior to my retirement from full-time employment

Edward E. Benson

██████████
Walnut Creek, CA 94597
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BW Associates, Walnut Creek, CA
Founder and Managing Principal

April 1994 to October 2010

Founded and currently manage a consulting firm dedicated to helping clients dramatically improve their performance through the application of change and transition management principles, strategic plan implementation, human resource planning, staffing and development, competency-based human resource processes, executive coaching, performance management and reward and recognition programs.

Significant leadership accomplishments:

- Established consulting alliances with three highly recognized consulting firms in the complementary areas of process reengineering, benchmarking and competency-based human resource programs
- Developed a "virtual" consulting team with the recruitment of three highly qualified affiliate-associates
- Recognized as "**Professional of the Year**" by the Bay Area Compensation Association

Significant consulting accomplishments:

- Design of and implementation support for an integrated human resource/compensation program to significantly improve customer relations for the service department of a large, luxury automobile dealership
- Led a 20 engineer unit recognized as the poorest performing that became the most profitable engineering unit in the firm within six months
- Managed the compensation function for a 20,000 employee health club company
- Design of an enterprise-wide, competency and skill-based process to improve self-motivation, recognition and reward for the IT professionals of a multi-billion revenue international delivery service
- Design of an enterprise-wide, competency-based performance management and compensation architecture. Development and delivery of competency assessment training and the certification of behavioral event interviewers for a multi-billion revenue national mortgage lender
- Design of a results, skills and competency-based performance management and development program for 30,000 non-management, union-represented employees for a major telecommunications provider.
- Development and delivery of a competency-based work culture and organizing style survey and analysis of results, leading to an action plan for organizational change for a foreign-owned, semiconductor design company
- Development and delivery of a work culture and employee attitude survey including recommendations for change for a high-growth management consulting firm
- Design of an entrepreneurial compensation plan and recommendations for process improvement for a high technology subsidiary start-up of a \$ 10 billion revenue parent company
- Guide a Fortune 30 Company in the administration of its compensation program for 10,000 salaried employees

Hay Management Consultants, Walnut Creek, CA
Vice President (Partner)

January 1980 to April 1994

Rotated between general management, industry leadership and relationship management roles with primary focus upon \$ 1 billion plus revenue clients

Significant leadership accomplishments included:

- Selection, development and leadership of Hay's most successful field consulting office in the United States from 1984 to 1986
- Sale of more consulting work on the West Coast than any other consultant in Hay's history
- Leadership of Hay's market introduction of "HR Xpert", a software-based human resource management system
- Management of industry penetration and marketing to the telecommunications and gaming industry sectors

Significant consulting accomplishments included:

- Sale of a process reengineering study to consolidate engineering functions and redesign processes for a \$ 10 billion regional telecommunications company
- Assisted the President of a \$ 500 million building materials manufacturing subsidiary in implementing a new strategy through development of a new organization design, re-staffing of key leadership positions and design and implementation of a total compensation program
- Design of executive and management total remuneration programs with numerous clients to facilitate strategy achievement
- Reorganization, role definition, job redesign and leadership effectiveness assessment of the Human Resource function for a multi-billion dollar revenue property and casualty insurance company
- Design and implementation of performance management programs for two regional banks, an aerospace defense contractor and an electric utility
- Reorganization and redesign of the key executive staff positions and functions of a \$ 500 million holding company
- Sales effectiveness recommendations, job/process redesign and total compensation recommendations for a \$ 200 million chemical subsidiary

Bechtel Corporation, San Francisco, CA
Executive Assistant to the Worldwide Manager of Personnel

April 1976 to January 1980

- Held positions of successively increasing responsibility which included world-wide resource coordination and human resource consulting

Weyerhaeuser Corporation, Tacoma, WA and New Bern, NC
Manager of Personnel and Administrative Services

July 1968 to April 1976

- Progressively promoted through positions which included responsibility for hiring and training of sales representative recruits and providing human resource support for the national sales force, managing the total human resource function for a 4000 employee manufacturing division and direct management of a 200 employee unit responsible for procurement, logistics, stores, security and administrative services

Western Electric Company, Sunnyvale, CA
Section Manager - Payroll

August 1962 to April 1968

- Promoted through positions in manufacturing support, employee relations and accounting

San Jose State University

- Master of Science Degree in Business Administration, 1962
- Bachelor of Science Degree in Industrial Management/Psychology, 1961

Additional Honors and Accomplishments

- Graduate Research Assistant, Dean of the College of Business, San Jose State University
- Founder and Chairman, Eastern North Carolina Opportunities Industrialization Center, a self-help program designed to provide training and employment opportunities to disadvantaged individuals
- Recognized as a Senior Professional in Human Resources (SPHR) by the Human Resource Accreditation Institute
- Certified as a Internet Marketing Specialist by Stores On Line
- Honored with a membership to Beta Gamma Sigma, the National Honor Society for Business Graduates
- Member, and Chairman of the Nominating Committee of the Dean's Global Leadership Council, College of Business, San Jose State University
- Former Board Member and Treasurer, Contra Costa Humane Society
- Developed a scorecard to identify failing branches and the associated action plans to overcome failure trends for Sons in Retirement, a 14,500 member men's social club in Northern California. Heavily involved in assisting failing branches to succeed.

Burman

MC, CA 94597

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651 Pine St. - Room 106
Martinez CA 94553-1292

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