Expert Refrigeration
3631 Wooster
El Paso, Texas 79936

JESUS (Jesse) A. Alvarez -CEO
Expert Investments, Inc. DBA EXPERT REFRIGERATION
DBA Expert Builders

. Founded EXPERT REFRIGERATION in 1981
. Past Chairman of the Board for Del Sol Medical Center
. Former Board of Director Norwest Bank
. Past Chair Government Affairs Committee-Greater El Paso Chamber Of Commerce
. Member of the El Paso Del Norte Group
. Past Chair of the Paso Del Norte Health Foundation
. Former President of the El Paso Hispanic Chamber of Commerce
. Former board member of the Better Business Bureau of El Paso
. Past Chair Citizens Advisory Board Norwest Bank
. Past Chair Unite El Paso
. Past Chair Leadership El Paso
. Director – Del Sol Medical Center
. Chairman of the Board United Bank

Marc Bernat
El Paso, Texas

SUMMARY RESUME

PROFESSIONAL/CURRENT

Attorney – Gordon & Mott PC

Board Certified by the Texas Board Of Legal Specialization in: (i) Commercial Real Estate Law, and (ii) Estate Planning and Probate Law

National Arbitration Forum Arbitrator (Western Judicial District of Texas) [limited to Commercial Real Estate, Construction and Development issues; Estate Planning, Probate and Trust; Family Business and Succession Issues; Business Dissolutions and Partnership Problems; and Banking Issues]

EDUCATION

University of Texas at Austin, Juris Doctor, 1971
University of Texas at Austin, Bachelor of Arts, 1968

PROFESSIONAL/GENERAL

Admitted to Practice in Texas, 1971
Member – American Bar Association; El Paso Probate Bar.
Fellow – Texas Academy of Probate and Trust Lawyers.
Founding Board Member – First City Bank – West, N.A.
Secretary to the Board – El Paso Downtown Management District.
Board Member and Secretary – El Paso Central Business Association.
Listed in The Best Lawyers in America as one of the best lawyers in two areas: "Commercial Real Estate" and "Banking Law."
AV rating from Martindale-Hubbell (highest attorney rating).
Listed in *Texas Monthly* Magazine as one of its 2006 "Texas Super Lawyers" in Commercial Real Estate.

Gordon & Mott P.C.

ATTORNEYS AND COUNSELORS AT LAW

A Member of the Network of Leading Law Firms
"A World-Wide Association of Independent Law Firms"

Marc Bernat

BOARD CERTIFIED:
- COMMERCIAL REAL ESTATE LAW
- ESTATE PLANNING AND PROBATE LAW

TEXAS BOARD OF LEGAL SPECIALIZATION

4695 North Mesa
El Paso, Texas 79912
Telephone (915) 545-1133
Fax (915) 545-4433

mbernat@gordonmottpc.com

January 16, 2007

Mayor John Cook
2 Civic Center Plaza, 10th Floor
El Paso, Texas 79901

Dear Mayor Cook,

The purpose of this letter is to confirm to you my interest in serving on the Board of Directors of the new Tax Increment Reinvestment Zone ("TIRZ").

I have been involved in the efforts to revitalize Downtown since the merger of the various downtown entities, back in the early 1990's, into the El Paso Downtown Management District and the El Paso Central Business Organization. In both cases, I was the lawyer that handled the mergers and formation work. Since then, I have continuously served as the secretary of those organizations.

I am a native El Pasoan who returned in 1971 to practice law. Since then, my practice centers around "business planning" matters, and I am Board Certified by the Texas Board Of Legal Specialization in: (i) Commercial Real Estate Law, and (ii) Estate Planning and Probate Law.

Both of these areas involve the type of practice that will be helpful in serving on the TIRZ. I am sure that I will understand all the real estate related issues (including ad valorem taxes), and that I will also understand how the property owners will be affected from a tax and personal planning perspective.

