

TOWN OF OAK RIDGE

VOLUNTEER APPLICATION FOR BOARD OR COMMISSION



Please return your completed application to the Town Clerk by hand at 8315 Linville Road, by mail to P.O. Box 374 Oak Ridge, NC 27310, or by email to ssmith@oakridgenc.com. Please call (336) 644-7009 with any questions regarding your application.

Please note that Town of Oak Ridge Volunteer Applications are Public Record according to North Carolina law and can be shown to third parties without notice.

Please Type or Print Clearly

(1) Name: _____ Date _____

(2) Address: _____

(3) Email Address: _____

(4) Phone Number(s): _____

(5) Please indicate on which board you would like to serve by selecting from the following options. Please visit www.oakridge.com for more information and click Board & Committees.

Board of Adjustment
Conservation Easement Committee
Finance Committee
Historic Preservation Commission
Mountains-to-Sea Trail Committee

Parks & Recreation Advisory Board
Planning & Zoning Board
Tree Committee
Water Committee

(6) Where do you reside:
Incorporated Oak Ridge: For ____ Years
Oak Ridge ETJ: For ____ Years

(7) Are you currently serving on a Town of Oak Ridge Advisory Board? Yes No
If Yes, which one: _____

(8) Have you previously served on a Town of Oak Ridge Advisory Board? Yes No
If Yes, Did you complete the term for which you were appointed? Yes No
If No, Please explain: _____

(9) Where are you currently employed? _____

Current Position or Job Title: _____

Brief Description of Job Duties:

(10) Please list any volunteer, professional or civic activities in which you participated:

(11) Any additional information or comments relating to your ability or desire to serve:

(12) How did you learn about this volunteer opportunity?

(13) For purposes of reporting to the NC Department of the Secretary of State (as required by G.S. 143-157.1), are you: Female: _____ or Male: _____

This application will stay on file for two years, if not appointed during this time frame; this application will be discarded without notice.

For Internal Use Only

Residence: Incorporated

ETJ

Date Received:

Board Interview: Date:

Nominated: Yes No

Appointed: Yes Date:

Term of Office: Years Expiration Date:

Seat #: _____ on _____ (Board, Committee, Commission)



PAUL CARNEY

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BOARD OF DIRECTORS

Software Products | Software Services | Products and Services

Unique combination of strategic HR, technology, and business acumen to align capital with risk and deliver optimal solutions. Savvy influencer who inspires and motivates groups of people to accomplish common objectives.

AREAS OF EXPERTISE	-	<i>Human Resources</i>	-	<i>Start Up Businesses</i>	-	<i>Data Analysis</i>
	-	<i>Software Development</i>	-	<i>Technology Sales</i>	-	<i>Artificial Intelligence</i>

KEY STRENGTHS:

Human Resources Strategy and Risk Management:

- Built an entire HR function from minimal baseline starting point in a \$4B, 1,000 employee bank with over 100 locations.
- Created HR data warehouse to manage risks and help leaders develop informed decisions.

Financial Acumen:

- Managed \$2.4MM P&L; deep understanding of cash flows with P&L and balance sheet.
- Leveraged angel and venture capital investments to drive both short-term wealth and long-term health of the company.
- Helped build and sell 3 internet-based product lines and companies.

Cultivating Strong Cultures:

- Navigated negotiations and consensus-building to reposition human capital resources to meet vital financial goals.
- Recognized for building transparency and trust that allows leaders to be forthcoming with issues and seek advice.

BOARD AFFILIATIONS:

CARTER BANKSHARES, Inc. (CARE)
Nominating & Compensation Board
Committee, Non-Voting Executive
Representative (2020 to Present)

SOUTH49 SOLUTIONS, Inc.
Inside Director (2008 to 2011)

**VIRGINIA BANKERS SCHOOL OF BANK
MANAGEMENT**
Trustee (2020 to Present)

**HR MANAGEMENT ASSOCIATE OF
GREENSBORO**
Treasurer (2020 to Present)

**SANTA ROSA COUNTY, FL, ZONING AND
PLANNING BOARD**
Member (2009 to 2015); Chair (2013)

EXECUTIVE HIGHLIGHTS:

CHIEF HUMAN RESOURCES OFFICER | Carter Bank & Trust (NASDAQ: CARE) – Greensboro, NC (2018 to Present)

Pioneered HR strategy and execution in a 45-year-old, 1,000 employee, 100+ location bank where no HR function existed outside of payroll. Worked with executives to overhaul workforce structure to dramatically improve efficiency ratio. Highly integrated with Nominating & Compensation Board Committee to educate and advise on strategic human capital management.

