
Profile

Which Boards would you like to apply for?

Capital Area Workforce Development Board: Submitted

Please select your first Board preference: *

Capital Area Workforce Development Board

Please select your second Board preference: *

None Selected

Please select your third Board preference: *

None Selected

Please select your fourth Board preference: *

None Selected

Please select your fifth Board preference: *

None Selected

Please select your sixth Board preference: *

None Selected

Marsha

First Name

S

Middle Initial

Mebane

Last Name

1424 Mebane Oakes Road

Street Address

Suite or Apt

Mebane

City

NC

State

27302

Postal Code

What district do you live in?

None Selected

Mobile: (919) 478-6243

Primary Phone

Business: (704) 207-2769

Alternate Phone

mmebane@mmm.com

Email Address

3M

Employer

Human Resource Director

Job Title

If you live in an Extraterritorial Jurisdiction Area, select Yes:

Yes No

In order to assure countywide representation, please indicate your place of residence:

None Selected

Interests & Experiences

Why are you interested in serving on a Board or Commission?

To help support our local business within the area

Work Experience

More than 30 years of Human Resources Experience

Volunteer Experience

United Way of Chatham County. Board Member with Union County Chamber of Commerce. Judge for Science Fair

Education

BS In Human Resources Management

Comments

[Marsha Mebane Resume_01.2022.docx](#)

Upload a Resume

If you have another document you would like to attach to your application, you may upload it below:

Please upload a file

Demographics


Date of Birth

Gender *

Female

Ethnicity *

Caucasian

Other

How did you become aware of Wake County volunteer opportunities?

Other

If you selected "Other" above, how?

Employee of CAWD

Please upload a file

ETHICS GUIDELINES FOR COUNTY ADVISORY BOARDS AND COMMISSIONS

By submitting this electronic application, if appointed, I pledge by my signature below that I have read and will comply with the ethics guidelines for advisory boards and commissions as adopted by the Wake County Board of Commissioners, found [here](#).

MARSHA MEBANE

Cell: 919-478-6243

Email: marsha.mebane0426@gmail.com

LinkedIn: <https://www.linkedin.com/in/marsha-mebane-056ba756/>

Dedicated HR professional with history of meeting company goals utilizing consistent and organized practices. Skilled in working under pressure and adapting to new situations and challenges to best enhance the organizations brand. Hardworking and passionate with strong organizations skills eager to secure my next role in HR. Proven experience in Employee Relations, Policy Development, Complaint Resolutions, Strategic Planning, Environmental, Health & Safety, Talent Acquisition, Mergers & Acquisitions, Training & Development and Managerial Support.

EXPERIENCE

MARCH 2004 - PRESENT

NC HUMAN RESOURCES MANAGER, 3M COMPANY

- Responsible for managing the day-to-day HR responsibilities for multiple manufacturing plants in NC (3 plants with over 800 employees).
- Develop and deliver Employee Relations Training for supervisors/managers and Production Leads.
- Strategic Planning partnering with plant leadership to ensure facility alignment with goals
- HOO planning for each site identifying training and development needs
- Developed New Employee Orientation programs to align to facility needs
- Lead teams within the organizations such as Recognition, Health & Production, and Employee Engagement,
- Conduct plant investigations for resolutions
- Responsible for staffing plans for each site, working with team to acquire the best qualified talent.
- Development of wage structures to support the hiring and retention of manufacturing positions within the plants.
- Deliver HR Reporting metrics
- Participated on Corporate ER Projects
- Worked with the M&A Group on acquisitions and divestitures

AUGUST 2000 - 03/2004

HUMAN RESOURCES PROFESSIONAL CONSULTANT, DISTINCTIVE HUMAN RESOURCES

- Responsible for managing the day-to-day HR responsibilities for the 3M Moncure manufacturing plant in NC.
- On-site, Start-up facility, develop and implemented HR programs for 3M

MARCH 1990 - 08/2000

HUMAN RESOURCES MANAGER, PARKER HANNIFIN CORPORATION

- Responsible for managing the day-to-day HR responsibilities for 2 manufacturing locations (400 employees)
- Managed wages, benefits and safety programs for employees
- Strengthened Employee relations by conducting speak up meetings, feedback sessions and roundtables to listen and understand employee concerns
- Conducted New Employee Orientation
- Recruiting best qualified talent for manufacturing and Engineering

EDUCATION

10/1999

BACHELOR OF SCIENCE. HUMAN RESOURCES MANAGEMENT, COLUMBIA SOUTHERN UNIVERSITY

SKILLS

- Strategic Planning
- Training & Development
- Employment Law
- Collaborative Team Member
- Policy Development and Implementation
- Employee Relations
- Conflict Resolution
- Project Management

ACTIVITIES

I love spending time with my family enjoying water sports and playing board games
Volunteering for the Heartest Yard and Meals on Wheels.

