



SIOUX FALLS
DEVELOPMENT FOUNDATION



WIN **IN** 20
WORKFORCE **SUMMIT** 23



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SPEAKER BIOS



KEYNOTE NANCY KERRIGAN

Nancy Kerrigan has been one of America's most recognizable sports icons for over 25 years.

Kerrigan's rise to competing at a national level began when she placed 3rd at the 1991 U.S. Figure Skating Championships, allowing her to qualify for the 1991 World Championships where she won the bronze medal as part of an American sweep.

In 1992, she earned a bronze medal in the Albertville Winter Olympics and the silver medal at the 1992 World Championships. In 1993 Kerrigan became the United States Ladies Champion and followed that up with her historic silver medal performance at the 1994 Lillehammer Winter Olympics.

Along the way, Kerrigan became known for her groundbreaking fashion on the ice teaming up with Vera Wang and others to create some of the most memorable skating outfits in the history of the sport.

In addition to her work on the ice, the two time Olympic medalist has regularly appeared on television and in movies as an actor (Boy Meets World, Blades of Glory, Saturday Night Live, Skating with Celebrities, Fresh Off the Boat) or commentator (Entertainment Tonight, The Insider, Lifetime Network, Fox Sports, NBC Sports, Inside Edition), and is well known for being instrumental in the creation of Halloween on Ice and other figure skating shows.

Nancy has been a product endorser (Disney, Revlon, Reebok, Seiko, Campbell's Soup, Old Navy, Comcast Spotlight; ProMedica), author (Artistry on Ice), motivational speaker and advocate for issues related to infertility.

The Nancy Kerrigan Foundation has raised significant funds for the vision impaired in honor of her legally blind mother and she has been recognized for her excellence on and off the ice (US Figure Skating Hall of Fame, Mother's Day Foundation Mother of the Year, New England Sports Hall of Fame, Fight for Sight Lifetime Achievement).

More recently, Kerrigan has focused on her family (three children age 13, 16 and 24), choreography (Halloween on Ice, SkateNiagara, Bryant Park Holiday Show) while also appearing on Dancing With the Stars in Season 24. Nancy is currently executive producing the upcoming documentary "Why Don't You Lose 5 lbs" which will examine the silent epidemic of eating disorders in sports as well as the feature film "Fire and Ice" which is being produced by Picturestart. Nancy was on the Advisory Board for the Aurora Games which is an international platform for women in sports and entertainment. She is also still active in working with various companies including Massachusetts based Revise Energy, collaborated with iFIT on new training videos and earlier this year, along with Dolphin Entertainment, participated in the release of a series of NFT's celebrating women in sports.

SPEAKER BIOS



**NETWORKING
LUNCH HOST**

**KRISTIN
HOEFERT-
REDLINGER**

Kristin is the Chief Talent Officer and Executive Director of Community Relations and Strategic Philanthropy for Northwestern Mutual where she is a three-time national “Recruiter of the Year” winner.

Since joining Northwestern Mutual in 2016, she has helped lead the firm to record-setting years in recruiting, revenue, and retention. Within Northwestern Mutual, she founded and serves as the Chair of the National-Award-Winning Philanthropy Board of Direc-

tors & D&I council, which won the D&I Champion-Community Award in 2023. With her leadership, the Schenkel NO has won six national awards/grants including the “Most Exceptional Childhood Cancer Impact Award”.

A known change maker, Kristin serves in an executive leadership capacity in the Young Professionals Network, Greater Sioux Falls Chamber of Commerce Ambassadors, Forward Sioux Falls Cabinet, Development Foundation Talent and Workforce Advisory Board, & many more.

Kristin enjoys traveling with her boys, Mason (9) and Max (8), yoga, skydiving, and adrenaline boosting activities.



**CLOSING
SESSION**

**NICOLE
CERVI**

Nicole Cervi is an economist with Wells Fargo’s Corporate and Investment Bank. Based in Charlotte, North Carolina, Nicole covers the U.S. macro economy and assists with quantitative analysis. She also contributes to the group’s Weekly Economic & Financial Commentary and various special reports.

Nicole joined the group in 2020 after graduating with highest distinction

from Kenan-Flagler Business School at the University of North Carolina at Chapel Hill with a B.S. in business administration.