For your information, I have been listed in *Texas Monthly Magazine* as one of its "Texas Super Lawyers" in Commercial Real Estate since the beginning of that magazine's efforts to name its so-called super lawyers.

I have not and do not own, directly or indirectly, any property in the affected zone. However, I have owned commercial property elsewhere in El Paso, so I feel I can understand the issues from both the owner/developer perspective and the City of El Paso/governmental perspective.

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JAN 17 2007
MAYOR'S OFFICE

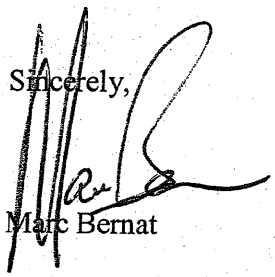
Back in the early 1980's, I served as a founding Board Member of First City Bank - West, and I have since then been listed in a book entitled "The Best Lawyers in America" as one of the best lawyers in two areas: "Commercial Real Estate" and "Banking Law." I believe that my experience in banking law will also be an asset when it comes to understanding the complex matters the Board will be considering.

I believe that this banking experience, coupled with my background in the legal fields, makes me qualified to serve on the Board, and provides me with the foundation necessary to understand the workings of the TIRZ.

I would be happy to discuss this matter further with you. My resume is attached.

Thank you for your consideration.

Sincerely,



Marc Bernat

DAVID P. BUCHMUELLER
Consultant and Educator

David Buchmueller is a consultant and educator. In early 2006 he served as Interim CEO of Physicians Hospital in El Paso. Along with service volume increases, he helped to achieve improvements in charge capture, coding, billing and collection. When he started in February, 2006 the Hospital was billing about $6 million per month in gross charges. Three recent months (August – October, 2006) have all exceeded $10,000,000 in gross revenues. In addition, he led multiple efforts to reduce costs for supplies, equipment maintenance and other services with a net cost reduction of about 12%. He led successful effort to recruit permanent CEO.

For much of 2004 he served as (Interim) President/CEO of Kingston (NY) Regional Health System, overseeing a turnaround that increased cash to more than 20 times its lowest point and returned the principal hospital to profitability. He strengthened the management team and helped to restructure the Board, making both more efficient and effective. In 2002 – 2003 he served as Interim CEO of Southwestern General Hospital, El Paso, TX where he worked with doctors to increase census and secure added investment to assure the hospital's continued operation.

From 1996 to 1999 he was a senior executive with MMI Companies. In 1997 he served as President of an MMI subsidiary, doubling revenues while reducing expenses. In 1998 and 1999 he was Chief Operating Officer of MMI Management Consulting Group during which time his assignments included advising the CEO of a university hospital and conducting an assessment of a regional health system's management organization.

From 1991 to 1995, he was President/CEO of Providence Memorial Hospital in El Paso, Texas; initially as a member of the Hunter Group, he led a turnaround effort that transformed a 1991 loss into a $12 million gain in 1992. The organization, which had been in technical default of its bond issue, remained financially successful and clinically strong until its sale in 1995. In late 1995 and early 1996 he served as consultant to and Interim CEO of Columbia/HCA owned Doctors Hospital in Laredo, TX.

In 1990-1991, Mr. Buchmueller, as a member of the Hunter Group, led a successful turnaround at New York Downtown Hospital (NYDH) in Manhattan, a New York University affiliated teaching hospital. This included significantly strengthening the hospital, physically and financially. While at NYDH he helped to achieve important changes in medical leadership while increasing revenue and decreasing costs. At both Providence and NYDH he led efforts to reconstitute the governing board to make it more reflective of its market and more effective in fund raising and other support activities.

From 1973 through 1990, Mr. Buchmueller served as CEO of two health systems, in Massachusetts and then in Pennsylvania. From 1967 to 1973 he was on the administrative staff of Rush Presbyterian St Luke's Medical Center in Chicago. In 1970, while at Rush, he was named one of Chicago's Ten Outstanding Young Men.

