

**WORKFORCE SOLUTIONS ALAMO BOARD OF DIRECTORS  
OFFICER NOMINATION SLATE  
2025**

**CHAIR**

PLACE #	BOARD MEMBER	CATEGORY	COMPANY	INDUSTRY	INITIAL CERTIFICATION	CURRENT TERM	GENDER	RACE	HISP	VET
4	Leslie Cantu	Private Sector	Toyotetsu Texas INC.	Manufacturing	12/5/2017	01/01/2024-12/31/2026	F	White	N	N

**VICE CHAIR**

PLACE #	BOARD MEMBER	CATEGORY	COMPANY	INDUSTRY	INITIAL CERTIFICATION	CURRENT TERM	GENDER	RACE	HISP	VET
24	JR Trevino	Private Sector	Treco Enterprise, INC	Construction	9/14/2022	09/01/2022-12/31/2027	M	White	Y	N
7	Yousef Kassim	Private Sector	E-Legal, Inc.-EasyExpunctions.com	Professional, Tech	12/5/2017	01/01/2024-12/31/2026	M	Other	N	N

**SECRETARY**

PLACE #	BOARD MEMBER	CATEGORY	COMPANY	INDUSTRY	INITIAL CERTIFICATION	CURRENT TERM	GENDER	RACE	HISP	VET
7	Yousef Kassim	Private Sector	E-Legal, Inc.-EasyExpunctions.com	Professional, Tech	12/5/2017	01/01/2024-12/31/2026	M	Other	N	N
8	Jennifer Lange	Private Sector	Accenture Federal Services	Professional, Tech	1/9/2024	01/01/2024-12/31/2026	F	Asian Indian	N	N
24	JR Trevino	Private Sector	Treco Enterprise, INC	Construction	9/13/2022	09/01/2022-12/31/2027	M	White	Y	N
9	Jerry Graeber	Private Sector	Rogers-O'Brien	Construction	9/13/2022	09/01/2022-12/31/2027	M	White	No	N

1691 West Ditto Rd Poteet, Texas 78065 • (210) 464-5750

## Qualifications Summary:

Workforce professional experienced working in office and manufacturing environments demanding strong management, technical, and interpersonal skills. Consummate professional dedicated to quality results. Multi-tasked, detail-oriented and resourceful in completing projects effectively. Capabilities include:

- *Management & Supervision*
- *Project Management*
- *Employee Relations*
- *Contract Negotiations*
- *Effective Communicator*
- *Change Management*
- *Placement/Staffing*
- *Strong Work Ethic*
- *Grant/Proposal Collaboration*
- *Strategic Thinker*
- *Critical Problem Solver*
- *Training and Mentoring*
- *Proactive/Innovative Leader*
- *Conflict Resolution*
- *Public Speaking*

## Experience Highlights:

### Human Resources

- Human resources oversight for over 900 exempt, non-exempt and variable workforce employees in a nonunion automotive manufacturing environment at two separate sites.
- Responsible for all staffing needs as well as handling workforce issues.
- Handled all EEOC, UI, ADA, FMLA and legal issues.
- Developed employee reward and recognition programs.
- Benefit administrator and 401k plan administrator.
- Managed policy development and implementation.
- Development & implementation of innovative recruiting stream programs for targeted populations such as justice involved, opportunity youth, intellectual & developmental disabilities, homeless veterans and low-income residents.

### Environmental, Health, Safety & Security (EHSS)

- Oversight of ISO 14001 environmental program and policies
- Support ongoing audit programs and countermeasure development
- Administration of workers compensation program
- Corporate lead for EHSS collaborative working group for all North American facilities

### Accounting

- Assist in overall company budget development
- Support financial target and goal setting activities for departments
- Lead profit improvement and cost reduction activities

### Workforce Development

- Assisted in the oversight of One-Stop Center Contract in excess of 14 million dollars.
- Provided recommendations and provisions based on contract obligations and performance measures.
- Served as a liaison for governing board and contractor for all internal and external monitoring.
- Oversight and development of the assigned programs at the Texas Workforce Centers by utilizing automated data systems, fiscal management and strategic planning information to analyze issues and make vital program decisions – instituted critical program changes.
- Coordinated on grant proposal writing teams for alternative funding projects.

## Employment History:

### Toyotetsu Texas, Inc: 6/16 – present

- *General Manager – Administration (June 2016 – April 2017)*
- *Assistant Vice President – Administration (May 2017 – May 2023)*
- *Vice President – Administration (June 2023 – present)*

### Vutex Inc: 4/07 – 6/16

- *Human Resources and Employee Relations Senior Manager (April 2007 – October 2015)*
- *Assistant Plant Manager (November 2015 to June 2016)*

### Alamo WorkSource Career Center, SER Jobs for Progress, Inc.: 11/01 – 4/07

- *Center Manager*
- *Assistant Center Manager*
- *Quality/Training Coordinator*
- *Training Manager*
- *WIA/Choices Supervisor*
- *Career Development Specialist*

### **Education and Training:**

- B.S. Psychology Texas A&M University - May 2001
- Unique to the World (Supervisor Training) – June 2007
- Positive Employee Relations Training – October 2007
- ISO 14001: 2015 Lead EMS Auditor Training – December 2018
- The Manufacturing Institute’s Women Make America Mentoring Program – 2022
- Trauma Response and Understanding for Employers – December 2022
- The Manufacturing Institute’s Women Make Honoree Leadership Program – April 2023
- Creating Psychological Safety in the Workplace – May 2023
- Toyota Business Practices Training (Problem Solving) – June 2023

### **Community Involvement:**

- San Antonio Women’s Chamber of Commerce - Board of Directors 2008 – 2011
- Alamo Labor Properties, Inc. (Haven for Hope partner agency) - Board Chair 2010 - 2013
- TX FAME: Alamo Chapter – Founding Member and Board of Directors  
Treasurer – 2016 - 2018  
President – 2019 to present
- Workforce Solutions Alamo – Board of Directors 2018 to present  
Vice Chair – 2020  
Chair – 2021 to present
- National FAME Advisory Council 2020 – 2021
- Highlands High School P-Tech Industry Advisory Board - 2020 to present
- Texas Association of Workforce Boards  
Board Member - 2021 to 2022  
External Relations Committee Member - 2021 to 2022
- Texas Department of Criminal Justice Industry Advisory Committee – 2022
- Texas Workforce Commission Adult Education and Literacy Advisory Committee – 2022 to present
- Kronkosky Second Chance Hiring Place-Based Initiative Advisory Committee – 2023
- Poteet High School P-Tech Industry Advisory Board – 2023 to present
- Texas SB 2315 Task Force – Governor Appointee – 2024 to 2025
- Department of Labor/San Antonio Ready to Work Employer and Childcare Taskforce – 2024 to 2025
- CAST Schools Board of Trustees – 2025

### **Professional Awards/Recognition:**

- 2023 Women MAKE Award Honoree (personal award)
- 2023 Workforce Inclusion Network (WIN) Exemplary Leadership in Workforce Inclusion (company award)
- 2023 AACOG Regional Award – Business Steward of the Year (company award)
- 2024 Gold Merit Award for Human Resources – Honored in Workforce Planning and Analytics (company award)
- 2024 Governor’s Committee on People with Disabilities Lex Frieden Large Employer of the Year Award (company award)
- 2024 Texas Workforce Commission Local Employer of Excellence Award (company award)
- 2025 Workforce Inclusion Network (WIN) Exemplary Leadership in Workforce Inclusion (company award)
- 2025 Association of People Supporting Employment First (APSE) Innovation Award (personal award)