GET TO KNOW THE PEOPLE CHANGING OUR WORKFORCE LANDSCAPE



DR. JOSÉ-MARIE GRIFFITHS

Dr. José-Marie Griffiths is President of Dakota State University in Madison, South Dakota. President Griffiths has spent her career in research, teaching, public service, corporate leadership, workforce and economic development, and higher education administration, with special focus on work in STEM fields. She has served in presidential appointments to the National Science Board, the U.S. President's Information Technology Advisory Committee, and the U.S. National Commission on Libraries and Information Science. She was a member of the National Security Commission on Artificial Intelligence, part of the John S. McCain National Defense Authorization Act for 2020. This work is continuing with the Special Commission on Special Projects (SCSP), and President Griffiths is an expert advisor for this group. She is also a member of the Center for a New American Security (CNAS) Task Force on Artificial Intelligence and National Security. She also participated in the White House Cyber Workforce and Education Summit.

President Griffiths has led projects for over 28 U.S. federal agencies such as the National Science Foundation, NASA, the Department of Energy, and various intelligence and military agencies, with over 20 major corporations such as AT&T Bell Laboratories, IBM and Apple, in over 35 countries, and has worked with seven major international organizations, including NATO and the United Nations. She has received over 20 significant awards in science, technology, teaching, and the advancement of women in these fields. Recent honors include being named one of the 50 Influential Women in AI by InspiredMinds!, receiving the Council for Advancement and Support of Education's Chief Executive Leadership Award for District VI, and being named to the South Dakota Hall of Fame in 2023.

Since coming to Dakota State University in 2015, President Griffiths has led DSU into transformational growth and advancement, a time of rising in almost every endeavor in which the university is involved. Dakota State has seen substantial increases and profound quality improvements in student enrollment; student quality; breadth and depth of academic programs, degree and non-degree-seeking, on-campus and online; scholarship support for students; applied research & development; contributions to state, regional, and national workforce and economic development; partnerships with corporate, non-profit, and government enterprises, locally, regionally, and nationally; new construction and renovation of campus facilities, especially customization of those facilities to support the development and deployment of innovative leading-edge technologies for hands-on teaching/learning, from infrastructure to hardware/software; and private and corporate philanthropy.

President Griffiths has a B.Sc. (Honors) in Physics from University College, London; a Ph.D. in Information Science from University College, London; and completed a post-Doctoral fellowship in Computer Science and Statistics at University College, London. She was also awarded an Honorary degree (D.Sc.) from University College, London for her career and success in science & technology, higher education, and regional/national leadership.



KARLA SANTI

Karla Santi is CEO and founding partner at Blend Interactive, a firm that guides teams through complicated web and content problems online. Karla is an active member of the Sioux Falls business community, currently serving on the board of directors for the Sioux Falls Development Foundation, which includes the Talent & Workforce committee. As a business founder, Karla serves on the board of Startup Sioux Falls and often speaks about her entrepreneurial journey. She's the 2022 SBA's Small Business Person of the Year for South Dakota and is an active mentor for females in tech.



JULIE LAUTT

Julie Lautt is Chief Financial Officer for Avera Health, an integrated health system comprised of more than 300 locations in 100 communities across the Upper Midwest.

Julie was named as Avera's senior financial steward in 2020, having previously served as Vice President of Operational Finance with Avera Health. From 1999 to 2017, she served at Avera McKennan Hospital & University Health Center as Controller of Managed Hospitals, Vice President and Corporate Controller and then as Senior Vice President and Chief Financial Officer.

As Avera's CFO, Julie supports a transparent, metrics-driven approach to financial business planning while developing and aligning financial measures of success across the organization. She leads the Finance, Revenue Cycle, Information Technology (IT), Optimization Strategies, Supply Chain Services, Payer Strategies, and Performance Excellence divisions.

Julie received a Bachelor of Science in Business Administration degree with majors in accounting and mathematics from the University of South Dakota. Prior to joining Avera, Julie served in several positions including Audit Manager at Coopers & Lybrand and PricewaterhouseCoopers. She is a certified public accountant licensed in Arizona and South Dakota. She is also a Chartered Global Management Accountant and member of the American Institute of Certified Public Accountants.

With a commitment to community service, Julie has served on and chaired many boards. She currently serves as a board member for the Sioux Falls Development Foundation and is on the Bishop O'Gorman Audit and Finance Committees as well as the University of South Dakota Foundation Finance Committee. Julie is married to Jeff Lautt and they have six adult children.



DAVE ROZENBOOM

Dave Rozenboom grew up on a family farm near Oskaloosa, IA. He received his BA in Business Administration from Dordt University in Sioux Center, IA and has enjoyed a 38-year banking career in South Dakota.

