

APPENDIX 6.

Subject Matter Expert Resumes

Brian K. Noecker, SPHR
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WORK EXPERIENCE:

East Penn Manufacturing Company, Inc. – (July 1995 – present)

Learning & Development Manager: (January 2010 – present)

- Work with managers at all levels to develop, create, and implement learning initiatives to address their business needs.
- Guide teambuilding program for Logistics Division across NC, IA, TX and PA.
- Create a proactive approach to innovation and organization of corporate-wide training records and reports to ensure employee competency.
- Oversee use of learning management system to track current programs and record process feedback for developmental initiatives.
- Facilitate, lead, and brainstorm ideas to produce a customer-focused approach to learning throughout the organization.
- Identify, match, and contract external resources for the purpose of coaching, counseling, and developing employees.
- Acquire and administer state and federal grants for training purposes in multiple states.
- Develop policy and administer Tuition Reimbursement program.
- Responsible for corporate video communications program from concept to production and distribution with ties to the corporate LMS.

Learning & Development Coordinator: (March 1999 – January 2010)

- Obtained, coordinated, and administered more than \$500,000 in PA WEDNET grants.
- Targeted technical training for production trainees, trainers, and supervisors.
- Created work instructions and e-learning not available previously.
- Organized the evaluation of East Penn supervision.
- Delivered need-specific training based upon evaluation results.
- Planned, organized, and delivered annual corporate updates to all supervision.
- Revised and established new policy and procedures for Tuition Reimbursement program.
- Maintained and standardized East Penn's training database for ISO system audits.
- Developed, produced, and implemented a corporate-wide communications program.

Personnel Representative: (October 1997 – March 1999)

- Facilitated job transfers, benefits meetings, new hire orientations, job interviews, new hire processing, referral of employees to EAP, and the investigation of potential EEOC violations.
- Provided all other human resources representation for 2nd shift employees.

Quality Assurance Auditor: (April 1996 – October 1997)

- Checked batteries in various stages of assembly and communicated findings to operators.
- Decided with department supervision whether to hold or pass product.
- Worked to build strong relationships with coworkers to make the best product for the customer.

Forming Room Operator: (July 1995 – April 1996)

- Utilized a team system to hook up, inventory, charge, and tear down racks of batteries.
- Planned the operation and coordination of the charging process between shifts.

PROFESSIONAL AFFILIATIONS / HONORS:

Professional – Present

- *Certified - Senior Professional of Human Resources (SPHR) *
- Member – Berks County Workforce Investment Board, Advanced Materials and Diversified Manufacturing Steering Committee
- Member – Ben Franklin Technology Partners Board of Directors for Berks and Schuylkill Counties
- Member – Association for Talent Development (ATD)
Eastern PA Chapter / 2011-2014
- Member - Society of Human Resources Management (SHRM National, Berks & Lehigh Valley Chapters)

Past

- Member - Reading Area Trainer's Organization (RATO)
President / 2003-2005
Program Chair / 2002-2003
Program Committee Member / 2001-2002

Community – Present

- Board of Directors – Past President, Northeast Berks Chamber of Commerce

Past

- Board of Directors – President, Northeast Berks Chamber of Commerce
- Board of Directors – 1st VP, Northeast Berks Chamber of Commerce
- Board of Directors – Program Committee Chair, Northeast Berks Chamber of Commerce
- Co-Chair - Kutztown Area Chamber of Commerce Fools' Run Scholarship Race
- Volunteer - Harley / MDA Ride for Life
- Volunteer - United Way Campaign Committee
- Volunteer - Junior Achievement

EDUCATION:

The Pennsylvania State University

Bachelor of Arts - June 1990

Broadcast/ Cable - Communications

William Gelches

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Chester Springs, PA 19425

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Profile

Over thirty years of progressively responsible duties as an innovative and creative problem solver of electro-mechanical hardware and retail product designs. Ten years as a senior product quality engineer; ten years as a manufacturing and process engineer, five years as process instructor and lab supervisor; and ten years as a prototype tool and die maker with plastic injection mold experience. Award-winning cost and time saver and excellent communicator. A dedicated, flexible team player who possesses exceptional prioritizing abilities and superior technical skills.