### **Speaking Engagements:**

- *HR Best Practices – The Interview Process*, Toyota Motor Manufacturing Texas Onsite Supplier Lunch & Learn Session (July 2014)
- *There must be 50 Ways to Leave Your Lover...and it Seems Like Even More for Employees Seeking Leave From Their Employer*, Strasburger’s Labor & Employment Breakfast Series (September 2015)
- *A Systematic Approach to Team Member Retention* – Toyota Motor Manufacturing Texas Team Texas Joint Meeting (April 2018)

- *Talent 2020: Growing Your Pipeline Through Smart HR and New Partnerships - Toyota Supplier Executive Conference (May 2019)*
- *Recruiting and Retention Strategies - Toyota Supplier Executive Conference (May 2019)*
- *A Holistic Approach to Workforce Innovation – National Career Pathways Network Conference (October 2019)*
- *Best Practice Sharing – Diversity Hiring Strategy, Toyota Motor Manufacturing Texas Onsite Supplier Lunch & Learn Session (February 2020)*
- *Workforce Development Initiative Panel Discussion - San Antonio Manufacturers Association Luncheon (June 2021)*
- *House Education & Labor Committee/Higher Education & Workforce Investment Subcommittee Testimony on TTTX 2<sup>nd</sup> Chance Hiring Program (June 2021)*
- *Sa Worx: Mind the Gap Series: Made in San Antonio: Manufacturing Made Better Panel Discussion (October 2021)*
- *Manufacturing Training Programs Panel Discussion - San Antonio Manufacturers Association Luncheon (February 2022)*
- *Fighting Poverty. Creating Opportunity. Panel Discussion– Goodwill Industries of San Antonio Leadership Retreat (February 2022)*
- *Texas Workforce Commission GRACE Conference – Panel Discussion: Businesses Successfully Hiring Second Chance Individuals (July 2022)*
- *City of San Antonio Ready to Work Justice Involved Employer Roundtable Panelist (August 2022)*
- *City of San Antonio Ready to Work Employer Engagement Panel with San Antonio Mayor Ron Nirenburg; Congressman Joaquin Castro; and US Secretary of Labor Marty Walsh (August 2022)*
- *LEAP HR Manufacturing Conference: What More Can We Learn from Innovators in Manufacturing Re-Thinking How to Attract & Inspire their Most Critical Production Line Talent – Panelist: AND Fireside Chat: Pioneering Talent Initiatives with the Manufacturing Institute and Toyotetsu (September 2022)*
- *SA Worx Employer Roundtable Webinar: National Disability Employment Awareness Month (October 2022)*
- *Texas Workforce Commission Texas Interns Unite InternAbility Conference- Employer Panel Discussion: Internships for People with Disabilities (February 2023)*
- *San Antonio Manufacturers Association Workforce Training Seminar: Employer Best Practice Partnership with Texas Workforce Commission Vocational Rehabilitation Services and Toyotetsu Texas (April 2023)*
- *The Manufacturing Institute Panel Discussion: Developing Partnerships & Sustaining Programs (April 2023)*
- *Aspen Workforce Leadership Academy: Partnerships and Collaboration (May 2023)*
- *Texas Economic Development Council Conference: Panelist (June 2023)*
- *Corporate Coalition of Chicago: Fair Chance Hiring Initiative – Creating a Culture of Trust, Respect & Open Communication (July 2023)*
- *Texas Workforce Commission & Texas A&M University Aggie ACHIEVE Parent Stakeholder Meeting – Employer Perspective on Opportunities for Individuals with Disabilities Seeking Employment Post-Graduation (July 2023)*
- *Workforce Development Panel for the City of San Antonio Housing Commission (September 2023)*
- *The Corporate Coalition’s Workforce Innovation Showcase (September 2023)*
- *Fall Career Connect TX Convening Panelist: Thriving Together: Integrating Modern Workforce Solutions (October 2023)*
- *Manufacturing Institute’s Workforce Summit- The One-Woman Workforce Development Solution (October 2023)*
- *SA Ready to Work’s The Future of Texas’ Workforce - Panelist (November 2023)*
- *SATX Regional Workforce Panel – FAM Tour (April 2024)*
- *The Manufacturing Institute’s Manufacturers Continue to Lead the Way on Second Chance Hiring Panelist (April 2024)*

- *FAME USA Conference - Opening Doors: Recruiting Underrepresented Talent (May 2024)*
- *SATX State of the Workforce: Construction, Manufacturing, Energy: Manufacturing & Energy Panelist (November 2024)*
- *Texas Workforce Commission 27<sup>th</sup> Annual Conference: Commissioner Esparza's Super Session Panelist: One Workforce, One Texas (December 2024)*
- *FAME USA and Women MAKE America Webinar- Closing the Talent Gap - Recruiting Women to Manufacturing (February 2025)*
- *Breakthrough Employment Conference Panelist (March 2025)*
- *Texas Workforce Commission's Workforce Forum: Workforce Innovation Through Employer-Led Initiatives: Panelist (May 2025)*
- *Women MAKE Bexar County: Driving Change and Closing the Gap: Voice of Manufacturing Journeys and Insights Panelist (May 2025)*
- *FAME National Conference: Optimizing Chapter Operations for Growth and Impact (May 2025)*
- *City of San Antonio and CAST Schools Apprenticeship Employer Convening - Panelist: Integrating Pre-Apprenticeships into Registered Apprenticeship Programs (July 2025)*
- *City of San Antonio and Seguin Economic Development Corporation Regional Employer Convening: Registered Apprenticeships: Panelist (August 2025)*
- *Alamo Colleges District Convocation Panelist: 80 Years of Opportunity (August 2025)*
- *The Manufacturing Institute's Solution Series: Grow From Within: The Power of Upskilling Incumbent Talent (September 2025)*
- *Texas HireAbility Forum Panel Moderator: Disability Inclusion in the Workplace: Best Practices and Beyond (October 2025)*
- *The Manufacturing Institute's Workforce Summit: Breakout Session Presentation - Continuous Improvement on Workforce Development: Education, Workforce, and Economic and Community Partnerships in Action (October 2025)*
- *Texas Corrections Associations Special Populations Conference - Session Presentation: From Fair Chance to Full Success: Our Journey as an Employer (November 2025)*
- *Alamo Colleges Fair Chance Hiring Strategies Convening - Panelist: Community Partnership in Fair Chance (November 2025)*

# JR TREVIÑO

210.669.4677 [Mail@JRTrevino.com](mailto:Mail@JRTrevino.com)

## PERSONAL SUMMARY

As a professional that thrives in a fast-paced environment; I take pride in utilizing my business, governmental, and community experience coupled with my relationships to find successful resolutions to unique challenges. Recognized as a servant leader civically engaged in economic development, community relations, and strategic planning.

## EDUCATION

### **Baylor University's Hankamer School of Business - Waco, TX**

- Bachelor of Arts in Business Administration – Graduated in 3 years.
- Double Major: Marketing and Management

## FOUNDATIONAL WORK EXPERIENCES

### **Castle Hills City Council – Mayor (May 2019 – Present)/ Alderman Place 1 (May 2016 – May 2018)**

Serve as Mayor of the 4,500-resident community with an operating budget of over \$8MM. Implemented steadyhanded leadership resulting in civility and progress to a City fraught with turmoil for the last 20 years, resulting in last 3 elections being uncontested.

- Founded the [Texas Municipal Officers ERCOT Advisory Board](#) opening lines of communication between ERCOT and municipal leaders, as a result of Weather Event Uri. Unanimously voted to serve as the inaugural Chairman of the board.
- Championed the City of Castle Hills first issuance of debt in the City's history to finance essential infrastructure repairs.
- Authored the City's first Traffic Impact Analysis ordinance - requiring new developments to perform a traffic study promoting responsible development by ensuring required mitigation.
- Collaborated with Texas State Senator Jose Menendez and State Representative Diego Bernal to file Senate Bill 1373 and House Bill 3573 during the 85<sup>th</sup> legislative session. The bills were designed to protect small municipalities from zoning loopholes.