Dave is the President of First PREMIER Bank. First PREMIER is a \$3.0 billion full-service community bank with 15 locations throughout eastern South Dakota.

Dave has served in a variety of community leadership roles, including:

- Co-Chair of the recent Forward Sioux Falls 2021-2026 campaign
- Current board member of the:
- SD Chamber of Commerce & Industry
- SD Hall of Fame
- SD Symphony
- Dordt University Leadership Advisory Council

Dave has also previously served as the Board Chair of the:

- South Dakota Bankers Association
- Greater Sioux Falls Chamber of Commerce
- Avera McKennan Hospital and University Health Center
- Sioux Falls Christian Schools
- Junior Achievement of South Dakota
- Downtown Sioux Falls

Dave and his wife Tammy have been married for 39 years and are blessed with four grown children and seven grandchildren.



MAYOR PAUL TENHAKEN

Paul TenHaken began his second term as Mayor of Sioux Falls in May 2022. Since first taking office in 2018, Mayor TenHaken has amassed a list of accomplishments for the city by putting people first and taking strategic steps to ensure the continued success of South Dakota's largest city. Through his One Sioux Falls framework, Mayor TenHaken's focus is on safety, housing, workforce, and engaging people across Sioux Falls, which has been named one of the best run cities in the country. His emphasis on improving lives and opportunities in the area and investing in the future generation has resulted in initiatives like the Sioux 52 Mentoring Initiative and the Mayor's Youth Council.



HARRIET YOCUM

Harriet Yocum is praised for her diverse set of skills connecting individuals with causes and initiatives they care about with Sioux Falls most influential and impactful leaders. She's invested in continued evolutionary growth with a heart for diversity, equity, she brings a powerful voice to the myriad of boards she currently sits on. Harriet is the Owner/President of Madison Investments, a community leader, civic volunteer, social justice, and DE&I advocate.

She elevates and empowers women, a champion of keeping families close when they are facing medical hardship.

She founded several organizations, Pathways to Inclusive & Equitable Workplaces, Establishing Sustainable Connections, Juneteenth Sioux Falls that promote justice and awareness. Creating culture where everyone can be their authentic selves, while navigating through the micro-aggressions they face. Avera McKennan Hospital board of trustee, board of directors for Avera Regional Philanthropy Council, Junior League of SF, Ronald McDonald House Charities, SD African American History Museum, Sioux Falls Area Community Foundation Grants Committee, SF Woman's Alliance, Bridging the Gap Leadership, Leaders of Tomorrow mentor and Community Ambassadors for the City of Sioux Falls.

Recognized as SME of SF Excellence in Public Service, Juneteenth Grand Marshall and RMHC JLSF Cornerstone award.

Harriet is a proud wife to Michael, and mother to their son, Taylor.



PAUL HANSON

Paul Hanson is the President for Sanford Health Sioux Falls Market. In this role, he is responsible for the largest tertiary facility in the Dakotas and oversight of the Sanford network facilities (including hospitals and clinics) in South Dakota, western Minnesota, and northwest Iowa. Nearly 6,500 full-time employees are under his immediate scope of responsibility and \$2.1 billion in net patient revenues.

A graduate of Concordia College in Moorhead, Minnesota, Hanson graduated with double majors in Business Administration with emphasis in Hospital Administration and Social Work with emphasis in Long Term Care Administration. Hanson also holds a Master's Degree in Healthcare Administration from the University of Colorado.

With over 35 years of administrative experience, Hanson has lead organizations in Montana, Minnesota, and South Dakota. His leadership skills have been recognized by numerous professional associations, local chambers and economic groups, and philanthropic organizations. He has received the American College of Healthcare Executive Regent's Award for Outstanding Healthcare Executive in the State of Minnesota and the State of South Dakota. He is also a Fellow in the American College of Healthcare Executives.

Hanson has been recently nominated for the Concordia College Alumni Achievement Award and he and his wife Paige were elected to the Bemidji State University Hall of Fame for their continued support for athletics and academics.

Hanson currently serves on the boards of South Dakota Association of Healthcare Organizations, State of South Dakota Chamber of Commerce, Sioux Falls Chamber of Commerce, Sanford USD Medical Center, The Link - City of Sioux Falls, and the University of South Dakota Foundation.

Hanson and his wife, Paige, have four adult children and two grandchildren.



