

Privacy Notice

I hereby acknowledge that the information I provide in this application is subject to disclosure pursuant to the North Carolina Public Records Laws, and that I provide the information contained in this application freely and voluntarily, and that by submitting my application to Wake County I consent to such disclosure pursuant to the North Carolina Public Records Laws, and that I waive and release Wake County, its agents, employees and elected and appointed officials, from any liability related to disclosure of any information provided herein.

Profile

Which Boards would you like to apply for?

Nursing Home Community Advisory Committee: Submitted

Please select your first Board preference: *

Nursing Home Community Advisory Committee

Please select your second Board preference: *

Nursing Home Community Advisory Committee

Please select your third Board preference: *

Nursing Home Community Advisory Committee

Please select your fourth Board preference: *

Nursing Home Community Advisory Committee

Please select your fifth Board preference: *

Nursing Home Community Advisory Committee

Please select your sixth Board preference: *

Nursing Home Community Advisory Committee

Estie
First Name

Middle
Initial

McCullough
Last Name

3110 Elm Tree Lane
Street Address

00
Suite or Apt

Raleigh
City

NC
State

27614
Postal Code

What district do you live in?

None Selected

Home: (919) 817-9036

Primary Phone

Home: (919) 817-9036

Alternate Phone

estie.mccullough@eastboundmechanical.com

Email Address

East Bound Mechanical

Employer

Executive VP

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:

Raleigh

Interests & Experiences

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

I am interested in serving on the Nursing Home Community Advisory Board because I believe strong oversight, transparency, and collaboration are essential to ensuring the highest quality of care for residents and families. Through my professional experience in executive leadership and human resources, I have developed a deep appreciation for the importance of effective systems, workforce support, and regulatory compliance in maintaining safe and compassionate care environments. I have spent much of my career working closely with leadership teams to improve organizational performance, strengthen accountability, and develop policies that support both staff and the individuals they serve. Serving on this advisory board would allow me to contribute my experience in governance, compliance, and operational leadership while advocating for improvements that support residents, families, and care providers. I am committed to bringing a thoughtful, solutions-oriented perspective that supports transparency, collaboration, and continuous improvement in long-term care services.

Work Experience

Strategic HR Leader with 15+ years of experience specialized in human capital governance within highly regulated environments. Expert at aligning workforce strategies with employee outcomes, reducing burnout, and ensuring compliance to regulations. Career Change Summary: CFO - Owner/Partner of a Mechanical Contracting Firm (2019-current) Corporate office in Wilson, NC Role: Owner/Executive of a commercial (non-residential) firm specializing in HVAC/Plumbing with 40 employees Achievements: Demonstrated ability to manage high-pressure environments, ensure regulatory compliance, and maintain critical infrastructure. Facility Infrastructure Expertise: Nursing homes are complex, regulated facilities. My background allows me to oversee crucial HVAC, infection control (air quality), and plumbing systems, ensuring they meet strict health and safety standards. Regulatory Compliance & Safety: Contractors must comply with building codes, safety compliance, disaster preparedness, building code adherence, and reduce liability risks. Financial & Operational Oversight: Cost-cutting without sacrificing quality, and optimizing operational efficiency, which are critical for nursing homes operating on tight margins. Risk Management & Vendor Relations: Experience managing third-party vendors and contractors.

Volunteer Experience

Wilson Chamber of Commerce Board of Directors - Chair Elect 2026
Wilson Chamber of Commerce Board of Director - 2023-2025
Plumbing Heating & Cooling - PHCC Member 2022-current
Wilson Education Partnership - Communicating with Confidence Interviewer 2022-current

Education

Comments

[ESTIE_MCCULLOUGH_-_Executive_Summary_Resume.pdf](#)

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?

County Website

If you selected "Other" above, how?

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](#).

Estie McCullough

ESTIE MCCULLOUGH

EXECUTIVE SUMMARY

Executive leader and business partner with extensive experience in organizational leadership, workforce management, regulatory compliance, and operational oversight. Proven ability to guide organizations through complex operational challenges while maintaining strong compliance standards and effective team leadership.

Brings a practical perspective from both executive management and human resources leadership, with strengths in policy development, risk management, and strategic planning. Committed to supporting initiatives that strengthen quality, accountability, and safety in long-term care environments.

PROFESSIONAL EXPERIENCE

East Bound Mechanical

Chief Executive Officer / Partner | 2019 – Present

Provide executive leadership for a mechanical contracting company specializing in plumbing and mechanical systems.

