

APPLICATION FOR

ECTOR COUNTY APPRAISAL DISTRICT BOARD OF DIRECTOR

I WISH TO BE CONSIDERED FOR AN **APPOINTMENT**
TO A POSITION ON THE ECAD BOARD AS A MEMBER THAT WILL REPRESENT
ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT

Name: __PATTI KAPPAUF__

Address: _____24 N BROKEN BOW CIR, ODESSA TX 79763_____

Spouse's Name: ____WILL KAPPAUF_____

Occupation: ____MANAGING PARTNER, KAPPAUF LLC DBA KAPP STUDIO_____

Business Ownership or Management Experience **__25 YEARS including:**

- I put myself through college and was promoted to **supervisor** in the retail job I held. This include ed 2nd tier customer support, directing employees, such as breaks and tasks, approving checks & suspicious returns (Service Merchandise – San Angelo, TX)
- As a **Manager**, I won several record week awards as well as coveted year-over-year growth award which was quite difficult to achieve within the corporation. I successfully managed 3 stores with full responsibility for profit and loss, and customer satisfaction with a 'secret shopper 'which my bonus was based off. Hired, trained, and separated employees (when needed). Ultimately responsible for customer service. No on-site supervisor, the regional manager travelled to stores periodically. (Domino's Pizza – Tulsa, OK and Houston, TX)
- As a non-traditional student I returned to school, continuing to pay for my own education. While receiving my **Associates Degree (with highest distinction) in Organizational Leadership and Supervision (Purdue University)**, I was promoted to Office **Manager** in a manufacturing company of tools and dies, and stamping. I also was responsible for creating a **new organizational structure** of office positions and had the pleasure of **creating the policies and procedures for the first HR department** in the company. I was also recognized for having the highest GPA among my peers at the completion of my degree. (LH Carbide – Fort Wayne, IN)
- I transitioned to another company to take on a lager span of control as HR **Manager**, where I gained highly technical knowledge and experience mostly due to the stamping and die making plants being organized by the UAW. I was a member of the contract negotiations team of 3 plus our attorney. I led our plant through training in the do's and don'ts prior to, during the election, and after the outcome. We received 21 complaints in a year from OSHA, NLRB and the EEOC, all of which were adjudicated in our nature with no negotiation or settlement agreement. During this time, I earned my **Bachelor's Degree in Human Resources (Purdue University)**. (Duffy Tool & Stamping, Muncie, IN)
- To reduce the 45-minute one-way commute time as a mother, I moved to a company in Indianapolis. This was a learning but unfortunate experience which introduced me to what it means when executives are "cooking the books." As the HR **Manager** it was incredibly

difficult to manage a direct team and the responsibilities of us the HR team to management and employees during this time. This company is now defunct. (ASI – Indianapolis, IN)

- Things happen for a reason and the past role catapulted me into a technology start-up. Expenses are watched very closely in this environment by each department head. In my title of HR **Manager**, I was the first HR person hired and my role was to **hire and develop HR policies and procedures, to hire and train a team, and take the lead on negotiations such as our benefit plans and creation of the compensation strategy for the organization.**(Aprimo – Indianapolis)
- Management roles with increasing responsibilities and compensation:
 - HR Manager (authority through influencing a 2000-member org.)
 - Sales Manager (direct authority of 8 employees)
 - Project Manager (authority through influencing employees, customers and global partners)
 - Program Manager (authority through influencing – same as Project Manager only bigger scope financially)
 - Director of Contracting (**managed \$5M budget; direct authority of team of 70, including 5 managers and 3 supervisors**)

Board Governance Experience (Indicate if governmental, non-profit, profit) **_Includes:**

- “.dot.com” Board Member compensated by awarded ‘shares’
- IMCAA Board (International Contract Management Association) - volunteer
- Compliance Board (healthcare company)- volun’told’
- International Contract Management Creation and Oversight for healthcare company (healthcare company) – volunteer in addition to paid responsibilities

Policy Making and Budget Development Experience _____ **Includes my largest scope experiences with Roche Diagnostics (Indianapolis, IN):**

- In addition to the above: Policy Making for the **global** HR function, many teams I was tasked to create, and the **global** contract function.
- The opportunity for budget development that I enjoyed most is the “Leapfrog” initiative, where I led a team that created a strategy to become #1 in the marketplace. This included all facets of the organization including reorganizing the sales force, handling the communication outreach to 5,000 customers, and ‘**change management’ leadership** throughout the whole organization. **I had the opportunity to present the strategy to the highest executive team of this global 20,000+ employee organization. We met the NPV and other financial requirements and our project was approved along with the funding.**

Experience with Public Meeting and Open Record Requirements___**Includes:**

- I have completed the on-line classes that are required for elected officials for **Public Information and the Open Meetings Act (original certificate earned 2022)**
- Experience **filing FOIA requests** and walking organizations through the requirements when they are unaware.
- Experience telling and teaching organizations about the requirements of the **Open Meetings Act, including posting timeline and details requirements.**

Home Phone: _____432-530-5214 _____

Business Phone: _____ 432-530-5214 _____

Email Address: _____ KAPPSTUDIO@ICLOUD.COM _____

Is your spouse or any family member related a member of the ECISD Board of Trustees?
_____ NO _____

Are you a resident of Ector County? __ YES __

Resume to be attached if available -

No resume attached but I would also like to add that I have experience with ECAD in terms of doing research regarding a taxing unit's compliance. Also have spoken to them for research needs and ideas, as well as current sections and data.

I have reviewed the attached eligibility requirements and verify that I meet all of the requirements and can meet all of the board's responsibilities.

Added by Patti Kappauf from the ECAD Director's Handbook ECISD attached

Eligibility: To be eligible to serve on a board of directors, an individual must be a resident of the CAD and must have resided in the CAD for at least two years immediately preceding the date of taking office.³⁷ This residency requirement does not apply to a county TAC serving as a nonvoting director.³⁸ _____ **YES I meet this requirement**

An employee of a taxing unit that participates in the CAD is not eligible to serve on the board of directors, unless that individual also is a member of the governing body of the taxing unit or an elected official of a taxing unit.³⁹ Membership on the governing body of a taxing unit does not make an otherwise eligible individual ineligible to serve on the board of directors.⁴⁰ _____ **YES I meet this requirement.**

Purchaser _____ Title _____
Patricia Dailly Kappauf

Signature _____