JODI SCHWAN, MODERATOR

Jodi Schwan is the founder of Align Content Studio, which launched in 2017 and provides content marketing strategy, production and distribution for clients in a wide range of industries. She also develops and oversees Align's original digital media brands, including www.SiouxFalls.business and Pigeon605.com, along with providing business news and analysis to Dakota News Now and KELO-AM. Jodi is a former editor, broadcaster and columnist who also served as chief of staff for the city of Sioux Falls from 2006 until 2010. She earned her bachelor's and master's degrees in journalism from Northwestern University and is a native of Cleveland, Ohio.

NEW LEADERS, NEW RULES, NEW CULTURE

TIM O'KEEFE



Dr. Timothy O'Keefe joined the University of South Dakota as Dean of the Beacom School of Business in June. He earned a Ph.D. in Computer Information Systems and Quantitative Analysis at the University of Arkansas where he was an AACSB National Doctoral Fellow. His career in higher education spans more than four decades, half of that time in administration primarily focusing on enrollment, retention and student success.

A first-generation college student, he grew up in a blue-collar family in Crystal, ND, building homes and working for local farmers. In 1995, he co-founded ComMark, Inc., an Internet consulting and system development firm that was highlighted in the book *Renewing the Countryside: North Dakota* as an example of how high technology firms can survive and thrive in rural America. Dr. O'Keefe applies his midwestern work ethic and entrepreneurial mindset in all of his endeavors.

KARLIE SOLUM, MODERATOR



Karlie Solum is a community relations professional residing in Sioux Falls, SD. Karlie is currently the Director of Community Relations for Marsh McLennan Agency, overseeing external engagement, business development and marketing efforts in North and South Dakota. Karlie brings energy and experience to the community impact world through empowering others. She believes connecting with non-profits, community leaders and business partners to solve problems is the key to business success and healthy communities.

Karlie grew up in Dell Rapids, SD. She holds a Bachelors degree in Business Economics from South Dakota State University and later earned her MBA in from Dakota Wesleyan University. She currently serves within many organizations including the Greater Sioux Falls Area Chamber of Commerce Diplomat committee, Rotary, Sanford Health Foundation board member, Habitat for Humanity board member, Forward Sioux Falls campaigner, Chamber Appeals, Leadership South Dakota alum, and Young Professionals Network.



NICOLE FREESEMANN

Nicole Freeseemann is Vice President of Human Resources for Raven Industries and CNH Industrial, a leading technology company dedicated to helping farmers serve the world.

Nicole joined Raven in 2008 and served in several HR roles before becoming VP of Human Resources in 2019. Since then, her role has expanded to include responsibility for the global R&D organization within Raven's parent company, CNH Industrial.

In her time at Raven and CNH, Nicole has created deep partnerships with the company's business units, implemented a new approach to performance reviews, and spearheaded the development of the organization's innovative approach to business leadership development. She has played key roles in many acquisitions over her career and has been most instrumental throughout the company's recent acquisition by and integration with CNH, creating pathways for teams to come together in the development of advanced precision and autonomous solutions that drive efficient and sustainable farming.



DR. RONALD PLACE

Dr. Place hails from South Dakota and graduated from the University of South Dakota with a Chemistry Degree, a member of the Phi Beta Kappa Honor Society, along with an ROTC commission. He then graduated from Creighton University School of Medicine as a member of Alpha Omega Alpha honor medical society. Dr. Place completed his General Surgery internship and residency training at Madigan Army Medical Center (MAMC), Ft. Lewis WA, and fellowship training in Colon and Rectal Surgery at the University of Texas Southwestern in Dallas.

Dr. Place was a full-time surgeon for the first half of his military career, including combat deployments to Operation Enduring Freedom (Afghanistan) twice, Operation Iraqi Freedom, and Operation Joint Guardian (Kosovo). He gradually transitioned to full time executive leadership, leading at every level with the military medical system; including surgical department chief, Chief Medical Officer, Chief Operating officer, CEO of two community hospitals, and CEO of two regions. He completed his nearly 37 years of military service as the 3rd Director of the Defense Health Agency.

Dr. Place is board certified in both General Surgery and Colorectal Surgery. He is the author of over 40 peer reviewed articles and book chapters. He is a Clinical Professor of Surgery at both the Uniformed Services University of Health Sciences and the University of South Dakota Sanford School of Medicine. He is also an Adjunct Professor at Mt. Marty University in Yankton, SD.