### **Treco Enterprises Inc., - Chief Operating Officer (Aug 2008 – Present)**

As COO for Treco Enterprises Inc, responsible for managing daily operations and identifying future revenue opportunities for the 35 year-old company.

- Earned and developed collective revenues over \$75 million while simultaneously diversifying the company portfolio by creating the real estate division –allowing the construction firm to capitalize on previously non-billable hours.
- Optimized expenditures and forecasting which repeatedly resulted in greater profits, coupled with strategic year-end tax mitigating analysis resulting in reduced tax burden.
- Assisted in federal, municipal, and private sector contract acquisition, negotiations, and successful execution for over 200 projects.
- Created the real estate holdings division allowing the construction firm to capitalize on previously non-billable hours through the reallocation of labor to perform maintenance and/or capital expenditure projects on firm owned real estate.

## HONORABLE RECOGNITIONS, LEADERSHIP PROGRAMS, ADVANCED LEARNING

- Alexander Briseno Leadership Development Program 2012 and 2017
- Leadership San Antonio Class 38, 43, and 45
- Rey Feo Consejo – Educational foundation benefitting LULAC #2 – 2017
- Elected Board President for the Hispanic Contractors Association– 2017
- San Antonio Business Journal [“40 Under 40 Movers and Shakers”](#) in San Antonio – 2019
- Texas Lyceum Director – 2020
- Invited to serve on the Mayor Nirenberg and Judge Wolff's COVID-19 [Business and Employment Community Action Group](#) – 2020
- Invited to serve as Honorary Commander for Joint Base San Antonio – 2021
- Elected as 2023 Chairman of the San Antonio Hispanic Chamber of Commerce – 2021
- SAWS Customer Experience Committee - 2022
- CPS Energy's Rate Advisory Committee – 2023
- Elected as 2026 President of Texas Lyceum - 2024
- Completed 26-hour Project Management Professional Course – Recognized by the Project Management Institute
- Texas Christian University - Neeley Executive Education - Adaptive Leadership Program Certificate

## BOARD OF DIRECTOR POSITIONS

### **Workforce Solutions Alamo – Board Secretary**

The governing board for a 13-county region focused on business, economic development, education, labor, community organizations, and government; under the Texas Workforce Commission.

# JR TREVIÑO

210.669.4677 [Mail@JRTrevino.com](mailto:Mail@JRTrevino.com)

## **Family Violence Prevention Services – Board Member**

Operator for the San Antonio Battered Women and Children's Shelter, offering clients shelter, transitional housing, counseling for adults, children, families, and legal services.

## **Foundation for Trusted Identity – Board Member**

Mission based, nonprofit cybersecurity software organization providing a multifactor authentication PIV-ID card, based on a federally approved encryption.

## **Ballet San Antonio – Board Member**

A professional ballet company that has a school offering training from children to professionals with a philanthropic arm to provide ballet experiences to children.

# Yousef K. Kassim

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<http://www.linkedin.com/in/kassim>

## **Special Skills**

- Licensed to practice law in Texas since 02/2014 (Bar No. 24075359)
- Fluent in Arabic (written and spoken); Some Spanish
- Financial modeling and analysis
- Leadership
- Software Development
- Extensive international travel experience throughout Europe, North America, and the Middle East.

## **Professional Experience**

### ***EasyExpunctions.com (Founder & CEO) Austin, TX then San Antonio, TX***

#### **October 2013-Present**

- Invented a system, method, and process for the automatic generation of documents (Patent No.: 20150212997 published on 07/30/15).
- Responsible for day-to-day operations, the vision, and the development and release of new products.
- Secured Venture Capital and angel investments from leading investors totaling over \$12 million.
- Grew business from idea to Texas state leader in first year.

### ***KPMG LLP, Advisory Practice (Associate) Austin, TX***

#### **June 2009-July 2010**

- Worked within the Advisory Group of a Big 4 Accounting and Consulting firm serving major public and private sector clients to help identify performance improvement opportunities within their Information Technology framework.
- Led the Advisory Team effort of the Annual KPMG Giving Campaign where we raised over \$70,000 for local charities through office events that encouraged employees to give through challenges and incentive programs designed by our team.

### ***BearingPoint Consulting., Global Energy and Chemicals (Business Analyst) Houston, TX***

#### **June 2008-March 2009**

- Provided consulting services to the IT functional group for a leading global engineering, construction and services company supporting the energy, petrochemicals, government services and civil infrastructure sectors. Worked in tandem with a small team that was appointed with the change management of the company's global SAP system and transition of the legacy system of a major Construction company acquisition. The functional areas include Accounting and Finance, Procurement of Materials and Services, Treasury, Time Management, and Project Control/Execution. Responsibilities were also communication with business end users, requirement analysis, assisting the compilation of detailed functional design, creation of various business process relevant documentation (e.g. Business Process Flow, Business Process Procedures), and functional testing post change implementation.
- Acted as a liaison between the business end users and technical developers within an organization during the client's acquisition of a major engineering, construction, and maintenance services company.

## **Education and Certifications**

Trinity University, San Antonio, Texas (May 2008)

***Bachelor of Science, Finance & International Business***

St. Mary's University, San Antonio, Texas (May 2013)

***Juris Doctorate (J.D.)***

## **Awards and Achievements**

- 2019 St. Mary's University School of Law Graduates of the Last Decade (GOLD) Council: Selected as a top 10 graduate of the last decade.
- 2019 American City Business Journals Influencers: Law: Selected to be on a national list of 100 attorneys by editors and staff writers across The Business Journals' network of more than 40 publications.
- 2022 Texas Workforce Commission – Employer of Excellence Award
- 2023 Paul H. Chapman Medal for Justice Innovation
- 2024 Crosspoint Compass Guidance Award

## **Current Board of Directors Obligations**

Workforce Solutions Alamo

Crosspoint, Inc.

E-Legal, Inc.

Justice Technology Association

Fair Chance Institute

# Jennifer Lange

(214) 636-9777, Email: jennifer.s.lange@accenture.com

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## SUMMARY

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Experienced technology delivery executive, trusted client advisor, innovative entrepreneurial leader energized by driving success and optimization. Optimistic and driven trailblazer creating opportunities and empowering underrepresented populations to transform the IT workforce. Talented leader with 15+ years of large scale systems integration and implementation of custom solutions. Delivery lead with program and project management experience overseeing scope, budget, forecast, and resources for project team delivering data integration, analytics, digital platforms, and custom web solutions leveraging both traditional waterfall and adaptive Agile methodologies through all phases of the delivery lifecycle. Trusted advisor to client executives in Data Conversion and Application Integration.