Named Chatham County United Way Volunteer of the Year in 2017

Served as a Board Member for the Union County Chamber of Commerce 2018

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None Selected

Please select your fourth Board preference: *

None Selected

Please select your fifth Board preference: *

None Selected

Please select your sixth Board preference: *

None Selected

Craig

First Name

Sullivan

Middle Initial

Last Name

3031 Hamp Stone Road

Street Address

Suite or Apt

Siler City

City

NC

State

27344

Postal Code

What district do you live in?

None Selected

Mobile: (919) 360-9723

Primary Phone

Business: (919) 930-3023

Alternate Phone

craig.sullivan@adtubi.com

Email Address

A.D. Tubi USA, Inc.

Employer

President

Job Title

If you live in an Extraterritorial Jurisdiction Area, select Yes:

Yes No

In order to assure countywide representation, please indicate your place of residence:

None Selected

Interests & Experiences

Why are you interested in serving on a Board or Commission?

I would like to assist in developing the strategic direction of workforce and economic development for the Triangle Area.

Work Experience

Attached

Volunteer Experience

Attached

Education

Attached

Comments

[2020 - Sullivan Craig Resume.pdf](#)

Upload a Resume

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Please upload a file

Demographics


Date of Birth

Gender *

Male

Ethnicity *

Caucasian

Other

How did you become aware of Wake County volunteer opportunities?

Current Wake County Volunteer

If you selected "Other" above, how?

Please upload a file

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CRAIG E. SULLIVAN

Chapel Hill, NC | 919.360.9723 | Craig.Sullivan01@mac.com

EXECUTIVE SUMMARY

15+ years in B2B sales, leading global sales, marketing and operations in multi-national matrix organizations. Recognized for building and leading sales teams that consistently outperform senior leaders' expectations. Customer-centric approach leads to the development of mutually beneficial partnerships that lead to short- and long-term growth. In depth understanding of steel and titanium manufacturing. International business acumen and strong cultural competency.

Solution Selling | Executive Level Influence | Budget Management | Data Driven Decision Making
Coaching & Mentoring | CRM Systems | Cross-Functional Leadership

SELECT ACCOMPLISHMENTS

- **Over 5 years, grew sales 5 times** in a mature market through the development of new and existing accounts with Vallourec
- Developed strategies to deliver tubular goods through direct and distribution channels leading to **\$100M in sales year 1**
- **Recruited, hired, and trained** a team of 4 sales associates who **consistently exceeded sales goals YoY**
- Collaborated with regional VPs to develop **annual sales forecast for a \$250M global business unit**

PROFESSIONAL EXPERIENCE

A.D. Tubi USA, Inc. | Siler City, NC

2018 – Present

President

- Engaging with Italian ownership to develop and execute a strategy for transferring 25% of production to the US with the goal of increasing domestic sales by 35% in 1st complete year of operation
- Recruited, hired, and trained a team to support rapid expansion in the US
- Oversee \$10M annual P&L

DSM (DSM Dyneema LLC) | Stanley, NC

2017 – 2018

Sr. Sales Account Manager

- 113% of sales budget achieved (2017)
- Planned, organized, lead and controlled all sales activities and achieved growth and account penetration
- Negotiated and implemented contracts, lead projects and obtained necessary resources
- Acquired new accounts and value chain partners
- Maintained high-level executive contact with accounts
- Effectively communicated and coordinated account activity across global cross-functional teams
- Effectively tracked customer demand performance and provided real-time and accurate forecasts for S&OP
- Developed and implemented a strategic account strategy
- Actively utilized proper sales reporting documentation and sales process tools, including MS Dynamics

Vallourec USA Corporation | Houston, TX

2010 – 2017

Sales Manager, OCTG & Premium Connections (2016 – 2017)

- Top 1/3 of sales (2016)
- \$100M total sales first year
- Developed strategies to deliver tubular goods through both direct and distribution channels
- Successfully negotiated with major stakeholders, including senior and executive management
- Developed and retained key clients including super major and major US oil & gas operators
- Participated in monthly S&OP meetings to forecast and adjust target objectives
- Attended industry conferences to obtain market intelligence to predict, calculate and establish pricing