Dr. Place is now the Regional President and CEO of Avera McKennan. He also serves on the Board of Directors for The Link Community Triage Center, the Avera Heart Hospital, and the Greater Sioux Falls Chamber of Commerce—all in Sioux Falls, SD. 11

CEO TALENT TALKS

KURT LOUDENBACK



Kurt was born and raised on a family dairy farm in Central Ohio. He attended The Ohio State University, graduating in 1983 with a degree in Agricultural Economics.

After graduation, Kurt embarked on an 18 year career with Purina Mills. Starting out as a Management Trainee, he moved through the ranks in Sales & Sales Management, ending up as the Director of Swine Business at corporate headquarters in St. Louis. These positions meant stops in Columbus, Ohio, Harrisburg, Pennsylvania, Cedar Rapids, Iowa and finally St. Louis.

In 2001, Purina was purchased by Land 'O Lakes, at which time Kurt decided to pursue new career opportunities. Interest in the food business and the desire to get to a smaller city brought him and his family to Sioux Falls in early 2002 to assume the role of President of Ellison Meat Company in Pipestone, MN.

In 2003, the opportunity arose to become the owners of a small food processor in Sioux Falls. Kurt and his wife Valerie founded Grand Prairie Foods and have built it into a company with over 250 employees and three facilities in Sioux Falls. The company primarily provides continental breakfast items to hotel chains in all 50 states plus Canada and produces sandwich items for numerous companies throughout the United States.

Kurt has been married to Valerie for 40 years. They have three children.

When not working with Valerie to build Grand Prairie Foods, Kurt spent much of his spare time coaching kids' sports, which he did for nearly 20 years while the kids were growing up. An avid biker, you can often see Kurt on the bike trail any time the temperature is above 40 degrees. He is also a Charter Member of Spirit of Peace United Church of Christ where he has served in many leadership capacities. In addition to being the immediate past Chairman of the Sioux Falls Development Foundation Board, he serves as a board member and President-elect of the Rotary Club of Downtown Sioux Falls.

SCOTT WICKERSHAM



Scott Wickersham is the President & CEO of Viaflex, Inc. At Viaflex, Wickersham leads over 400 team members that develop and manufacture highly engineered plastic film and sheeting. Headquartered in Sioux Falls, Viaflex has operations in four states and serves a wide range of markets, including Agriculture, Construction, Energy, Geo, Telecommunications, and the Industrial sectors.

Wickersham joined Raven Industries in 2010 overseeing product and technology development for the Aerostar Division. His leadership performance led to his appointment to Raven's executive leadership team and promotion to General Manager and Division Vice President. Under his guidance, the Division underwent a significant transformation by adapting its strategy and restructuring the business, resulting in industry-leading technology and substantial growth in the Aerospace and Defense markets.

In 2021, Wickersham assumed leadership of Raven's Engineered Films Division, navigating the challenges of the pandemic. He played a crucial role in CNHi's acquisition of Raven, ensuring a smooth transition and delivering strong performance from the Division. In 2022, Wickersham played a pivotal role in overseeing the successful carve-out of the Engineered Films Division from Raven to becoming a standalone company, Viaflex.

Prior to joining Raven, Wickersham held a variety of technical and operational leadership roles at Suzlon Rotor Corporation and Hutchinson Technology Incorporated. Wickersham has a BS Degree in Mechanical Engineering from South Dakota Mines and an MBA from Colorado State University. Alongside his wife, Abbie, he resides in Brandon, SD, and they are the proud parents of four adult children: Taylor, Alex, Luke, Josey.

TOM MCADARAGH



Tom McAdaragh has been in various key technology and operations leadership positions for nearly four decades. He is responsible for Midco's overall technology direction including the Midco network, corporate computing infrastructure, product engineering and overseeing operations. Currently, he leads teams in information technology, information security, network engineering, network operations, product engineering along with the overall operations of Midco. His engineering team's architect and design the regions only wholly owned, engineered, and operated network. His Network Services team ensure the network is delivering the highest performance and reliability possible. He also leads the investigation and implementation of new software technologies that are used to support the operations of the company and deliver product offerings to Midco customers. McAdaragh holds a bachelor's degree in computer science and electronics engineering from Minnesota State University, Mankato.

NATALIE EISENBERG



Natalie Eisenberg, CEO of Click Rain Inc., has spent her career building brands across the region. Since discovering her passion for marketing at USD, she has held many roles in the industry, each with a strong focus on helping people and businesses discover the unique qualities that help them stand out.