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## SKILLS / AREAS OF EXPERTISE

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- Program / Project Management
- Portfolio Industrialization
- Organizational Effectiveness
- Technology Talent Cultivation
- IT Governance & Strategy
- Workforce Development
- Master Data Management
- Extract-Transform-Load
- Data Conversion / Integration
- Operations & Maintenance
- Client Relationship Development
- Quality Assurance
- Complex IT Delivery
- Agile (Scrum) and Waterfall Delivery Methodologies

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## EXPERIENCE

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Accenture, Portfolio & Delivery Management Managing Director February 2005 – Present  
*Financial Services Client Account Technology Services Lead* 07/2025 – Present

- Serve as Accenture's primary technology advisor, responsible for our account's holistic technology portfolio including delivery, sales, growth and innovation
- Accountable for end-to-end technology delivery outcomes across application development pods, application maintenance support, and infrastructure managed services
- Develop future generation of talent focusing on deepening technology acumen, maximizing leadership strengths and empowering Truly Human characteristics for rising leaders

*Accenture Federal Services Advanced Technology Center (ATC) Director* 04/2021 – 07/2025

- Led employee experience, community impact, and advancement for 2000+ employees achieved through year-over-year double-digit growth
- Sponsored expansion of impact hiring pipelines enabling opportunities and generational impact for over 500 individuals
- Established and optimized operational processes and procedures to enable large scale mobilization and growth across technology capabilities and across all portfolios of work.
- Drove strategy focused on quality and excellence across the AFS ATC Network in both delivery and technical capabilities in support of US Federal Government Agencies

*<Federal Government Agency> Mainframe Modernization Book of Business Lead* 09/2024 – 07/2025

- Oversaw delivery across multiple contracts totaling over \$70M annually focusing on modernizing technology solutions while improving agency infrastructure, ultimately improving experience to American citizens.

- Responsible for client relationships, innovation, delivery rigor, financial acumen, technology breadth and employee experience

*Accenture Federal Services San Antonio ATC Advanced Technology & Architecture (AT&A) Portfolio Delivery Lead and Civilian Portfolio Director* *03/2015 – 04/2021*

- Managed 800+ employees developing, operating, and managing technology systems supporting 10+ federal government agencies in the Civilian sector
- Defined service delivery strategy and industrialization plan for the 600+ AT&A Portfolio members specializing in advanced technologies including Java, automation, and emerging technologies
- Established management rigor, development disciplines, and best practices to ensure resources/projects meet budget, schedule, quality commitments and client expectations

*<Fortune 500 Company> Master Data Management SME/Lead* *09/2014 – 11/2014*

- Performed assessment providing MDM strategy, transformation roadmap, and best practices
- Partnered with client leadership by providing expertise in comparing MDM solutions, speaking with proposed MDM vendors, and outlining existing system limitations
- Successfully trained and developed client resource to serve as MDM SME
- Outlined current state data architecture and trained Accenture project enabling efficiencies in design leading to sale of additional work to include data integration

*<Fortune 50 Company> Case Management Program Delivery Lead* *08/2012 – 07/2014*

- Managed operations and direction of five projects within Case Management focusing on Business Analysis and Enhancements for Salesforce and Pega, Regulatory Oversight and Controls, Data Integration, Reporting & Analytics, and Control Tower Operations
- Responsible for program management, financial review, forecast, and sales for two years resulting in \$10million sold and \$8million managed
- Provided strategic insight to client leadership to shape business and technology priorities; Captured and presented strategy in monthly business review with leadership

*<Federal Government Agency> Project Delivery Lead* *04/2011 – 07/2012*

- Served as the overall project manager overseeing joint Accenture and client team of ~25 members for delivery of a web application using Agile methodology; Managed \$5million annually and co-led RFP response for a five year \$22million contract.
- Defined / managed the project package which included the work plan, configuration management plan, risk management, change control and status reporting procedures
- Coordinated between technology, business, and training organizations throughout all phases of the software delivery lifecycle; Aided in training client on Agile practices
- Successfully delivered project on time, under budget, and with utmost quality – no severity 1 or 2 defects pre-production through 60 days post production support

*<Fortune 500 Company> ETL Lead / O&M Lead* *05/2008 – 01/2011*

- Managed the global Data Integration / ETL team through all phases of the software delivery lifecycle as well as Operations & Maintenance (O&M); Peak team size of 30
- Designed an ETL / data integration / batch solution consisting of 600+ conversion jobs consolidating 22 disparate systems, performing a custom-built change data capture action, and standardizing all data using a custom data governance / master data management solution
- Supported architecting a Banking – Retail lending data warehouse and batch / ETL framework

*Technology Delivery Consultant*

02/2005 – 04/2008

- *Data Conversion Lead* – Defined data conversion requirements, facilitated data mapping sessions, developed proof of concept, completed mapping for three critical legacy systems, and delivered technical design template and future-state data model
- *Integrated Workplan Lead and Defect Manager* – Developed and managed an integrated workplan consolidating 10+ workstreams managing dependencies toward go-live for a large-scale enterprise system upgrade
- *Service-Oriented Architecture (SOA) Operations Architecture Lead* – Authored SOA requirements and design documents for operations architecture; Served as SME for the Oracle SOA Suite and Oracle Business Activity Monitoring and delivered PoC with sample dashboard

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## EDUCATION, CERTIFICATIONS, AWARDS AND COMMUNITY OUTREACH

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**Workforce Solutions Alamo Board of Directors** – Private Sector Board Member, 2023 – Present

**Greater: SATX San Antonio Works Industry Advisory Council** – Council Member, 2019 – 2024

**Boerne ISD Kendall Elementary Site-Based Decision Making Committee** – Industry Representative, 2020-2022

San Antonio Business Journal's 40 Under 40 Honoree – Class of 2020

San Antonio Business Journal's Women's Leadership Awards Honoree – Class of 2022

ICAgile Certified Professional (ICP), 2017-Present

Scrum Alliance – Certified ScrumMaster (CSM), 2012-2014

Accenture Certified Quality Assurance Director, 2023

Accenture Certified Technology Architect, 2014

Accenture Certified Banking Industry Generalist, 2014

**Texas A&M University** – College Station, TX; *Bachelors of Science Chemical Engineering, Minor in Chemistry*

# Jerry Graeber

## Project Manager

San Antonio, Texas  
830.381.9907  
graeberj210@gmail.com

Twenty-five years as a construction project manager with experience in estimating, RFP responses, design-build, CMAR, design-bid-build, scheduling, construction, quality control, punch list management, close out, and warranty oversight. Skill set also includes billing, contract administration, facilitation of OAC meetings, Procore, P6, and Microsoft Project. Additional competencies in problem-solving, instruction and training, leadership, and community engagement.

### EDUCATION

- Wayland Baptist University
  - BAS Business Management, Construction

### COMMUNITY

- ABC Apprenticeship Committee
  - Past Chair
- ABC CAT Board
  - Past Chair
- St. Philips College
  - Construction Technology Instructor
  - TEA Architecture & Construction Advisory Board Co-Chair
- San Antonio Ready to Work Advisory Board
  - Past Chair
  - Current Vice-Chair
- Workforce Solutions Alamo
  - Board of Directors

### CERTIFICATIONS

- OSHA 30
- FIT II Fire Stopping
- NCCER Instructor Certification Program
- Dept. of Labor Journeyman

### ACCOMPLISHMENTS

- NCCER Carpentry 6e SME
- ABC National Eagle and Pyramid Awards
- ABC General Contractor of the Year
- ASA Project of the Year Awards
- US Army 1992-1995

### PROFESSIONAL EXPERIENCE, Rogers-O'Brien Const., 2024-Present

- Perlen House
  - Ground up construction 9 story hotel
  - Hospitality / 183,400sf / \$72MM
- Cashion 4<sup>th</sup> Floor Renovation at Baylor University
  - Renovation of training facility for physician assistant students
  - Renovation / 12,600sf / \$3.2MM