Selected Results:

- **Realigned workforce structure** from over 1,000 employees to 670 employees across 95 locations with no change in bank assets, dramatically improving efficiency ratio by over 17%.

- **Developed culture of engagement and accountability** through introduction of a performance management system and development of robust leadership development programs, including a required 2-day course for all leaders.
- **Assessed HR risk profile** and established procedures with Internal Audit to identify and manage risks to avoid concerns that could be raised by external auditors or regulators, resulting in only a few low-risk findings.
- **Launched a strategic Talent Development Lifecycle** to attract, select, onboard, develop, and retain top talent using the strong bank employer brand, resulting in turnover rates of less than 2% per month, beating the industry average.
- **Managed Nominating & Compensation Board Committee calendar and agenda** working directly with the chairperson; orchestrated and delivered report of annual board member skills survey and performance assessment, coordinated annual proxy and CD&A review and approval, interacted with board independent consultants regarding board and executive compensation plans and agreements.

MANAGER HR EMPLOYEE SERVICES & TALENT ACQUISITION | Navy Federal Credit Union – Pensacola, FL (2013 to 2018)

Managed HR functions (40 employees across 9 teams) for a 3,000 employee Operations Center. Reengineered recruiting function into a worldwide Talent Acquisition strategy and implementation plan.

Selected Results:

- **Empowered a worldwide Talent Acquisition** function (2015-2018) by converting from a tactical to strategic approach to workforce planning and talent acquisition, resulting in over 6,000 hires a year across 350 locations, and decreasing the Time-to-Fill (TTF) in 2016 to 24 days, an 11% improvement from 2015.
- **Led HR Employee Services** (2013-2015) for a large Operations Center using my organizational and political savvy skills to work with HR functional leaders to integrate the HR teams across multiple locations in a highly matrixed environment, resulting in a 15% increase in efficiency.

VP, TECHNICAL SERVICES | South49 Solutions, Inc. – Sterling, VA (2005 to 2011)

Sold my database product, Capango, and became co-owner of South49 Solutions. Developed strategy and tactical implementation of an enterprise-grade retail execution SaaS company that empowered store and field teams to easily orchestrate in-store work and improve on-shelf availability. South49 Solutions was sold to Movista in October, 2019.

Selected Results:

- **Created and launched enterprise-grade SaaS service called Natural Insight**, growing user base within 3 years from 10 to over 40,000 users in the retail marketing space.
- **Transformed retail marketing industry** with a solution for 2 of the top players in the nation by improving their retail location visit performance from an average of 62% of scheduled visits completed to over 90% through analysis of their workload and schedules and providing a worker self-service opportunity dashboard.

OTHER CAREER ACHIEVEMENTS:

Started a niche-market web-based baby gift basket business in 1997, grew it to sales of over \$75,000 in 6 months, was recognized in the *Wall Street Journal*, and sold product line to a gift basket retailer in 1999. Helped build techHound.com and sold to techies.com in 1999. Achieved **Senior Professional in Human Resources (SPHR)** certification in 2017. Wrote and published my first book, *Move Your Æ (ash): Know, Grow, and Show Your Career Value*, in 2018. Regular conference speaker, including topics in HR, business, and technology. **Certified AI Expert, Certified Generative AI Prompt Engineer.**

EDUCATION:

MASTER OF BUSINESS ADMINISTRATION (1994) | Sage Graduate School – cum laude

BACHELOR OF ARTS, MATHEMATICS (1988) | University of Vermont – magna cum laude; Minor: Spanish