Key Responsibilities

- Lead company strategic planning, operations, and financial management
 - Direct workforce leadership including recruitment, training, and performance management
 - Ensure compliance with state, federal, and industry regulations
 - Oversee contract negotiation, project oversight, and risk management
 - Develop organizational policies and operational standards
 - Manage relationships with clients, vendors, and regulatory authorities
-

SPC Mechanical

Chief Human Resource Officer | 2006 – 2019

- Partnered with executive leadership to develop workforce strategy and organizational culture
- Directed talent acquisition, onboarding, employee relations, and leadership development

- Provided guidance on employment law, regulatory compliance, and workplace policy

GOVERNANCE & ADVISORY STRENGTHS

- Strategic Planning
- Regulatory Compliance & Risk Oversight
- Organizational Leadership
- Workforce Development
- Policy Development
- Employee Relations
- Safety & Compliance Programs
- Operational Performance Improvement

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Profile

Which Boards would you like to apply for?

Nursing Home Community Advisory Committee: Submitted

Please select your first Board preference: *

Human Services Board

Please select your second Board preference: *

Juvenile Crime Prevention Council

Please select your third Board preference: *

Adult Care Home Community Advisory Committee

Please select your fourth Board preference: *

Nursing Home Community Advisory Committee

Please select your fifth Board preference: *

Library Commission

Please select your sixth Board preference: *

Citizen's Energy Advisory Commission

Abirami

First Name

Senthil-Murugan

Last Name

Middle Initial

2021 Thesis Cir

Street Address

Suite or Apt

Raleigh

City

NC

State

27603

Postal Code

What district do you live in?

None Selected

Home: (980) 643-2283

Primary Phone

Home: (980) 643-2319

Alternate Phone

asenth23@ncsu.edu

Email Address

Employer

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:

Raleigh

Interests & Experiences

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

I am interested in serving on a Board or Commission because I care deeply about how local policy, public health systems, and community advocacy intersect to shape health outcomes for real people in our community. As a biomedical engineering major with a minor in public policy, I am trained to quickly identify needs, evaluate constraints, and think critically about practical solutions - skills that align closely with the responsibilities of advisory boards and commissions. This background has shaped the way I approach community challenges: by listening carefully, analyzing systems, and working toward sustainable, evidence-based improvements. Through my experiences in health education, CPR instruction, as well as my work with children and families, I have seen firsthand how county programs and funding decisions can either remove barriers or unintentionally create them. These experiences have shaped my growing research interests in health equity and prevention, particularly how local policies and programs can reduce disparities and improve outcomes for underserved communities. Serving on a board or commission would allow me to contribute a thoughtful, community-centered perspective while learning from professionals across sectors and supporting initiatives that promote equitable and sustainable health outcomes throughout Wake County.

Work Experience

N/A - All of my relevant experience has been through volunteer leadership, health initiatives, and community programs.

Volunteer Experience

Founder, Care4Cardio - 2022 - 2024 Founded a student-led organization focused on cardiology education and community health; organized CPR workshops, health education sessions, and food drives to improve local wellbeing. Youth Committee Lead, Local Volunteering Organization - 2022 - 2024 Recruited, trained, and coordinated over 100 volunteers; organized cultural events, street clean-ups, and community service initiatives in partnership with local organizations. Educational Game for Children with Disabilities (in development) - 2025 - Present Collaborating with peers to design a hands-on interactive game using circuits and Arduino that promotes learning, engagement, and skill-building for children with low motor skills. Children's Book Project - 2024 Wrote and donated a children's book to a school in Charlotte to promote literacy and inspire young learners. Telemedicine Initiative for Seniors (in planning) - 2026 Developing a community initiative to help older adults navigate Telehealth resources and improve access to care. Leadership & Campus Involvement President, American Student Association at NCSU - 2026 - Present Active Member, MedLife - 2024 - Present Social Chair, Dance Team - 2024 - Present

Education

Bachelor of Science in Biomedical Engineering (Lampe Joint NCSU/UNC Program) - Expected Graduation May 2028 Minor in Biology - North Carolina State University Minor in Public Policy - University of North Carolina at Chapel Hill Coursework and interests include health systems, public health, and applying engineering principles to improve community health outcomes.

Comments

I am currently working toward my Registered Behavior Technician (RBT) certification and gaining experience as a Medical Assistant to further develop my skills in patient care and health systems. I hope these experiences will complement my service on a board or commission and allow me to contribute effectively to community health initiatives.

[Abirami_Senthil_Resume.pdf](#)

Upload a Resume

[wakecountycoverletter.pdf](#)

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 *

Asian

Other

Abirami Senthil-Murugan

How did you become aware of Wake County volunteer opportunities?

Other

If you selected "Other" above, how?

Researched Wake County volunteer opportunities online via the Wake County Boards and Commissions website.