### PROFESSIONAL EXPERIENCE, Leonard Contracting, 1997-2024

- Army Residence Community
  - Renovation of 3<sup>rd</sup> and 14<sup>th</sup> floor common areas
  - Senior living / 32,000sf / \$14MM
- FredMed Retail Development
  - Ground up construction of two retail shell buildings
  - 16,000sf / \$3MM
- Freedom House Renovation
  - Renovation of community, administrative, and resident spaces
  - Senior living / 45,000sf / \$4.5MM
- USAA ASVCE CTOC, E/FO3E, FSB CLO, and FSB Exec. Offices
  - Renovation of four floor plates simultaneously
  - 25,000sf / \$3.8MM
- Stone Werks – Culebra
  - Finish-out of new restaurant
  - 12,300sf / \$1.5MM
- Arnold House
  - Ground up construction and renovation of assisted living facility
  - Senior living / 20,000sf / \$4.9MM
- Alamo Toyota
  - Ground up construction of auto dealership and shop
  - 90,000sf / \$12.9MM
- Freedom House Phase 3
  - Ground up construction of final phase for dementia care facility
  - Senior living / 18,000sf / \$3.9MM
- Citibank
  - Construction of six each branch banks
  - Ground up construction, finish-out, and renovation / \$7MM
- Air Force Village II Dining Room Renovation and Expansion
  - Renovation and expansion of dining, kitchen, & common areas
  - 26,000sf / \$3MM
- Citigroup HVAC Upgrades B1L1 & L2
  - AHUs, ductwork, and systems all after hours
  - 62,000 / \$2.9MM



# Nominations Committee

November 20, 2025





**BUILDING BUSINESS • BUILDING CAREERS**

**NOMINATIONS COMMITTEE MEETING**

Workforce Solutions Alamo  
100 N. Santa Rosa St., Suite 120, Boardroom  
San Antonio, TX 78207

**November 20, 2025**

11:30 AM

**AGENDA**

*Agenda items may not be considered in the order they appear.*

Citizens may appear before the Committee to speak for or against any item on the agenda in accordance with procedural rules governing meetings. Speakers are limited to three (3) minutes on each topic (6 minutes if translation is needed) if they register at the beginning of the meeting. Questions relating to these rules may be directed at Janel Santos at (210) 850-2160.

The Chair of the Committee will be at the Host Location. The Host location is specified above. Meetings will be visible and audible to the public at the Host location, and there will be a visual or audio recording of the meeting. There will be a two-way audio and video of the meeting between each Board member sufficient that Board members and public can hear and see them. WSA will comply with all Videoconferencing Guidelines.

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You can also dial using your phone. United States (Toll Free): 1-415-655-0002

Access Code: 2493 199 1312

Password: vUBU5hujC32

During the Public Comments portion of the meeting (Agenda Item 4), the public may type their name into the chat box or unmute themselves and state their name. The host of the meeting will call each member of the public for comments; in order their names are submitted.

Workforce Solutions Alamo is an equal opportunity employer/program. Persons with disabilities who plan to attend this meeting and who may need auxiliary aids, services, or special accommodation should contact Janel Santos at (210) 850-2160 so that appropriate arrangements can be made. Relay Texas: 1-800-735-2969 (TDD) or 711 (Voice).

**I. CALL TO ORDER**

Presenter: Anthony Magaro, Committee Chair

**II. ROLL CALL AND QUORUM DETERMINATION**

Presenter: Anthony Magaro, Committee Chair

**III. DECLARATIONS OF CONFLICT-OF-INTEREST**

Presenter: Anthony Magaro, Committee Chair

**IV. PUBLIC COMMENT**

Presenter: Anthony Magaro, Committee Chair

**V. DISCUSSION AND POSSIBLE ACTION ON MINUTES FROM OCTOBER 31, 2025  
NOMINATIONS COMMITTEE MEETING**

Presenter: Anthony Magaro, Committee Chair

**VI. DISCUSSION AND POSSIBLE ACTION TO NOMINATE SLATE OF  
OFFICERS FOR 2026 (CHAIR, VICE CHAIR, AND SECRETARY)**

Presenter: Anthony Magaro, Committee Chair

**VII. EXECUTIVE SESSION:**

Pursuant to Chapter 551 of the Texas Open Meetings Act, the Committee may move into Executive Session for discussion on any issue for which there is an exception to The Act as set out in section 551.071 et. seq. including, but not limited to, the following:

- a. Government Code §551.072 – Discussions Regarding Purchase, Exchange, Lease, or Value of Real Property if Deliberation in an Open Meeting Would Have a Detrimental Effect on the Position of Workforce Solutions Alamo in Negotiations with a Third Party;
- b. Government Code §551.071 – All Matters Where Workforce Solutions Alamo Seeks the Advice of its Attorney as Privileged Communications Under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas, Pending or Contemplated Litigation; and/or Settlement Offer;
- c. Government Code §551.074 – To deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee of Workforce Solutions Alamo.

**VIII. ADJOURNMENT**

Presenter: Anthony Magaro, Committee Chair



BUILDING BUSINESS • BUILDING CAREERS

## MINUTES NOMINATIONS COMMITTEE MEETING

Workforce Solutions Alamo  
100 N. Santa Rosa St., Suite 120, Boardroom  
San Antonio, TX 78207

**October 31, 2025**

**10:00 AM**

### AGENDA

*Agenda items may not be considered in the order they appear.*

**Board of Directors:** Anthony Magaro (Chair), Ana Dehoyos O'Connor, Jim Robertson

**WSA Staff:** Adrian Lopez, Teresa Chavez, Penny Benavidez, Gabriela Navarro Garcia, Paul Briseno and Teah Clay, Sr.

Citizens may appear before the Committee to speak for or against any item on the agenda in accordance with procedural rules governing meetings. Speakers are limited to three (3) minutes on each topic (6 minutes if translation is needed) if they register at the beginning of the meeting. Questions relating to these rules may be directed at Janel Santos at (210) 850-2160.

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Access Code: 2482 632 2025

Password: P5JuNUMpb33

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**I. CALL TO ORDER**

Presenter: Anthony Magaro, Committee Chair

**At 10:01am, Chair Anthony Magaro called the meeting to order.**

**II. ROLL CALL AND QUORUM DETERMINATION**

Presenter: Anthony Magaro, Committee Chair

**The roll call was called, and a quorum was declared present.**

**III. DECLARATIONS OF CONFLICT-OF-INTEREST**

Presenter: Anthony Magaro, Committee Chair

**NONE**

**IV. PUBLIC COMMENT**

Presenter: Anthony Magaro, Committee Chair

**NONE**

**V. DISCUSSION AND POSSIBLE ACTION ON MINUTES FROM NOVEMBER 19, 2024 NOMINATIONS COMMITTEE MEETING**

Presenter: Anthony Magaro, Committee Chair

**Upon motion by Ana DeHoyos O'Connor and seconded by Jim Robertson, the committee unanimously approved the minutes from November 19, 2024, Nominations Committee Meeting.**

**VI. DISCUSSION AND POSSIBLE ACTION TO NOMINATE SLATE OF OFFICERS FOR 2026 (CHAIR, VICE CHAIR, AND SECRETARY)**

Presenter: Anthony Magaro, Committee Chair

**The meeting centered on nominations and elections for the board officer positions of Chair, Vice Chair, and Secretary. It was confirmed that all officer roles must be held by private industry members, and each carries a two-year term with eligibility for re-election. Nominations will be accepted from the floor during the December meeting, following confirmation of the slate on November 20. Attendance requirements were also reviewed members must maintain at least 75% attendance to be eligible for nomination. All current members meet this requirement.**

**VII. EXECUTIVE SESSION:**

Pursuant to Chapter 551 of the Texas Open Meetings Act, the Committee may move into Executive Session for discussion on any issue for which there is an exception to The Act as set out in section 551.071 et. seq. including, but not limited to, the following:

- a. Government Code §551.072 – Discussions Regarding Purchase, Exchange, Lease, or Value of Real Property if Deliberation in an Open Meeting Would Have a Detrimental Effect on the Position of Workforce Solutions Alamo in Negotiations with a Third Party;
- b. Government Code §551.071 – All Matters Where Workforce Solutions Alamo Seeks the Advice of its Attorney as Privileged Communications Under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas, Pending or Contemplated Litigation; and/or Settlement Offer;

- c. Government Code §551.074 – To deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee of Workforce Solutions Alamo.