Mr. Buchmueller has a strong interest and significant experience in financial management, including planning, budgeting and daily operational controls. Except for his turnaround experience, hospitals of which he has been CEO have always operated in the black. He also has extensive experience in not for profit governance issues and management team building.

He has been a member and officer of the Boards of the El Paso Center for Children and Insights Science Museum. He is currently President of the FEMAP Foundation Board and Treasurer of El Paso Council for International Visitors Board. As a member of the MJD & Associates team, he has provided strategic planning and board development support for El Paso area not for profit organizations.

Mr. Buchmueller earned an MBA from the University of Chicago and a BA from Coe College in Iowa. He has been a Fellow of the American College of Healthcare Executives and has served on numerous business and professional boards and committees. He currently holds an appointment as an adjunct professor in the University of Texas School of Public Health and has been a faculty member or preceptor for graduate students of Boston University, Johns Hopkins, Yale, University of Chicago, Duke, Loyola University (Chicago) and Ohio State University.

December, 2006

Curriculum Vitae

Pauline Anne Dow

Work Contacts:

Canutillo Independent School District
7965 Artcraft Road
El Paso, TX 79932

(915) 877-7438 (office)
pdow@canutillo-isd.org

Home Contacts:

ACADEMIC CREDENTIALS: DEGREES, UNIVERSITY AND DATE

Ed. D.	The University of Texas at El Paso	In Progress	Educational Leadership
M. Ed.	The University of Texas at El Paso	1989	Bilingual Education
M. A.	The University of Texas at El Paso	1987	History
B. A.	The University of Texas at El Paso	1984	History

PROFESSIONAL CERTIFICATIONS

Certificate	The University of Texas at El Paso	2006	Superintendent
Certificate	The University of Texas at El Paso	2005	Principal
Certificate	The University of Texas at El Paso	1988	Bilingual Education PK-6
Certificate	The University of Texas at El Paso	1988	Elementary Self Contained PK-6

ADMINISTRATIVE & PROFESSIONAL POSITIONS

Apr 2006-present — Associate Superintendent
Canutillo Independent School District

- Assume administrative responsibility of the district in the absence of the superintendent. Act as a liaison between the district and the community, governmental authorities, and other agencies in garnering support for the district's goals and plans. Coordinate the development of improvement plans and the annual update of the district's five-year plan based on an analysis of

information about facilities, personnel, instructional programs, and financial allocations.

Jun 1997-Apr 2006 Director, Academic Language Services
Canutillo Independent School District

- Provide leadership for the district's academic language services directorate and its assigned programs, including One-way and Two-way Bilingual Program, ESOL Program, Migrant Education Program, Target Grant, AVANZA Grant, Mother-Daughter / Father Son Program and Community Scholars Program
- Oversees the development of budgets for assigned programs (approximately 1.3M annually), ensures that funds are expended according to federal and state regulation, and are recorded according to generally accepted accounting principles
- Assures that policies, standards, and objectives for programs are implemented according to accrediting procedures, and funding sources
- Disaggregate and analyze student data to inform program improvement plans at campus and district level
- Assist campus and district committees in developing improvement plans, setting long and short-range goals and objectives, and modifying programs as needed for improving student performance
- Assist in maintaining a continuous program of professional development to provide for specific needs as identified through ongoing information analysis
- Work with other administrators in screening and securing qualified personnel
- Provide technical support and mentoring as needed on each campus
- Work with other administrators to identify needs for personnel, facilities, equipment, transportation, and other resources for operation of programs
- Evaluate performance of all staff assigned
- Participate in professional organizations and serves on community boards
- Assist in preparation of district annual report
- Develop and coordinate continuing research and evaluation of programs and implements changes based on findings
- Supervise the maintenance of confidentiality of student records

May 1992-Jun 1997 Coordinator, Project Insights
Canutillo Independent School District

TEACHING EXPERIENCE

Aug 1989-May 1992 Bilingual Teacher, Canutillo Elementary School
Canutillo Independent School District

Aug 1988-May 1989 Bilingual Teacher, San Elizario Elementary School
San Elizario Independent School District