Professional Experience

Delaware County Community College

Adjunct Instructor, Machine Tool Technology & NIMS Certification program (2009 – present)

Instruct technical education students in the proper use of inspection tools and hand tools and in the terminology, design, setup, operation, and daily care of CNC milling machines, manual milling machines, lathes, drill presses, band saws and grinders. (NIMS **National Institute for Metalworking Skills**)

QVC, Inc.

Studio Park, West Chester, PA

The world's largest multi-channel retailer with annual sales of over \$8 billion

Senior Product Quality Engineer (1998 – 2008)

Responsible for supervising the destructive and non-destructive testing of hardgood products including cookware, kitchen appliances, exercise equipment, hand and power tools, toys, lawn and garden decorations, solar products, and furniture.

Maintained excellent working relationships with buyers, vendors, members of QVC's Legal and Quality Assurance Departments.

Developed and implemented detailed quality guidelines and provided advice and training for hardgoods testing to increase productivity of QA inspectors; actions resulted in an 8% productivity increase.

Worked with Packaging Engineer to insure product packaging integrity throughout product distribution which decreased returns and customer complaints by 5%.

Collaborated with the Office of the President in investigating the root causes of customer-reported problems in over 100 cases and implementing corrective action.

Worked with the Consumer Product Safety Commission (CPSC) on resolution of product problems to prevent recalls (i.e. repair kits or replacement parts). Made recommendations for speedy resolutions on 12 different occasions.

Reviewed hundreds of testing analyses and laboratory reports provided by vendors to insure product compliance to claims.

Provided technical advice daily to vendors, buyers and senior management to filter out manufacturing and design problems as far upstream in the process as possible.

Coordinated hundreds of off-site audits of bulk goods prior to their shipment.

Performed numerous domestic and off-shore factory (i.e. Taiwan, Hong Kong, Thailand, China and Germany) audits to insure consistency of materials and manufacturing processes.

Interacted with testing facilities including Underwriters Laboratories (UL), Intertek Testing Services (ITS), Bureau Veritas Consumer Products Services (ACTS Testing Labs), and CSA International and analyzed the test results.

Lockheed Martin

King of Prussia, PA

Senior Producibility Engineer, Electro-Mechanical (1993 – 1998)

Responsible for the coordination of several manufacturing shops including laser welding, machining, induction soldering, propulsion welding using rotary TIG, and heat treating.

Performed producibility tasks on state-of-the-art design concepts to minimize cost during the production process.

Provided problem-solving support with minimum impact to cost and schedule. Credited with saving the \$157,000,000 Earth Observation Satellite (EOS) program with last minute design change.

Documented all new processes which made it possible to train personnel.

Managed several support cost accounts in the \$100,000 range.

Developed numerous new, cost-effective flight hardware manufacturing techniques (i.e. hardware salvage methods resulting in a \$250,000 savings)

Received milestone and technical awards for contributions to a \$2,000,000 savings.

Received peer recognition award.

General Electric Astro Space Division

Valley Forge, PA

Advanced Manufacturing Engineer (1986 – 1993)

Served as lead engineer for the assembly of propulsion and heat pipe systems including planning and scheduling which supported six technicians.

Supported composite shop by providing tooling and problem solving.

Oversaw new laser machining opportunities.

Documented and upgraded all related processes to aid in personal training.

Managed related support cost accounts in the \$100,000 range.

Received a professional recognition award for \$1,000,000 plus cost savings.

Applied for two U.S. patents.

Developed new cost-effective manufacturing techniques.

Trained six technicians at orbital arc welding for the manufacturing of propulsion systems.

Prototype Machinist / Laser Specialist (1973 – 1986)

Mastered CNC laser micro-welding techniques using a \$300,000 Raytheon 400 watt YAG laser.