Global Marketing & Communications Manager | Houston, TX (2015 – 2016)

- Managed and directed all marketing & communications, internal and external, for entire global division
- Prepared presentation of market analysis and annual forecast for corporate board
- Successfully launched new drilling connection VAM® Express M2M
- Performed finite market analysis, including market trends & competitor analysis
- Developed training programs and materials for global sales force
- Created print ads for new product launches for placement within multiple mediums
- Worked closely with industry organizations to grow and leverage Vallourec's brand

Sr. North American Sales Manager | Knoxville, TN (2013 – 2015)

- Successfully recruited, hired, and developed superior talent to expand sales force
- Managed \$50+M annual sales
- Set and exceeded annual goals, developed growth strategies for both subordinates and company
- Maintained strategic global key account management
- Successfully negotiated long term agreements with key accounts
- Worked first hand with the R&D group to bring innovative solutions to market
- Led cross-functional global teams for continuous improvement initiatives with success
- Assigned as special projects lead for market analysis

North American Sales Manager – Energy Products | Knoxville, TN (2010 – 2013)

- Promoted to lead new team in downstream markets
- \$14.7M in booked sales – 2012
- \$13.3M in booked sales - 2011
- 125% of annual sales goals (\$5.3M) – June 2010 thru Dec 2010
- Negotiated multi-million dollar contracts
- Managed sales market for NAFTA Territory within the power and energy sector for the world leader in titanium tubing
- Successful negotiation of first NAFTA territory import manufactured in China and India
- Studied market trends to anticipate future metal values to establish pricing strategy
- Identified and successfully deployed company's first CRM software

A.D. Tubi Inossidabili S.p.A | Chicago, IL

2008 – 2010

North American Sales Manager

- Sole responsibility for development, implementation and launch of the North American Sales Office
- 10% growth to global topline revenue
- \$2.7M Total Sales– Jan 2010 thru May 2010
- 33% Growth in year two of operation with \$2.1M total sales – 2009
- Captured first year sales of \$1.4M – 2008
- Established direct contact and rapport with customers, freight forwarders, import and customs agents

Previous Roles Include: Outside Sales Engineer, Corrosion Fluid Products Corporation (2006 – 2007) & Mechanical Supervisor / Bowen Engineering Corporation, United Association of Plumbers & Steamfitters (2001 – 2006)

EDUCATION

University of North Carolina at Chapel Hill

2014

MBA, Kenan-Flagler Business School, OneMBA® Global Executive Program

Indiana Wesleyan University

Bachelor of Science, Marketing

AWARDS, RECOGNITION & ACCOMPLISHMENTS

ASME Heat Exchanger Committee, Vice Chair – 2020 – Current

ASME Heat Exchanger Committee – 2011 - 2015, 2019 - Current

ASME Power Expo Delegate – 2010 - 2014, 2019 - Current

ASME Power Session Co-Chair – 2013, 2014

ASME Treasurer – East Tennessee Section – 2011 - 2012

Honors – *summa cum laude* — Indiana Wesleyan University – 2008

President's Club – Corrosion Fluid Products Corporation – 2007

Dean's List – Ivy Tech Community College – 2005

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Please select your fifth Board preference: *

Capital Area Workforce Development Board

Please select your sixth Board preference: *

Capital Area Workforce Development Board

Patrick
First Name

W
Middle Initial

Townsend
Last Name

33989 Mt. Hermon Rd
Street Address

Suite or Apt

Parsonsborg
City

MD
State

21849
Postal Code

What district do you live in?

None Selected

Mobile: (302) 381-7798
Primary Phone

Business: (302) 934-4074
Alternate Phone

ptownsend@mountaire.com
Email Address

Mountaire Farms
Employer

Director Of Human Resources
Job Title

If you live in an Extraterritorial Jurisdiction Area, select Yes:

Yes No

In order to assure countywide representation, please indicate your place of residence:

None Selected

Interests & Experiences

Why are you interested in serving on a Board or Commission?

To seek out opportunities connecting business and educators to support and build talent pipelines for industry. Particularly manufacturing and manufacturing support careers

Work Experience

Over 25 years Human Resources experience in Manufacturing

Volunteer Experience

Advisory boards and civic organizations

Education

Bachelor's degree

Comments

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Gender *

Male

Ethnicity *

Caucasian

Other

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Other

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Central Carolina Community College

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