Click Rain Inc. is the parent company to marketing agencies Click Rain and Lemonly, local marketing platform Stratus, and host to an annual digital marketing conference called Trendigital. Today Natalie serves as the chief driver of the organization's vision to be Difference-makers for their team members, clients, and community.

Natalie loves contributing to causes in her hometown of Sioux Falls and spending time in the great outdoors with her husband and two children.

JIM NELSON



Jim Nelson has served as President of Aerostar since 2021. Aerostar, a world leader in the design and manufacture of Aerospace & Defense solutions, is committed to rapid innovation of groundbreaking technology to connect, protect, and save lives. From engineering services to mission planning and support, research and design, and advanced technical product development, Aerostar offers tailored turnkey solutions for successful operations.

Previously, Mr. Nelson served as Director of Engineering for Raven Aerostar. Prior to that, he worked at the U.S. Geological Survey (USGS) Earth Resources Observation and Science (EROS) Center, where he held roles including Engineering and Development Manager, Landsat 9 Project Manager, Landsat Data Continuity Mission (LDCM) Project Manager, LDCM Ground System Manager, and LDCM Chief Engineer.

He holds a Bachelor of Science in Mathematics and Computer Science from the University of Sioux Falls and a Master of Engineering in Civil Engineering from the Massachusetts Institute of Technology.



REECE KURTENBACH

Reece Kurtenbach is the Chief Executive Officer for Daktronics, Inc.

Previously, Kurtenbach served as Executive Vice President for Live Events and International, and provided corporate oversight for the company's design and development engineering.

The Live Events Business Unit encompasses the sales and service departments for our Large Sports Venues and Rental and Staging markets, as well as the Video Products Engineering development group.

The International Business Unit serves our customers outside of North America and is organized into the regional areas of: Asia Pacific, Europe/Middle East/ Africa (EMEA), and Latin America/Caribbean. Each region maintains both Sales and Service functions appropriate for the size and maturity of the specific region.

Kurtenbach's responsibilities for engineering included providing oversight to the company's product strategies and platform developments.

Kurtenbach began his career with Daktronics in 1982 as a student, working in manufacturing and customer service. He graduated from South Dakota State University in 1987 with a bachelor's degree in electrical engineering and minors in math and computer science.

After graduation, Kurtenbach worked for a few years in two other technical companies, and then returned to Daktronics in 1991 to work as an Applications Engineer on large display projects. In 1994, he became manager of a design group, leading the development of Daktronics' first full color LED video display product. Since then, Daktronics has become a leader in the technology of large screen LED video displays, and the acknowledged world leader in sales in this product category.



KARLA SANTI

Karla Santi is CEO and founding partner at Blend Interactive, a firm that guides teams through complicated web and content problems online. Karla is an active member of the Sioux Falls business community, currently serving on the board of directors for the Sioux Falls Development Foundation, which includes the Talent & Workforce committee. As a business founder, Karla serves on the board of Startup Sioux Falls and often speaks about her entrepreneurial journey. She's the 2022 SBA's Small Business Person of the Year for South Dakota and is an active mentor for females in tech.



BRIDGET BENNETT, MODERATOR

Bridget Bennett is the evening anchor at KELOLAND News and the Your Money Matters reporter for the station, sharing the region's latest economic and business news. She has been a journalist in the Sioux Falls region for 11 years. She is also an active supporter of the nonprofit community, hosting many charity events and serving as a Board Member for The Foster Network and an advocate for foster care and adoption.

THE FUTURE OF WORK



ASHLEY WENGER-SLABA

Ashley Wenger-Slaba serves as Sanford Health's System Vice President of Employee Experience, Education, and Workforce Relations. In this role, Ashley spearheads employee experience, education, and workforce relations strategy for the Sanford Health organization. Through her leadership of Sanford's Employee Experience, Leadership Education & Development (LEAD), Employee & Labor Relations, and Diversity, Equity & Inclusion teams, Wenger-Slaba creates synergies across these areas and partners with Sanford leaders to influence operational decisions that reflect Sanford's core belief that its people are its greatest resource. A lawyer by training and first career, Wenger-Slaba graduated from the University of Nebraska-Lincoln in 2004, and the University of Minnesota law school in 2007.

