

| | | |
|---|--|--|
| Workforce Investment Board | | Johanna Louise Hickel |
| General Information | | |
| <i>Board/Commission and seat you are seeking:</i> Workforce Investment Board, Industry/Private Sector | | |
| <i>Additional Boards/Commissions of interest:</i> | | |
| <i>State Boards/Commissions on which you have served</i> None | | |
| <i>First</i> Johanna | <i>Middlename</i> Louise | <i>Last Name</i> Hickel |
| <i>Mailing Address</i> [REDACTED] | <i>City</i> Anchorage | <i>State & ZIP</i> AK [REDACTED] |
| <i>Home/Message Phone</i> [REDACTED] | <i>Business Phone</i> [REDACTED] | <i>Cell Phone</i> |
| <i>Email Address</i> [REDACTED] | <i>Are you a registered voter?</i> Yes | |
| <i>Date of Birth</i> [REDACTED] <i>Gender</i> Female [REDACTED] [REDACTED] | <i>Ethnicity</i> [REDACTED] | |
| Conflict of Interest | | |
| <i>Certain boards and commissions require full disclosure of personal financial data under AS 39.50.010. If required for the board or commission for which you are applying, are you willing to do so?</i> Yes | | |
| <i>Could you or any member of your family be affected financially by decisions to be made by the board or commission for which you are applying?</i> No | | |
| <i>Please explain the potential financial benefit</i> | | |
| Employment History | | |
| <i>Employment work history including paid, unpaid or voluntary.</i> Summary Over twenty years proven leadership experience in business administration, human resources and general management. Experience Pebble Ltd. Partnership | | |

**VP Human Resources & Administrative Services
2008 - Present**

Pebble is an \$8-10bn world-class mineral development project located in Southwest, Alaska, currently in the pre-feasibility and pre-permitting stage. Pebble is a 50/50 Joint Venture between Anglo American and Northern Dynasty Mines. Offices are located in Anchorage and Iliamna, AK, and in Vancouver, BC, Canada. Responsibilities include strategic management of human resources, workforce development, administration, records management, information technology, contracting, risk management, safety, insurance and other related programs. Member of multi-disciplinary executive team working with a globally diverse project team responsible for moving the project towards development. While managing current and short term programs, also responsible for long term development of labor and workforce programs. Project management including development of a workforce plan, contractor management programs, state/national economic impact studies and other related projects. Represent the company at various events, speaking, lobbying and various business and stakeholder relations activities.

**Alaska Sudan Medical Project
Volunteer, Unpaid
Accountant and Administrative Volunteer work**

**The Wilson Agency, LLC
Executive Vice President
2005 –2008**

Executive management of independent employee benefits and financial services agency. Oversight of marketing, business development, operations, administration and client services. Responsibilities included strategic planning, budgeting, contracting, proposal development, project management, human resources management and other general management. All agency employees reported up through this position. Implemented a new marketing approach which resulted in over 30% increase in sales. Projects managed included producing an annual benefits survey, responding to government and private RFP's, implementing an agency wide customer management system, and others. Agency was awarded 2006 small Employer of Choice award by the Anchorage Society of Human Resource Management, and awarded United Benefit Advisors Member Firm of the Year 2006 while maintaining position as a Top 20 Alaskan business as rated by the Alaska Business Monthly.

**Corporate Express, Alaska Division
Human Resources Manager/Customer Care Director
2003 – 2004**

Manage all aspects of both the human resources and customer care departments for the Alaska Division of this international office supply company which had three locations in Alaska. Responsible for both departments performing in accordance with corporate objectives, procedures, within budget, and meeting measurable standards defined by corporate metrics. Successfully lead department and staff through the implementation of a new operating system. I left this position after only one year as the Company moved into a centralized operation whereby they relocated all of the customer care, accounting and other functions to their main facilities in Colorado.

Harbor Enterprises, Inc. /Petro Marine Services, Anchorage, Alaska
May 1989 – 2003

Senior Vice President 1998-2003
Vice President 1995-1998
Director 1990-1995

Responsible for human resource management for this petroleum distribution company with locations throughout Southeast and Southcentral Alaska and the Yukon Territory, Canada. Developed and manage employment policies and practices, compensation and benefits, payroll/HRIS, recruitment, union negotiation, employee relations, organizational structure, health & safety programs, training and organizational development. As a member of the executive team, involved in all significant strategic business decisions to produce positive financial results for the business.

