

**ANTHONY MAGARO**  
**Vice President**  
Human Resources Department

M.B.A., Management, Our Lady of the Lake University, 1991  
B.S., Biology, St. Mary's University, 1975

In 1989, Mr. Magaro transferred to the Human Resources (HR) Department and coordinated the recruitment of scientists and engineers through direct staffing efforts, college campus visits, career fairs, advertising, screening and orientation. Beginning in 1990, Mr. Magaro's duties became more focused on compensation benchmarking, HR audit, wage and hour, and workforce maintenance issues. In November 1996, in addition to his other duties, he was asked to manage the overall Institute's employment activities.

In 1999, Mr. Magaro was promoted to the position of Assistant Director of HR. He managed the Institute's salary administration, service contract act administration, unemployment compensation, contingency work force services, Career Ladder and Job Guideline development, performance evaluations, employee orientation, recruitment and screening, student program, college and university interaction, operating policy development and the investigation and resolution of employee issues.

In 2007, Mr. Magaro was promoted to Director of Employee Relations, Compensation and Development. His efforts included professional development and training; retention and promotion of staff; compensation administration; administration of EAP, DFWP, FMLA, LTD, and Workers' Compensation programs; EEO/Affirmative Action Plan preparation and analysis; Institute complaint investigations; employee separation process; and the Mediation Program.

In 2011, Mr. Magaro was promoted to Executive Director of HR and gained the responsibility of supporting the Institute's business enterprise through the functions of HR. HR staff members provide SwRI management with current information on socio-economic trends, HR developments and new/pending employment legislation. HR balances the needs of the Institute technical divisions with the interests of employees while ensuring compliance and consistency relative to SwRI policies, procedures and culture; government regulations; and the interests of clients. HR consultation is provided to Institute management to maintain best practices as an employer of choice. In 2018, he was promoted to Vice President.

Mr. Magaro is active as a Human Resource Professional. He serves as a representative of the American Compensation Association (World at Work) in teaching classroom certification and web-based training seminars. He served on the Board of Directors of the National Association of Colleges and Employers and the Southwest Association of Colleges and Employers, including the position of President. He has served on the advisory panel for the San Antonio College and University Placement Association, as a Resource Board member of the San Antonio Human Resources Management Association in Compensation and Employment, as a coordinator of the San Antonio Compensation Association and as an adjunct faculty member of local colleges teaching Human Resources courses. He is a member of the Institute training staff and has previously served as a staff representative on the Institute Management Advisory Committee. He has presented papers on HR issues at HR meetings and conferences nationally.

Prior to career as a Human Resources Professional, Mr. Magaro participated in Research and Development programs. Over a 15-year period, he provided services as a manager, analyst, technician and student of the Traffic Accident Safety Section contracted to the US Department of Transportation. His efforts included the management of programs and SwRI personnel; interaction with Government clients and other contractors; development of specialized training programs and data collection procedures; coordination and writing of proposals, reports and procedures, and coding and editing manuals; and service as an associate for the training staff of the US Department of Transportation's Traffic Safety Institute.

CERTIFICATIONS: Society for Human Resource Management (SHRM) Senior Certified Professional (SHRM-SCP); Certified Compensation Professional (CCP); Senior Professional in Human Resources (SPHR); Certified Benefits Professional (CBP); Global Remuneration Professional (GRP); CUE Employee and Labor Relations Certification.



PROFESSIONAL CHRONOLOGY: Southwest Research Institute: 1969-[Applied Mechanics Review: student clerk, 1969-72; student engine testing data processor, 1973-75; research technician, 1975-76; research scientist, 1976-86; senior research analyst, 1986-87; Engineering and Material Sciences Division: assistant manager, 1987-89; Human Resources Department: senior personnel specialist, 1989-93; Compensation manager, 1993-99; assistant director, 1999-2007; Employee Relations, Compensation and Development director, 2007-11, Human Resources executive director, 2011-18; vice president, 2018-present].

MEMBERSHIPS: World at Work (formally the American Compensation Association); San Antonio Compensation Association; San Antonio Society for Human Resource Management Association; Society for Human Resource Management; National Association of Colleges and Employers; Southern Association of Colleges and Employers; CUE: An Organization for Positive Employee Relations.

*October 2022*



## **PRIVATE SECTOR**

**PLACE 7**

**TERM: 1/1/24 – 12/31/26**

## Local Workforce Development Board Nomination Slate

PLEASE TYPE OR PRINT

1. Workforce Area: Alamo
2. Name of Nominee: Yousef Kassim
3. Organization Representing Easy Expunctions
4. Position/Title: CEO
5. Address: 84 NE Loop 410, Suite 184 City/ZIP Code: San Antonio, TX 78216
6. Phone Number 979-824-3178
7. E-mail: yousef@easyexpunctions.com

8. Gender:  Male  Female

9. Race: What is the nominee's race? Mark one or more races to indicate what the nominee considers himself/herself to be.

- White  Black/African American/Negro  Chinese  Korean
- Asian Indian  American Indian/Alaska Native  Samoan  Japanese
- Vietnamese  Guamanian or Chamorro  Filipino
- Native Hawaiian  Some Other Race Palestinian

10. Hispanic Origin: Is the nominee Spanish/Hispanic/Latino?

- No, not Spanish/Hispanic/Latino
- Yes, Mexican, Mexican American, Chicano  Yes, Puerto Rican
- Yes, other Spanish/Hispanic/Latino, specify: \_\_\_\_\_  Yes, Cuban

11. Reference Item 3. Please list any applicable **Employer TWC Tax Account Number(s)**:

- 1.) 82-2303102 2.) \_\_\_\_\_ 3.) \_\_\_\_\_

12. **Total Number of Employees** associated with Employer TWC Tax Account Numbers listed in Item 11: 40

13. Please indicate the Workforce Board category the nominee represents (**Check Only One**):

Private Sector Large/For-Profit Business (large 500 employees or more) .....	<input type="checkbox"/>
Private Sector Small/For-Profit Business (fewer than 500 employees) .....	<input checked="" type="checkbox"/>
Other Private Sector .....	<input type="checkbox"/>
Education .....	<input type="checkbox"/>
Literacy Council .....	<input type="checkbox"/>
Economic Development .....	<input type="checkbox"/>
Vocational Rehabilitation .....	<input type="checkbox"/>
Public Employment Service (TWC) .....	<input type="checkbox"/>
Adult Basic and Continuing Education .....	<input type="checkbox"/>
Organized Labor [20 C.F.R. §628.410(a)(3)] .....	<input type="checkbox"/>
Community-Based Organization (CBO) .....	<input type="checkbox"/>
Public Assistance .....	<input type="checkbox"/>

**Special Board Requirements** - Indicate, if applicable:

14. Nominee has **expertise in child care or early childhood education** .....
15. Nominee is a **veteran AND is actively engaged** in the field of veterans affairs or services .....