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.

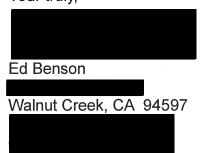
Through the years my management consulting experience has equipped me with excellent problem solving, communication, group decision making and consensus-building skills which are invaluable when working at the board level.

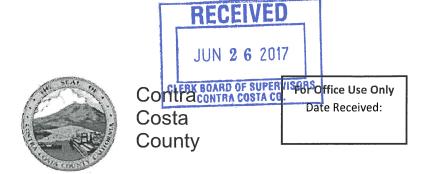
I am a proven, results-oriented leader.

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

Thank you for your consideration.

Your truly,





For Reviewers Use Only: Accepted Rejected

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

651 Pine Street, Rm. 106 Martinez, California 94553-1292 PLEASE TYPE OR PRINT IN INK (Each Position Requires a Separate A	oplication)					
BOARD, COMMITTEE OR COMMISSION NAME	AND SEAT TITLE YOU ARE APPLY	ING FOR:				
Advisory Council on Aging PRINT EXACT NAME OF BOARD, COMMITTEE, OR COMMISSION		Board Member				
		PRINT EXACT SEAT NAME (if applicable)				
		······································				
1. Name: Benson	Edward	d	Earl			
(Last Name)	(First N	lame)	(Middle Name)			
2. Address:			CA			94597
(No.)	(Street) (A	Apt.)	(State)		(Zip Code)
3. Phones:						
(Home No.)	(Work No.)	(Call	No.)			
	(,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	(,			
4. Email Address:						
5. EDUCATION : Check appropriated the second Diploma ☑ G.E.D. Compared to the second Diploma ☑ G.E.D. Compared Diploma ☑ G.E.D. Co	ertificate 🔲 California F	ligh School Prof	ficiency Certi usiness Adm Units Co	ninistration mpleted	Degree Type	Date Degree Awarded
A) Helicocki of Collision - Borbolov	19	W. M. FIRI	Semester	Quarter		
A) University of California - BerkeleyB) College of San Mateo	Liberal Arts	Yes No X	21		^^	1050
C) San Jose State University	Liberal Arts	Yes No X	39		BS/MS	1959 1961/1962
D) Other schools / training completed: Many corporate and outside course	Industrial Mgmt/Psych. Course Studied Too many to list	Yes No 🗵 95 Hours Completed Estimate over 800		Ce	Certificate Awarded: Yes No 🗵	

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.

A) D-t (AAth D	T:0-	Dution Darfares ad	
A) Dates (Month, Day, Year)	Title	Duties Performed	
From To 2013 Present	Region Director, Strategy Leader	Lead a region of 25 Branches and 3,600 members in the BayArea, TriValley and Livermore areas.	
Total: <u>Yrs.</u> <u>Mos.</u>	Employer's Name and Address Sons in Retirement (SIR)	Develop organizational strategy for a 14,500 member Northern CA	
5 6	As an all volunteer organization of over 14,500 mostly retired men in	men's social organization.	
Hrs. per week 30+ . Volunteer ☑	Northern CA we have no formal office address.	Act as a member of the Board of Directors	
B) Dates (Month, Day, Year)	Title	Duties Performed	
From To	Owner and Managing Principal	Provide management consulting	
1994 2010		services to a wide variety of clients.	
Total: <u>Yrs.</u> <u>Mos.</u>	Employer's Name and Address BW Associates 1289 Crown Court	Lead a management conlulting firm, drawing on other consultants to meet client needs, as necessary	
17 0	Walnut Creek, CA 94597	to meet client needs, as necessary	
Hrs. per week 50+ . Volunteer			
C) Dates (Month, Day, Year)	Title	Duties Performed	
<u>From</u> <u>To</u>	Vice President (Partner) and Gen Mgr	Lead a major consulting office	
1980 1994	Employer's Name and Address	Provide management consulting services to a wide variety of clients.	
Total: <u>Yrs. Mos.</u>	The Hay Group 1650 Arch Street - Suite 2300	Lead the firm's consulting services	
15 0	Philadelphia, PA 19103	to the telecommunications industry.	
Hrs. per week_50+ . Volunteer			
D) Dates (Month, Day, Year)	Title	Duties Performed	
<u>From To</u> 1976 1980	Exec Asst to EVP of Human Resource:	Provide staff assistance on a wide variety of HR issues to the	
1900	Employer's Name and Address	Worldwide leader of HR	
Total: <u>Yrs.</u> <u>Mos.</u> 4 0	Bechtel Corporation 50 Beale Street San Francisco, CA 94105	Conduct audits throughout the US for compliance with EEO/AA Regs	
		Undertake internal HR consulting	

7. now 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? (Resolution no. 2011/55, attached): No 🗵 Yes 🔲	Please see Board
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 belief, and are made in good faith. I acknowledge and understand that all information in this applicancessible. I understand and agree that misstatements / omissions of material fact may cause for on a Board, Committee, or Commission in Contra Costa County. Sign Name: Date: Date:	cation is publically

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

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 affiliateassociates
- 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 foreignowned, 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

Weverhaeuser 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.

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CLERK BOARD OF SUPERVISORS
CONTRA COSTA CO.



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Clerk of the Board of Augenmann
651 Pine St. - Room 106
Montages CA 94553-1292

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