May 1989-90

Performed administration and accounting functions (A/P, A/R, Taxes, Payroll) up to and including production of financial statements for a subsidiary company before assuming oversight of the human resources function.

National Bank of Alaska, Seward, Alaska
Operations Supervisor/Officer
1981 - 1989

Managed day to day operations of local bank branch including staff supervision, general management, training, customer service, loan production, cash flow, reporting and other financial responsibilities. Received bank wide recognition award for superior performance. Received highest internal audit score ever recorded for that branch due to superior management practices. Prior to assuming a management position, I initially started as a teller and was promoted to head teller, loan processor then operations supervisor.

Pay 'n Save, Anchorage, AK
1977 - 1981
Retail Clerk, Manager, Bookkeeper

Cake House Bakery
Self Employed, Co-Owner
1980-81

Burger King
1976- summer job
Food Service

Education, Training, Experience & Qualifications

List both formal and informal education and training experiences:

BA in Business Administration with a concentration in Human Resources, GPA 4.0, summa cum laude. American Intercontinental University, Atlanta, GA.

University of Alaska, Alaska Pacific University – various HR and business courses.

West Anchorage High School, High School Diploma.

Many training programs related to human resources, general management, risk management, supervision, employment law, training, etc.

List any professional licenses, certifications, or registrations and dates obtained that may be used as qualifying criteria:

Certified Global Professional of Human Resources, since 2011

Certified Senior Professional of Human Resources, since 2005

Certified trainer by Development Dimensions International, 2003

Licensed by the State of Alaska Division of Insurance in Life & Health, 2005 Not current)

List any community service, municipal government, and state positions held, and any awards received.

Society of Human Resource Management – member since 1992

Anchorage Downtown Rotary Club – member since 2000

Alaska Miners Assn. - member since 2008, current co-chair of the HR and Workforce Development Committee

Alaska Process Industry Career Consortium (APICC), Current Chair - since 2008

Athena Society, inducted 2012 (award)

Alaska Sudan Medical Project, Advisor/Volunteer – since 2008

Many other memberships and volunteer activities related to business and community support over the years including Food Bank of Alaska (prior Board Chair), Chamber of Commerce, Anchorage Neighborhood Health Center, Anchorage Center for Families, Seward Life Action Council new Seaview (Twice elected Board Chair), Junior Achievement, United Way, Seward Business & Professional Women's Club.

Conviction Record

Have you ever been convicted of a misdemeanor within the past five years or a felony within the past ten years?

No

Conviction Circumstances

Certification of Accuracy & Completeness

By submitting this online application, I swear the information I have entered on this form is true to the best of my knowledge. I understand that if I deliberately conceal or enter false information on the form my application may be rejected, I may be removed from the list of eligible candidates, or I may be removed from the position. I agree that the Office of the Governor may contact present or former employees or other persons who know me to obtain an additional information about my skills and abilities. I understand that the information on this application is public information and may be released through a legal request for such information.

Type "I certify"

"I certify"

Resumé Addendum

Josie Hickel, SPHR, GPHR

[REDACTED]

Summary

Over twenty years proven leadership experience in business administration, human resources and general management.

Experience

**Pebble Ltd. Partnership
VP Human Resources & Administrative Services
2008 - Present**

Pebble is an \$8-10bn world-class mineral development project located in Southwest, Alaska, currently in the pre-feasibility and pre-permitting stage. Pebble is a 50/50 Joint Venture between Anglo American and Northern Dynasty Mines. Offices are located in Anchorage and Iliamna, AK, and in Vancouver, BC, Canada. Responsibilities include strategic management of human resources, workforce development, administration, records management, information technology, contracting, risk management, safety, insurance and other related programs. Member of multi-disciplinary executive team working with a globally diverse project team responsible for moving the project towards development. While managing current and short term programs, also responsible for long term development of labor and workforce programs. Project management including development of a workforce plan, contractor management programs, state/national economic impact studies and other related projects. Represent the company at various events, speaking, lobbying and various business and stakeholder relations activities.