Please upload a file

ETHICS GUIDELINES FOR COUNTY ADVISORY BOARDS AND COMMISSIONS

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Abirami Senthil-Murugan

asenth23@ncsu.edu | abirami.senthil2006@gmail.com | 980-643-2283

Local address: 2021 Thesis Cir, Raleigh, NC 27603

Objective:

- Biomedical Engineering pre-med student seeking a clinical and research position to contribute analytical and patient-centered skills while gaining hands-on experience in health equity and translational medicine.

Education

- **North Carolina State University + UNC-CH (Joint Program)** **August 2024- Present**
Second-Year Biomedical Engineering Major
Expected Graduation: May 2028
 - **Ardrey Kell High School** | Ballantyne, NC **August 2020 - June 2024**
Top 10% of graduating class/Junior Marshal | GPA: 4.48
Speech and Debate Varsity and National competitor
Charlotte Mecklenburg Youth Council
Seal of biliteracy in Tamil
-

Relevant Experience

Research Project | NC State | Raleigh, NC – March 2025 – Present

- Developing accessible games for children with motor disabilities using circuits

Tamil School| Assistant Teacher + Volunteer + Homework Grader | Charlotte, NC – August 2021 – August 2024

- Taught classes including revising old lessons and lecturing new content
- Graded students' homework, took them on bathroom breaks, and sat them through story time

Care4Cardio | Founder | Ballantyne, NC – June 2022 – May 2024

- Organized CPR workshops and health initiatives for local children
- Managed volunteers and collaborated with local organizations
- Conducted community outreach and patient-education activities

Charlotte Tamil Sangam | Youth Committee Lead | Charlotte, NC – August 2022 – August 2024

- Managed 100+ volunteers for cultural and volunteering events
- Coordinated partnerships with local organizations

Raise a Child of the Carolinas | STEM Summer Camp Counselor | Charlotte, NC – June 2021 – August 2022

- Educated children aged 6–13 in STEM topics and hands-on experiments
 - Developed schedules and learning plans, enhancing communication and organizational skills
-

Campus Engagement

- American Medical Student Association | President - Founded and currently leading a new AMSA chapter, coordinating initial meetings and planning future programming focused on health advocacy and professional development.

- Society of Women Engineers | Member – Participate in networking events, mentorship opportunities, and career development activities within the engineering community.
 - Junoon Dance Team | Social Chair – Coordinate team bonding activities and assist with organizing performances to promote collaboration and engagement.
 - Med Life | Member – Participate in service initiatives and educational efforts focused on improving healthcare access for underserved communities.
-

Additional Experience

The Lost Shadow | Co-Author | Charlotte, NC – October 2023 – Present

- Published book on culture and passion; donated to schools and participated in showcases

Skills

- Communication & Patient Interaction
- Leadership & Management
- Research & Analytical Skills
- Coding (Python, MATLAB, Arduino)
- Critical Thinking & Problem-Solving

Abirami Senthil-Murugan

Raleigh, NC

asenth23@ncsu.edu | 980-643-2283

1/14/2026

Wake County Board of Commissioners

Wake County Government

Dear Members of the Wake County Board of Commissioners,

I am writing to express my interest in serving on a Wake County Board or Commission and contributing to local decision-making that impacts community health and wellbeing. As a Biomedical Engineering major in the joint NC State + UNC program with minors in Biology and Public Policy, I am motivated by the opportunity to apply my academic training and community experience in a public service setting.

My academic background has shaped how I approach challenges: by identifying needs, analyzing systems, and designing solutions grounded in evidence and empathy. Alongside my coursework, my volunteer experiences have reinforced the importance of listening to communities and understanding the real-world impact of policy decisions.

As the founder of Care4Cardio, I organized CPR workshops, health education initiatives, and food drives to promote wellness and preventative care. I also served as Youth Committee Lead for a local volunteering organization, where I coordinated over 100 volunteers for community service and cultural events. These roles strengthened my skills in collaboration, responsibility, and accountability to the communities being served.

I have actively sought opportunities to engage with vulnerable populations through volunteering with Crisis Assistance Ministry, writing and donating a children's book to a Charlotte school, and collaborating with peers to develop an Arduino-based game to support inclusivity for children with low motor control.

Academically, my interests focus on health equity, prevention, and policy-driven approaches to reducing disparities. I am currently seeking research opportunities in health equity and cancer epidemiology and have been in contact with principal investigators to become involved. In parallel, I am pursuing my RBT certification and working towards gaining experience as a Medical Assistant to further develop my understanding of patient care and health systems.

I believe this combination of academic exploration, clinical exposure, and community engagement will allow me to contribute a thoughtful and informed perspective to a Wake County board or commission. Serving in this capacity would be an honor, and I am eager to contribute my skills, energy, and perspective to initiatives that support community health and wellbeing.

Thank you for your time and consideration.

Sincerely,

Abirami Senthil-Murugan