Ashley is active in the Sioux Falls community where she lives with her husband Ryan and their four sons. Ashley serves on the Board of Directors and Human Resource Committee for Volunteers of America-Dakotas., and sits on the Enterprise Diversity Committee and Annual Meeting Committee for Sanford Health.



STEVEN TIMS

Steven Tims serves as the Chief Operating Officer of Viaflex, consistently demonstrating his aptitude in fast-paced technological environments. Prior to Viaflex, Steven was the Director of Operations at Raven Engineered Films, managing seven U.S. locations and leading an expansive team of over 300. His leadership led to enhanced profitability and reduced staff turnover. Since starting at Raven in 2010, Steven has undertaken diverse leadership roles, including IT and Facilities Director. He was central to the implementation of Raven's new global Enterprise Resource Planning system, a significant \$10M venture. Away from the corporate sphere, Steven values his time with his wife and their four children. He's an alumnus of Augustana University, Sioux Falls, SD, where he earned a Bachelor of Science degree in Business Administration and Management Information Systems.



HOLLY MEIER

Holly Meier is the sustainability coordinator at the City of Sioux Falls. In this role, she works with the public, organizations, businesses, and City staff and officials to protect natural resources and reduce waste. She has a master of science degree in natural resources science and management from the University of Minnesota. Holly is a Board member of REACH Literacy and has two daughters, ages 6 and 3, with her husband, Seth.

THE REAL COST OF RECRUITING

WENDY ALEXANDER



Wendy Alexander has over 20 years of Human Resources experience and is currently the Talent Scout at POET in Sioux Falls, SD, where she focuses on talent acquisition, employer branding, building relationships with schools and other groups, communications, talent sourcing, marketing/public relations, proactive searching and special projects.

She assists with coaching leaders to help make employees' stick through DISC, leadership development, and employee engagement. She is an adjunct professor at the University of Sioux Falls and teaches a graduate class and undergrad HR course. Her past roles as an HR Assistant, HR Generalist and HR Manager had her doing all parts of HR: Talent Acquisition/Recruitment, Compliance, Employee Relations, Leadership Development, DISC/other assessments, 360 Surveys, Training. Her passion is Talent Acquisition/Recruitment, Training, Coaching, and Assessments. In her spare time, she enjoys helping others by speaking for groups and companies and helping individuals through her personal consulting business, StarFinder by Wendy Alexander. She is able to train and coach on DISC, Enneagram, LinkedIn and many other of her passion topics!

MARY JO VANCE



Mary Jo Vance is the Area Human Resources Manager at HDR Engineering for the Dakotas/Wyoming area. In her role, she partners with area leaders to align the HR policies and practices with organizational strategy and vision. She also works closely with recruiting on hiring of interns, new graduates and experienced staff. Prior to this role, she had several years of human resources experience in the financial, health care and consulting area. She is currently serving on the SD State SHRM Board as the Marketing and Technology Director, has been an active SESHM member since 1995, and served as the President in 2004 and again in 2021.



MARIAH BURROUGHS

For over two years Mariah has been a Talent Engagement Specialist responsible for sourcing and onboarding top industry talent in the architecture and engineering industry. She graduated from Minnesota State University, Mankato in May of 2021 with a Business Management degree with an emphasis on Human Resources. Mariah held two internships during her college career which helped shape her as a professional and her prepare her for real world scenarios. These experiences have contributed to her ability to thrive in her current role at ISG, an employee-owned Architecture, Engineering, Environmental, and Planning firm. Mariah is extremely passionate about leading and recruiting for ISG's internship program and connecting with future college graduates. Last year ISG hosted 35+ multi-disciplinary interns across 11 office locations.

While Mariah grew up in Mankato, she seized the opportunity to move to Sioux Falls in August of 2022, and experience ISG's work from a new geography and perspective. She knows firsthand the knowledge and resources needed for a successful transition into an internship, new firm, or different office location and uses this understanding to facilitate a smooth employee onboarding. Mariah is also a member of ISG's Employee Stock Ownership Program committee where she enjoys meeting with fellow ISGers to discuss the best ways to communicate all things employee ownership to their employee owners.

LAUREN SCHIEBOUT



Lauren Schiebout is a Talent Acquisition Consultant who works at CAPITAL Services. For the last 2.5 years, she has been leading the Talent Acquisition process by consulting hiring managers on best practices relevant to open requisitions, market trends, candidate experience, and more. Prior to Lauren's time at CAPITAL Services she worked for 9 years at Aerotek, a staffing and recruiting agency, where she partnered with local employers to help fulfill their recruiting needs. Lauren got married earlier in 2023, so you may recognize her as Lauren Nugent. She loves engaging with people and is passionate about her field.

