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COUNTY ADMINISTRATOR
FLAGLER COUNTY, FLORIDA

**Flagler County Board of County Commissioners
General Application for Volunteer Advisory Boards and Committees**

Please Return to: Christie Mayer, CPS/CAP
1769 E. Moody Blvd., Building 2, Suite 302, Bunnell, FL 32110
fax: (386) 313-4101; phone (386) 313-4094 ♦ email: cmayer@flaglercounty.org

Name: Joseph A. Marotti

Date: September 19, 2011

Mailing Address: 4 Gleneagles Place, Palm Coast, FL 32137

Physical Address: Same as above

County of Residence: Flagler Voter ID: 114662718

Home Phone: 386-446-4591 Cell Phone: 330-289-4557 Fax: _____

Email: joe@marotti.com Years in Flagler: 4.5 full time, 10 years part time

Advisory Boards or Committees Applying For: Flagler County Economic

Development Advisory Council

- at large category per jmarotti/cm

Describe your training and / or experience that would make you a good fit for this position: As an executive in a large corporation , one of my functions was to look for possible expansion sites for our businesses. I was required to contact and meet with the different politicians, both local and state, from the governor to the county and town representatives. I have a good basis for what the companies look for and way they choose and area.

Education: University of Pittsburgh B.S. and University of Michigan Executive Management

Business (name & type): Pap's Specialty Wood Products Flagler Beach

Business Address: 316 S. 3rd Street Flagler Beach, FL 32136

Business Phone: 386-446-4591 Position: Owner

Professional Organizations: Flagler County Chamber of Commerce

Have you ever served on a Flagler County appointed board or committee?

YES _____ NO X_____ If so, please identify those on which you have served.

Advisory Board / Committee

Dates Served

References may be secured from the following individuals:

1. Name: Steve Thomas

Phone: 386-446-3509

2. Name: Michael Torre

Phone: 386-446-3579

3. Name: Patrick O'Reilly

Phone: 386-931-0931

If appointed, I will attend meetings in accordance with the adopted policies of Flagler County. If at any time my business or professional interests conflict with the interests of the advisory board or committee, I will not participate in such deliberations. I understand that if appointed, I will serve at the pleasure of the Board of County Commissioners.

Joseph A. Marotti (electronically signed)

Signature of Applicant

Additional information may be attached to this form.

Resume of

Joseph A. Marotti

Mr. Joseph A Marotti

SUMMARY OF BUSINESS EXPERIENCE

2007 to Present	Marotti Consulting, Palm Coast, Florida
2008	New England Confectionery Company
2007	Twitchell Corporation
1997 to 2007	Newell Rubbermaid, Inc. Atlanta, Ga.
1999 to 2007	Group VP HR Rubbermaid Home Products
1997 to 1999	VP HR Window Furnishing/Kirsch
1996 to 1997	Hill Top Research, Cincinnati, Oh Vice President, Human Resources
1993 to 1996	CarnaudMetalbox, Paris, France VP HR North America
1991 to 1993	Newell Company, Freeport, Ill
1991 to 1996	Anchor Hocking Packaging, Cincinnati, Oh Vice President Human Resources
1986 to 1991	American National Can Company, Evansville, Indiana
1987 to 1991	Division Manager Human Resources
1987	Manager, Human Resources
1986	Supervisor, Human Resources
1979 to 1986	United Steel Workers of America, Pittsburgh, Pa. Wage Technician

General Information

Name Joseph A. Marotti

Address 4 Gleneagles Place
Palm Coast, Florida 32137

Telephone 330-289-4557 (business)

Education

University Of Pittsburgh
Bachelor of Science, Human Resources

University of Michigan
Advanced Human Resources Executive
Program

Princeton University
Studied Labor Management Participation
Teams

Mr. Joseph A. Marotti

Career Details

1999 to 2007

Newell Rubbermaid, Atlanta, Ga

Newell Rubbermaid, Inc. (NYSE:NWL), along with its wholly owned subsidiaries, is a manufacturer and full-service marketer of staple consumer products sold to high volume purchasers, including discount stores and warehouse clubs, home centers and hardware stores, and office superstores and contract stationers. With 44,000 employees, the company has approximately \$6 billion in total revenues. Rubbermaid Home Products is a \$1.2 billion, 6,600-employee manufacturer of plastic storage and home organization products

1999 to 2007

Group Vice President Human Resources, Rubbermaid Home Products, Wooster, Ohio

Reporting to the President, Rubbermaid Home Products, I was responsible for the human resources function in 15 manufacturing facilities in the U.S., Canada, Europe, and Mexico (7 unions, 8 union free). I was part of a four person team sent in to turn around this new acquisition.