Trained five technicians in laser welding while remaining fluent in machine shop practices and CNC machining.

Designed and built all related fixturing using scrap materials.

Chosen to develop several new technologies purchased by the company: plasma spraying, induction soldering, hydrogen oven heat treating, rotary TIG welding, and laser welding.

Recognized for company wide salary matching cost-saving contributions.

Delaware County Community College

Instructor, Manufacturing Processes (1980 – 1981)

- Instructed students preparing for entry-level manufacturing positions in the set-up and operation of basic machine tools.

Military Experience

United States Air Force

Airborne Weapons Mechanic (1968 – 1971) (secret clearance)

- Awarded the Distinguished Flying Cross (DFC) and 8 Air Medals.
- Flew 200 combat missions and ranked as senior weapons instructor.
- Responsible for the reliable operation of all on-board aircraft weapons systems of the AC 119 Shadow Gun Ship during both training and Viet Nam combat flight missions.
- Discharged with honors.

Education

B.S.M.E., Villanova University, Villanova, PA

Lab Assistant, Machining Lab

A.S. in Engineering, Delaware County Community College, Media, PA

Lasers in Manufacturing Certificate; American Society for Metals, Metals Park, OH

Machinist Papers; Peacock Technical School, Pottsville, PA

Consumer Product Safety Commission (CPSC) Safety Seminars

Locksmithing certificate.

Volunteer Experience

Downingtown East High School, Lionville, PA

Mentor, FIRST Robotics Competition (2006 and 2007)

References available upon request.

Linda M. Short, MSN, RN

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QUALIFICATIONS OVERVIEW

- RN with 29 years of experience in the medical/health care industries. Delaware Nursing License and BLS Certified.
 - Solid skills in teaching at the staff, patient, and student levels
 - Presentation and public speaking experience.
 - Proven ability to quickly adapt to new situations, communicate clearly with people on all technical levels, and to become an immediately productive team member.
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EDUCATION

Master of Science in Nursing , Wilmington College, New Castle, DE - Nursing Program in Leadership with an Education Track Concentration	Graduated January 2000
Bachelor of Science in Nursing , Wilmington College, New Castle, DE	June 1997
Associates of Science in Nursing , Delaware Technical Community College, Georgetown, DE	May 1984

PROFESSIONAL EXPERIENCE

2004-Jan 2014	Delaware Technical & Community College, Terry Campus, Dover, DE <u>Pediatric Instructor</u> (2004-2006) <u>Retention Instructor</u> (Jan 2006-Jan 2014)
2002-2003	Delaware Technical & Community College, Stanton Campus, Newark, DE <u>ADJUNCT FACULTY</u> – Medical-Surgical clinical instructor
2001-2002	Cecil Community College, Continuing Ed, Northeast, MD <u>INSTRUCTOR AND COORDINATOR</u> for Certified Nursing Assistant program
2001	Cecil Community College, Northeast, MD <u>ADJUNCT FACULTY</u> – Medical-Surgical clinical instructor
1986-2004	Christiana Care Health System, Newark/Wilmington, DE <u>CRITICAL CARE STAFF RN</u> : Educate staff, caregivers, and patients; provided hands-on critical care. Experience highlights: Neonatal ICU Nurse (1991-2004) - Assisted in a staff-teaching project on infection control; Developed informational sheet distributed to staff and parents. Facilitated discussion to provide support and education Hematology/Bone Marrow Transplant Unit Nurse (1988-1991) - Functioned in a charge nurse position; provided direct staff and patient education Surgical ICU Nurse (1986-1988) - ACLS and CCRN certified in trauma nursing
1985-1986	Nanticoke Memorial Hospital, Seaford, DE <u>3-11 CHARGE NURSE/STAFF RN Coronary/Critical Care Unit</u> - Shift Charge Nurse for a combination medical/surgical, step-down, telemetry and pediatric unit - Staff RN for the Coronary/Critical Care Unit.