**The Wilson Agency, LLC
Executive Vice President
2005 –2008**

Executive management of independent employee benefits and financial services agency. Oversight of marketing, business development, operations, administration and client services. Responsibilities included strategic planning, budgeting, contracting, proposal development, project management, human resources management and other general management. All agency employees reported up through this position. Implemented a new marketing approach which resulted in over 30% increase in sales. Projects managed included producing an annual benefits survey, responding to government and private RFP's, implementing an agency wide customer management system, and others. Agency was awarded 2006 small Employer of Choice award by the Anchorage Society of Human Resource Management, and awarded United Benefit Advisors Member Firm of the Year 2006 while maintaining position as a Top 20 Alaskan business as rated by the Alaska Business Monthly.

**Corporate Express, Alaska Division
Human Resources Manager/Customer Care Director
2003 – 2004**

Manage all aspects of both the human resources and customer care departments for the Alaska Division of this international office supply company which had three locations in Alaska. Responsible for both departments performing in accordance with corporate objectives, procedures, within budget, and meeting measurable standards defined by corporate metrics. Successfully lead department and staff through the implementation of a

new operating system. I left this position after only one year as the Company moved into a centralized operation whereby they relocated all of the customer care, accounting and other functions to their main facilities in Colorado.

**Harbor Enterprises, Inc. /Petro Marine Services, Anchorage, Alaska
May 1989 – 2003**

**Senior Vice President 1998-2003
Vice President 1995-1998
Director 1990-1995**

Responsible for human resource management for this petroleum distribution company with locations throughout Southeast and Southcentral Alaska and the Yukon Territory, Canada. Developed and manage employment policies and practices, compensation and benefits, payroll/HRIS, recruitment, union negotiation, employee relations, organizational structure, health & safety programs, training and organizational development. As a member of the executive team, involved in all significant strategic business decisions to produce positive financial results for the business.

May 1989-90

Performed administration and accounting functions (A/P, A/R, Taxes, Payroll) up to and including production of financial statements for a subsidiary company before assuming oversight of the human resources function.

**National Bank of Alaska, Seward, Alaska
Operations Supervisor/Officer
1981 - 1989**

**Managed day to day operations of local bank branch including staff supervision, general management, training, customer service, loan production, cash flow, reporting and other financial responsibilities. Received bank wide recognition award for superior performance. Received highest internal audit score ever recorded for that branch due to superior management practices. Prior to assuming a management position, I initially started as a teller and was promoted to head teller, loan processor then operations supervisor.
Education**

BA in Business Administration with a concentration in Human Resources, GPA 4.0, summa cum laude. American Intercontinental University, Atlanta, GA.

University of Alaska, Alaska Pacific University – various HR and business courses.

West Anchorage High School, High School Diploma.

Advanced Certification

**Certified Global Professional of Human Resources, since 2011
Certified Senior Professional of Human Resources, since 2005
Certified trainer by Development Dimensions International, 2003
Licensed by the State of Alaska Division of Insurance in Life & Health, 2005**

Memberships/Volunteer Responsibilities

Society of Human Resource Management – since 1992
Anchorage Downtown Rotary Club – since 2000
Alaska Process Industry Career Consortium (APICC), Current Chair - since 2008
Athena Society, inducted 2012
Alaska Sudan Medical Project, Advisor/Volunteer – since 2008
Many other memberships and volunteer activities related to business and community support over the years including Food Bank of Alaska, Chamber of Commerce, Anchorage Neighborhood Health Center, Anchorage Center for Families, Seward Life Action Council, etc.

Interests include family, volunteering, fishing, boating, hiking, skiing, travel, reading, art, cooking and music.

References Available Upon Request

Josie Hickel, GPHR, SPHR

Anchorage, Alaska

Press Release Wording

Josie Hickel, [REDACTED] of Anchorage, VP Human Resources and Administration, holds A Bachelors Degree in Business Administration/Human Resources and has worked in business, human resources and administration in the private sector for over 20 years. She serves on the board of the Alaska Process Industry Career Consortium and the Alaska Miners Association HR and workforce development committee. She was inducted into the Athena Society in 2012.