AMY TLAM



Amy Tlam has spent nearly 25 years in human resources, primarily in the construction industry. She received her undergraduate degree from South Dakota State University and her MBA from Dakota Wesleyan University. Her primary focus has been in recruitment, retention, training, and overall HR-related duties. She presently serves on the South Dakota Workforce Development Council, and has served on other boards, including the Mitchell Area Chamber of Commerce, Mitchell Technical College General Education Advisory Board, IEC Dakotas A&T Committee, and several other boards and committees in the Mitchell, SD area.

GLOBAL, DIVERSE, AND DISTRIBUTED WORKFORCE

JAMIE DOOLEY



Jamie Dooley is the eighth Sioux Falls Site Head. As site head, Jamie is responsible for managing the site's culture and execution against our strategic priorities, including talent & culture, employee experience, social responsibility, and overall site management.

Jamie's Citi journey began twenty-eight years ago, when he joined the firm as an intern immediately after graduating college. He has since served in a variety of departments, including Transaction Services, Credit Operations, Financial Control, Customer Service and most recently, the U.S. Personal Banking CAO Risk Programs Office.

In his current role, Jamie is responsible for the Card's Sales Practice Surveillance activities. Jamie has served as part of the Sioux Falls Site Leadership Team for the past 12 years and is a supporting member of numerous Citi Networks.

Outside of work, Jamie is active on numerous non-profit boards, and volunteers as a youth wrestling coach.

RACHELLE TIESZEN



Rachelle Tieszen has over 30 years of experience in the field of Human Resources. In her current role as Vice President of Total Rewards and HR Business Partner for Sammons Financial Company, Rachelle oversees leave management, employee benefits, and corporate compensation and performance management programs. Rachelle serves as an executive site leader for the company's corporate office located in Sioux Falls, S.D. She is also the Executive Sponsor for the site's Community Involvement Committee, which partners with local nonprofits to identify opportunities for Sammons Financial Group to contribute to initiatives through sponsorships and employee volunteerism.

Rachelle earned her Bachelor of Business Administration from Iowa State University, with a minor in Psychology. She is a Society of Human Resources Management Certified Professional.

Outside of work, Rachelle is involved with various charitable organizations and serves on the Greater Sioux Falls Chamber of Commerce Appeals committee and Forward Sioux Falls cabinet. She also enjoys spending her free time doing outdoor activities, including camping, boating, motorcycling, 4-wheeling and horseback riding.



DENISE GUZZETTA, MODERATOR

Denise M. Guzzetta serves as Vice President of Talent and Workforce Development of the Sioux Falls Development Foundation. In her current role, she is responsible for the strategic design and implementation of workforce programming initiatives designed to achieve the Forward Sioux Falls Strategic Workforce Action Agenda.

Before her role as Vice President of Talent and Workforce, she has 20 plus years of executive Fortune 50 experience serving as Vice President for BASF Global, Bank of America, Wells Fargo and Company and in advisory positions for the National Public Utilities Commission, The Society for Human Resource Management and the Worldwide ERC.

Denise is an alumnus of Catholic University in Washington, D.C., and Cornell University in Ithaca, New York.

BUILDING YOUR CYBER ARSENAL

JIM HANSON



James L. Hanson (Jim) has over 35 years of senior management experience in the healthcare, insurance and financial services sectors. His career has spanned organizations from Fortune 500 companies to information security start-ups. In his current role at Avera Health he has overall responsibility for information security at Avera.

Jim has participated in and served on several industry, technology and community groups over the years. He and his wife Deb reside in Sioux Falls, SD and have two grown daughters.

KATIE SHUCK



Katie Shuck is the Lead Cyber Intelligence Analyst at the South Dakota Fusion Center (SDFC), a division of the Department of Public Safety, leading the partnership between law enforcement, critical infrastructure, and private partners to share intelligence that identifies, detects, and mitigates cyber threats. Katie has a background in linguistics and in academia, working in the U.S. and abroad. Katie holds a Bachelor of Arts in Communication, a Masters in Cyber Defense, and is All-But-Dissertation for a Doctoral Degree in Cyber Defense. Katie also holds several industry certifications. Katie's specialty areas include operational security (OPSEC), open-source intelligence (OSINT), usable privacy and security, ransomware, and the dark web.