During my tenure I:

- Negotiated two union contracts; one in the U.S. and one in Canada; both under budget with increased flexibility.
- Developed new policies and procedures for the new company.
- Added new systems to bring the division on-line with the parent company.
- Upgraded the talent in the organization with both internal moves and external hires.
- Changed all benefits packages to be consistent with Corporate.
- Developed the strategy with the team for the new acquisition.
- Built a team environment and changed the culture to be more responsive to customer needs
- Helped bring the acquisition to profitability and high customer service levels in one year.

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1997 to 1999

**Vice President Human Resources, Newell Window Furnishings/Kirsch, Inc.
Rockford, Illinois**

Reporting to the President, I was part of an eight person Executive Team responsible for integrating a \$300 million acquisition. In 18 months, the business went from a -4 percent operating margin to a +18 percent.

During my tenure, I:

- Formed the Human Resources Strategic Plan of Integration and helped develop the strategic plan and growth for the newly merged companies.
- Developed and installed policies and procedures for both companies, consistent with corporate policies.
- Negotiated a five-year labor agreement with the UAW of the new acquisition under budget while reducing contract language from 148 pages to 51 pages.
- Redesigned the organizational structure to be more efficient and responsive to the organizational and customer's needs

1996 to 1997

Hill Top Research, Inc., Cincinnati, Ohio

Privately-held with over 1,000 employees in 50 sites, Hill Top Research is the largest consumer product testing company and a leading supplier of specialized research services to the global consumer and medical product industries. The company provides full-service clinical research, in vitro toxicology and microbiology services.

Vice President Human Resources

Reporting to the President, I was part of a five person Executive Team responsible for moving this multi-facility company to a high efficient, high performing organization.

During my tenure, I:

- Developed new policies and procedures to comply with ISO 9002.
- Developed a new strategic plan for human resources while helping to develop the company's strategic goals.

Mr. Joseph A. Marotti

- Designed and implemented a new stock option plan and redesigned the executive compensation plan to get the company ready to go public.
- Developed a new training program to upgrade Associates skills.
- Developed a new, flatter organizational structure more responsive to organizational and customer's needs.

1991 to 1996

Anchor Hocking Packaging Company, Cincinnati, Ohio

Anchor Hocking Packaging Company is an international manufacturer of metal and plastic closure with 1,000 employees. The business was owned by Newell from 1991 to 1993, at which time it was sold to CarnaudMetalbox (France).

Vice President, Human Resources

Reporting to the President, I was a member of a five-person Executive Committee responsible for driving a multi-facility (union and non-union) manufacturing company toward world class quality and service. I was an active team member in development and implementation of strategic plans, while focusing on total redesign of company's benefits and organizational structure after an acquisition.

During my tenure, I:

- Led company through due-diligence process during its purchase by a French company.
- Member of Executive Committee and one of the top 200 managers in CarnaudMetalbox, a \$5.4 billion international corporation.
- Completely reorganized and implemented new pension and 401 (k) plans in both the United States and Canada.
- Developed and implemented new HRIS system and a Human Resources strategic plan for the company to move human resource function to the forefront. Developed training matrix for organizational development, developed core competencies for the top 25 percent of the management positions, established co-op program involving several universities and established state certified apprenticeship programs at the manufacturing facilities.
- Applied for and received state funding for training at all U.S. facilities.
- Spearheaded implementation process and initiated Self Directed Workforce in the new "Greenfield Plant".
- Negotiated medical benefits and selected vendors, saving \$1.5 million the first year in a self-insured program.
- Acted as chief spokesperson in union contract negotiations, settling all contracts early and under budget.
- Led international transfer of employees, moving over 40 domestic employees and recruiting 25 new employees to staff the new Cincinnati corporate headquarters.

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1986 to 1991

American National can Company, Evansville, Indiana

1987 to 1991

Division Manager, Human Resources

Reporting to the President of the division, I directed all phases of human resources functions in four facilities (two union, two non-union) and at the corporate headquarters.

During my tenure, I:

- Implemented total Employee Involvement Program performing the formal training, including problem solving, communications and group dynamics, as well as setting-up Employee Involvement Teams in a 600 plus employee facility.
- Established and wrote all new policies for the Closure Division, including salary administration, absentee guidelines and training policies.
- Established training programs to upgrade skill level in all manufacturing facilities.
- Established and implemented a new Safety Program for total division, lowering the total incident rate by 50 percent over three years. Answered all EEOC, AAP, and NLRB charges and represented the company in all arbitrations.
- Chief spokesperson on negotiations in union facilities; prepared wage and benefit packages for non-union facilities.

1987 to 1987

Manager, Human Resources

1986 to 1986

Supervisor, Human Resources

1979 to 1986

United Steelworkers of America, Pittsburgh, Pennsylvania

Wage Technician

In this role, I performed job evaluation and administration, incentive administration, arbitration and negotiations. Additionally I developed an extensive knowledge of all contract language.

Mr. Joseph A. Marotti