**VIII. ADJOURNMENT**

Presenter: Anthony Magaro, Committee Chair

**Upon Motion by Ana De Hoyos O'Connor and seconded by Jim Robertson the meeting was adjourned at 10:24 am.**

LAST	FIRST	Category	Company	Industry	Gender	Race	Hisp	Expires	Vacant	O.O.C.	Vet
	Vac, Schneuke	econ devl	Seguin Economic Develo	Public Administrati	M	White	Yes	12/31/27	11/18/25	02/16/26	No
Addison	Yvonne K.	prv sector	Addison Prime, LLC	Construction	F	White	Yes	12/31/26			No
Batch	Mary K.	prv sector	Caterpillar ISPD	Manufacturing	F	White	No	12/31/25			Yes
Besosa	Cristina	prv sector	Marriot Hotel Services, In	Accomodation, Fo	F	White	Yes	12/31/27			No
Camarillo	Charles	education	Poteet ISD	Educational Servi	M	White	Yes	12/31/26			No
Cantu	Leslie Suzanne	prv sector	Toyotetsu Texas Inc (TT	Manufacturing	F	White	No	12/31/26			No
Cooper	Eric	CBO	San Antonio Food Bank	Health Care, Soci	M	White	No	12/31/27			No
Corso	Chris	prv sector	Joeris General Contracto	Construction	M	White	No	12/31/26			No
De Hoyos-O'Co	Ana	CBO	YMCA of Greater San An	Other Services	F	White	Yes	12/31/27			No
DeOliveira	Angelique	ABE	Goodwill Industries of Sa	Health Care, Soci	F	White	No	12/31/26			No
Dixon	Dawn	rehab	Warm Springs Foundatio	Health Care, Soci	F	White	No	12/31/26			No
Golsan	James	pub emplo	Texas Workforce Commi	Public Administrati	M	White	No	12/31/27			No
Gonzales	Matthew R.	labor	Laborers Local 1095	Other Services	M	White	No	12/31/27			No
Graeber	Jerry	prv sector	Rogers-O'Brien	Construction	M	White	No	12/31/27			No
Grant	Eunice	CCW	Life Church Child Develo	Health Care, Soci	F	Black	No	12/31/26			No
Greer-Francis	Allison L.	pub assist	The Center for Health Ca	Health Care, Soci	F	White	No	12/31/26			No
Kassim	Yousef	prv sector	EasyExpunctions.com(E-	Professional, Tec	M	Other	No	12/31/26			No
Lange	Jennifer	prv sector	Accenture Federal Servic	Professional, Tec	F	sian Indi	No	12/31/26			No
Lutz	Elizabeth	CBO	Bexar County Communit	Health Care, Soci	F	White	Yes	12/31/25			No
Magaro	Anthony	prv sector	Southwest Research Inst	Professional, Tec	M	White	No	12/31/26			No
Morrill	Sammi M.	education	Alamo Colleges District (	Educational Servi	F	White	No	12/31/25			No
Navarro-Gonzal	Lisa	prv sector	Forma, LLC	Manufacturing	F	White	Yes	12/31/26			No
Perez	Esmeralda	prv sector	CHRISTUS Santa Rosa	Health Care, Soci	F	White	Yes	12/31/27			No
Rhodes	Kelli G.	literacy	Restore Education	Educational Servi	F	White	No	12/31/27			No
Robertson	Jim	prv sector	Valor Crane & Equipmen	Construction	M	White	No	12/31/26			No
Schmidt	Tasha	prv sector	IBM	Wholesale Trade	F	White	Yes	12/31/26			No
Trevino	Edward JR	prv sector	Treco Enterprise, Inc	Construction	M	White	Yes	12/31/27			No

Current Members	27
Operating Size:	27 - 30
Term:	3

<b>BOARD:</b>	Female	Hispanic	Black	Priv Sect:	Vet Reps	CBO/Lab:
	16	10	1	14	1	4
	59%	37%	4%	<b>51.9%</b>		<b>14.8%</b>
<b>WDA:</b>	58%	48%	5%			

Priv Sect: 14 Education: 2 Labor: 1 Rehab: 1 CBO: 3 Econ Dev: 1 Pub Employ: 1 Pub Asst: 1 Lit: 1 ABE: 1 CCW: 1

**LOCAL WORKFORCE DEVELOPMENT BOARD PROFILE REPORT**  
**October 7, 2025**

WFS ALAMO		EXISTING BOARD								
TOTAL MEMBERS		EXISTING BOARD								
RACE	# BOARD	MALE			FEMALE			TOTAL		
		BOARD %	WD AREA %	# BOARD	BOARD %	WD AREA %	# BOARD	BOARD %	WD Area %	
White	7	25.93%	21.54%	7	25.93%	18.64%	14	<b>51.85%</b>	<b>40.18%</b>	
Hispanic Ethnicity	3	<b>11.11%</b>	<b>27.26%</b>	7	25.93%	23.77%	10	<b>37.04%</b>	<b>51.03%</b>	
Black/African American			2.81%	1	3.70%	2.83%	1	3.70%	5.64%	
American Indian/Alaska Native			0.10%			0.09%			0.19%	
Asian/Pacific Islander			0.99%	1	3.70%	0.98%	1	3.70%	1.97%	
Some Other Race	1	3.70%	0.54%			0.45%	1	3.70%	0.99%	
<b>TOTAL</b>	<b>11</b>	<b>40.74%</b>	<b>53.24%</b>	<b>16</b>	<b>59.26%</b>	<b>46.76%</b>	<b>27</b>	<b>100.00%</b>	<b>100.00%</b>	

NEW BOARD										
RACE	# BOARD	MALE			FEMALE			TOTAL		
		BOARD %	WD AREA %	# BOARD	BOARD %	WD AREA %	# BOARD	BOARD %	WD Area %	
White	6	22.22%	21.54%	7	25.93%	18.64%	13	48.15%	40.18%	
Hispanic Ethnicity	4	<b>14.81%</b>	<b>27.26%</b>	7	25.93%	23.77%	11	<b>40.74%</b>	<b>51.03%</b>	
Black/African American			2.81%	1	3.70%	2.83%	1	3.70%	5.64%	
American Indian/Alaska Native			0.10%			0.09%			0.19%	
Asian/Pacific Islander			0.99%	1	3.70%	0.98%	1	3.70%	1.97%	
Some Other Race	1	3.70%	0.54%			0.45%	1	3.70%	0.99%	
<b>TOTAL</b>	<b>11</b>	<b>40.74%</b>	<b>53.24%</b>	<b>16</b>	<b>59.26%</b>	<b>46.76%</b>	<b>27</b>	<b>100.00%</b>	<b>100.00%</b>	

\* **Bold** typeface indicates Board % significantly out of line with WD Area %.

CATEGORY	Board #	% Total
Priv Sect	14	51.85%
CBO+Labor	4	14.81%
<b>CBO</b>	<b>3</b>	
<b>Labor</b>	<b>1</b>	
Other	9	33.33%
TOTAL	27	100.0%

**WORKFORCE SOLUTIONS ALAMO BOARD  
2025 ATTENDANCE**

Place #	WSA BOARD MEMBER	CATEGORY	CURRENT TERM	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUNE	JUL	AUG	SEPT	OCT	NOV	DEC	Number of Meetings	Meetings Attended/Excused	Number of Unexcused Absences	Total %
				'24	'24	'25	'25	'25	'25	'25	'25	'25	'25	'25	'25	'25					
1	<b>Mary Batch (VICE CHAIR)</b>	Private Sect.	01/25/2023-12/31/2025															15	15	0	100%
	BOARD OF DIRECTORS						Y				Y	E		E							
	EXECUTIVE COMMITTEE							Y			Y	Y									
	AUDIT & FINANCE COMMITTEE (CHAIR)						Y			Y	Y					Y					
	HR COMMITTEE																				
YOUTH COMMITTEE						Y		Y					E		Y						
2	<b>Christina Besosa</b>	Private Sect.	01/28/2025 - 12/31/2027															4	4	0	100%
	BOARD OF DIRECTORS						Y			Y	E		Y								
3	<b>Chris Corso</b>	Private Sect.	01/01/2024-12/31/2025															7	7	0	100%
	BOARD OF DIRECTORS						Y	Y		Y			E	E							
YOUTH COMMITTEE							Y		E				Y		Y						
4	<b>Leslie Cantu (CHAIR)</b>	Private Sect.	01/01/2024-12/31/2026															26	26	0	100%
	BOARD OF DIRECTORS						Y			Y				Y							
	EXECUTIVE COMMITTEE							E			Y	Y									
	AUDIT & FINANCE COMMITTEE						Y			Y	Y					Y					
	EARLY CARE & EDUCATION COMMITTEE					Y			Y		X				Y						
	HR COMMITTEE (CHAIR)																				
	OVERSIGHT COMMITTEE						Y			E						Y					
	STRATEGIC COMMITTEE					Y				Y				Y		Y					
YOUTH COMMITTEE					Y			Y					Y		Y						
5	<b>Esmeralda Perez</b>	Private Sect.	01/01/2024 - 12/31/2026															7	7	0	100%
	BOARD OF DIRECTORS						Y			Y			Y								
	OVERSIGHT COMMITTEE						Y			Y			Y		Y						
6	<b>Anthony Magaro</b>	Private Sect.	01/01/2024-12/31/2026															15	15	0	100%
	BOARD OF DIRECTORS						Y			Y				E							
	EXECUTIVE COMMITTEE							Y			E	Y									
	HR COMMITTEE																				
	NOMINATIONS COMMITTEE (CHAIR)															Y					
	STRATEGIC COMMITTEE					Y				E				Y		Y					
YOUTH COMMITTEE					Y			Y					Y		Y						
7	<b>Yousef Kassim</b>	Private Sect.	01/01/2024-12/31/2026															12	12	0	100%
	BOARD OF DIRECTORS						Y				E			Y							
	EXECUTIVE COMMITTEE						Y														
	AUDIT & FINANCE COMMITTEE						Y			Y		E				E					
	EARLY CARE & EDUCATION COMMITTEE					Y			Y			Y			Y						
8	<b>Jennifer Lange</b>	Private Sect.	01/01/2024-12/31/2026															11	11	0	100%
	BOARD OF DIRECTORS						Y			Y				Y							
	OVERSIGHT COMMITTEE						Y			Y			Y			Y					
	YOUTH COMMITTEE						Y		Y				Y		Y						
9	<b>Jerry Graeber</b>	Private Sect.	01/01/2025-12/31/2027															3	3	0	100%
	BOARD OF DIRECTORS						Y			E			Y								
	YOUTH COMMITTEE								Y						Y						
10	<b>James Golsan</b>	Public Empl.	01/28/2025-12/31/2027															6	6	0	100%
	BOARD OF DIRECTORS						Y			Y			Y								
	YOUTH COMMITTEE								Y				E		E						
11	<b>Jim Robertson</b>	Private Sect.	01/01/2024-12/31/2026															11	11	0	100%
	BOARD OF DIRECTORS						Y				E			Y							
	STRATEGIC COMMITTEE						Y			Y				Y		Y					
	YOUTH COMMITTEE						Y		Y				Y		Y						

**WORKFORCE SOLUTIONS ALAMO BOARD  
2025 ATTENDANCE**

Place #	WSA BOARD MEMBER	CATEGORY	CURRENT TERM	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUNE	JUL	AUG	SEPT	OCT	NOV	DEC	Number of Meetings	Meetings Attended/Excused	Number of Unexcused Absences	Total %
				'24	'24	'25	'25	'25	'25	'25	'25	'25	'25	'25	'25	'25	'25				
12	<b>Tasha Schmidt</b>	Private Sect.	01/01/2024-12/31/2026					E			Y			Y				7	6	0	86%
	BOARD OF DIRECTORS																				
	YOUTH COMMITTEE						Y		E				E		U						
13	<b>Lisa Navarro Gonzales</b>	Private Sect.	01/01/2024-12/31/2026					Y			Y			Y				6	6	0	100%
	BOARD OF DIRECTORS																				
	AUDIT & FINANCE COMMITTEE						Y			Y		Y									
14	<b>Eric Cooper</b>	CBO	01/01/2025-12/31/2027					Y			E			Y				10	10	0	100%
	BOARD OF DIRECTORS																				
	EXECUTIVE COMMITTEE							E		Y	E										
	STRATEGIC COMMITTEE (CHAIR)					Y				Y			Y		Y						
15	<b>Elizabeth Lutz</b>	CBO	01/25/2023-12/31/2025															7	7	0	100%
	BOARD OF DIRECTORS						Y		Y				E								
	EARLY CARE & EDUCATION COMMITTEE					Y			Y		Y				Y						
16	<b>Ana DeHoyos O'Conner</b>	CBO	01/01/2025-12/31/2027															10	10	0	100%
	BOARD OF DIRECTORS						E		Y		Y										
	EXECUTIVE COMMITTEE							Y		Y	Y										
	EARLY CARE & EDUCATION COMMITTEE (CHAIR)					Y			Y		Y				Y						
	NOMINATIONS COMMITTEE																				
17	<b>Charles Camarillo</b>	Education	01/01/2024-12/31/2026															11	10	1	91%
	BOARD OF DIRECTORS						E		E		E										
	OVERSIGHT COMMITTEE						Y		Y			Y		Y	Y						
	YOUTH COMMITTEE						Y		Y			Y		U							
18	<b>Dr. Sammie Morrill</b>	Education	01/25/2023-12/31/2025					Y			E			E				10	10	0	100%
	BOARD OF DIRECTORS																				
	EXECUTIVE COMMITTEE						Y		Y		Y	Y									
	OVERSIGHT COMMITTEE (CHAIR)				Y			E		Y		Y		Y							
19	<b>Angelique De Oliveira</b>	ABE	01/01/2024-12/31/2026					Y			E			Y				6	6	1	100%
	BOARD OF DIRECTORS																				
	STRATEGIC COMMITTEE				Y				Y			Y	Y	U							
20	<b>Joshua Schnucker</b>	Econ. Dev.	07/31/2023-12/31/2024					E		E		Y		Y				6	6	0	100%
	BOARD OF DIRECTORS																				
	STRATEGIC COMMITTEES				E				E				Y								
21	<b>Matthew R. Gonzales</b>	Labor	01/01/2022-12/31/2024					Y			Y			E		E		6	6	0	100%
	BOARD OF DIRECTORS																				
	YOUTH COMMITTEE								Y					E		E					
22	<b>Kelli Rhodes</b>	Literacy	01/01/2022-12/31/2024					Y		Y				Y		E		6	6	0	100%
	BOARD OF DIRECTORS							Y					Y								
	YOUTH COMMITTEE						Y		Y				Y		E						
23	<b>Allison Greer Francis</b>	Public Assist.	01/01/2024-12/31/2026						E		E			Y				6	5	1	83%
	BOARD OF DIRECTORS																				
	OVERSIGHT COMMITTEE									Y			U		E						
24	<b>JR Trevino (SECRETARY)</b>	Private Sect.	09/01/2022-12/31/2024					Y			Y	Y		Y				4	4	0	100%
	BOARD OF DIRECTORS																				
	EXECUTIVE COMMITTEE																				
25	<b>Dawn Dixon</b>	Voc. Rehab.	01/01/2024-12/31/2026					Y			Y				E			7	6	1	86%
	BOARD OF DIRECTORS																				
	EARLY CARE & EDUCATION COMMITTEE					Y			E			E			U						
26	<b>Eunice Grant</b>	Child Care	01/01/2024-12/31/2026					Y			Y			Y				3	3	0	100%
	BOARD OF DIRECTORS																				
27	<b>Yvonne Addison</b>	Private Sect.	01/01/2024-12/31/2026					Y			Y			Y				7	7	0	100%
	BOARD OF DIRECTORS																				
	OVERSIGHT COMMITTEE						Y			Y			Y			Y					
																				<b>Average:</b>	<b>93.83%</b>

<b>Submitted by:</b>	Tony Magaro
<b>WSA BOARD MEMBER</b>	<b>PLEASE SELECT FROM THE DROP DOWN BOX TO SELF NOMINATE OR NOMINATE A BOARD MEMBER</b>
Mary Batch (off the board 12/31/2025)	
Cristina Besosa	
Chris Corso	
Leslie Cantu	CHAIR
Esmeralda Perez	
Anthony Magaro	
Yousef Kassim	
Jennifer Lange	VICE CHAIR
Jerry Graeber	SECRETARY
James Golsan	
Jim Robertson	
Tasha Schmidt (off the board 11/18/2025)	
Lisa Navarro Gonzales	
Eric Cooper	
Elizabeth Lutz	
Ana Dehoyos O'Connor	
Charles Camarillo	
Dr. Sammi Morrill	
Angelique De Oliveira	
Josh Schneuker (off the board 11/18/2025)	
Matthew R. Gonzales	
Kelli Rhodes	
Allison Greer Francis	
Edward Trevino Jr.	

WSA BOARD MEMBER	PLEASE SELECT FROM THE DROP DOWN BOX TO SELF NOMINATE OR NOMINATE A BOARD MEMBER
Dawn Dixon	
Eunice Grant	
Yvonne Addison	

<b>Submitted by:</b>	Eric Cooper
<b>WSA BOARD MEMBER</b>	<b>PLEASE SELECT FROM THE DROP DOWN BOX TO SELF NOMINATE OR NOMINATE A BOARD MEMBER</b>
Mary Batch (off the board 12/31/2025)	VICE CHAIR
Cristina Besosa	
Chris Corso	
Leslie Cantu	CHAIR
Esmeralda Perez	
Anthony Magaro	
Yousef Kassim	
Jennifer Lange	
Jerry Graeber	
James Golsan	
Jim Robertson	
Tasha Schmidt (off the board 11/18/2025)	
Lisa Navarro Gonzales	
Eric Cooper	
Elizabeth Lutz	
Ana Dehoyos O'Connor	
Charles Camarillo	
Dr. Sammi Morrill	
Angelique De Oliveira	
Josh Schneuker (off the board 11/18/2025)	
Matthew R. Gonzales	
Kelli Rhodes	
Allison Greer Francis	
Edward Trevino Jr.	SECRETARY

WSA BOARD MEMBER	PLEASE SELECT FROM THE DROP DOWN BOX TO SELF NOMINATE OR NOMINATE A BOARD MEMBER
Dawn Dixon	
Eunice Grant	
Yvonne Addison	

<b>Submitted by:</b>	Dawn Dixon
<b>WSA BOARD MEMBER</b>	<b>PLEASE SELECT FROM THE DROP DOWN BOX TO SELF NOMINATE OR NOMINATE A BOARD MEMBER</b>
Mary Batch (off the board 12/31/2025)	
Cristina Besosa	
Chris Corso	
Leslie Cantu	CHAIR
Esmeralda Perez	
Anthony Magaro	
Yousef Kassim	
Jennifer Lange	SECRETARY
Jerry Graeber	
James Golsan	
Jim Robertson	
Tasha Schmidt (off the board 11/18/2025)	
Lisa Navarro Gonzales	
Eric Cooper	
Elizabeth Lutz	
Ana Dehoyos O'Connor	
Charles Camarillo	
Dr. Sammi Morrill	
Angelique De Oliveira	
Josh Schneuker (off the board 11/18/2025)	
Matthew R. Gonzales	
Kelli Rhodes	
Allison Greer Francis	
Edward Trevino Jr.	VICE CHAIR

WSA BOARD MEMBER	PLEASE SELECT FROM THE DROP DOWN BOX TO SELF NOMINATE OR NOMINATE A BOARD MEMBER
Dawn Dixon	
Eunice Grant	
Yvonne Addison	

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Yvonne Addison	

<b>Submitted by:</b>	Leslie Cantu
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Yvonne Addison	

**WORKFORCE SOLUTIONS ALAMO BOARD OF DIRECTORS  
OFFICER NOMINATION SLATE  
2025**

**CHAIR**

PLACE #	BOARD MEMBER	CATEGORY	COMPANY	INDUSTRY	INITIAL CERTIFICATION	CURRENT TERM	GENDER	RACE	HISP	VET
4	Leslie Cantu	Private Sector	Toyotetsu Texas INC.	Manufacturing	12/5/2017	01/01/2024-12/31/2026	F	White	N	N

**VICE CHAIR**

PLACE #	BOARD MEMBER	CATEGORY	COMPANY	INDUSTRY	INITIAL CERTIFICATION	CURRENT TERM	GENDER	RACE	HISP	VET
24	JR Trevino	Private Sector	Treco Enterprise, INC	Construction	9/14/2022	09/01/2022-12/31/2027	M	White	Y	N
8	Jennifer Lange	Private Sector	Accenture Federal Services	Professional, Tech	1/9/2024	01/01/2024-12/31/2026	F	Asian Indian	N	N
7	Yousef Kassim	Private Sector	E-Legal, Inc.-EasyExpunctions.com	Professional, Tech	12/5/2017	01/01/2024-12/31/2026	M	Other	N	N

**SECRETARY**

PLACE #	BOARD MEMBER	CATEGORY	COMPANY	INDUSTRY	INITIAL CERTIFICATION	CURRENT TERM	GENDER	RACE	HISP	VET
7	Yousef Kassim	Private Sector	E-Legal, Inc.-EasyExpunctions.com	Professional, Tech	12/5/2017	01/01/2024-12/31/2026	M	Other	N	N
8	Jennifer Lange	Private Sector	Accenture Federal Services	Professional, Tech	1/9/2024	01/01/2024-12/31/2026	F	Asian Indian	N	N
24	JR Trevino	Private Sector	Treco Enterprise, INC	Construction	9/13/2022	09/01/2022-12/31/2027	M	White	Y	N
9	Jerry Graeber	Private Sector	Rogers-O'Brien	Construction	9/13/2022	09/01/2022-12/31/2027	M	White	N	N



# Nominations/Elections Timeline

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- **October 31, 2025** – Nominations Committee meets to discuss the process: Review board vacancies and officer positions (Chair, Vice Chair, Secretary); Confirm eligibility criteria for nominees; Approve timeline and communication plan.
- **November 3, 2025** – Call for Nominations: Send official notices to current board members inviting self-nominations or nominations of other qualified candidates.
- **November 19, 2025** – Nomination Submission Deadline: Verify candidate interest in running for positions for which they were nominated.
- **November 20, 2025** – Meet with Nominations Committee to review eligibility of all nominees and slate of candidates for all positions.
- **December 12, 2025** – Board Meeting and Elections Take Place.