Sep 1986-May 1987 Graduate Teaching Assistant, History Department
The University of Texas at El Paso

LANGUAGES

English and Spanish

GRANT PROPOSALS (AWARDED)—PRIMARY AUTHOR

2001	Received $1.4 Million for Project AVANZA: A Two-Way Dual Language Initiative. U. S. Department of Education--Title VII, 2001-2006.
1999	Received $262,000 for Program Enhancement Project (PEP): A Two-Way Dual Language Initiative. U. S. Department of Education--Title VII, 1999-2001.
1999	Received $85,000 for Reading Is Key. Texas Education Agency--Academics 2000 Cycle 7, 1999-2001.
1997	Received $59,440 for Reading Is Key. Texas Education Agency--Academics 2000 Cycle 3.

KELLOGG NATIONAL LEADERSHIP FELLOW 1995-1998

This program enables professionals to explore new interdisciplinary pathways, develop a broader knowledge and experience base, and challenge their own perspectives on pressing issues of national and international concern. Over the course of three years, the fellowship allowed me to travel world-wide to explore creative solutions to social problems used by other cultures, including Costa Rica, Thailand, Scotland, Mexico, Israel, Jordan, Egypt, Tanzania, Guatemala, Peru, South Africa, and United States.

This experience allowed me to learn from the field of leadership development through active and experiential learning designed to enhance skill-building capacity of leaders to engage in collaborative practices. I continue to share the knowledge I have gained as a Kellogg Fellow and to enrich my leadership capacity by networking with my colleagues, other leaders and activists from across the U.S. and around the world.

More than anything else, the fellowship deepened my belief that a society's future is dependent upon its investment in its children. As I traveled around talking with fellow teachers and school administrators about their practice, I meet many people who care about education and who have compelling vision for change. But after we talked for a while the conversation often took a discouraging turn. No matter how hopeful our dialogue had been, no matter how many of our colleagues embraced a new vision, no matter how many practical possibilities we explored, someone would inevitably say, "These are wonderful ideas, but every last one of them will be defeated by the conditions in my school."

What I learned from that experience is that leaders (people committed to positive change) must learn to deal with the challenge that is the unwillingness of people and communities to challenge themselves to question their own assumptions. There is an overwhelming tendency to accept the status quo. I learned that to challenge the status quo, leaders need the courage to take

calculated risks, while at the same time valuing traditions. To do this, we need to learn to stomach ambiguity. The life of the world is messy, a source of suffering as well as creativity, and if we want to work for change, we must learn to live with the mess.

STATE AND REGIONAL PROJECTS

San Francisco, CA. "The Roles of *La Familia* in Schools on the U.S./Mexico Border: Implications for School-University-Community Partnerships." 13th International Roundtable on School, Family and Community Partnerships. Friday, April 7, 2006.

Austin, Texas. "Dual Language Immersion: What Administrators Need to Know." Texas Association of School Administrators. January 31, 2006.

San Antonio, Texas. "Title III for New Administrators—Part 1." Title Management Institute, Texas Education Agency. May 10-1, 2005.

Montréal, Canada. "Two-Way Bilingual Program in the US-Mexico Border: Results from a Three-Year Program Evaluation." American Educational Research Association Conference. April 13, 2005

San Antonio, Texas. "A Prototype for a Comprehensive Database System Used to Create Longitudinal Academic Profiles; Leadership in Promoting High Quality Education for English Language Learners." National Association for Bilingual Education. January 19-22, 2005.

New York, New York. "Effect of two-way bilingual education on literacy/biliteracy development in Hispanic immigrant students in the U.S." Imagining Multilingual Schools: An International Symposium on Language in Education—Teachers College Columbia University. September 30-October 2, 2004.

San Diego, California. "Project AVANZA—A Two Way Bilingual Program Initiative: Promoting High Quality Education for English Learners." California Association for Bilingual Education. June 29-July 2, 2004.

Austin, Texas. "Leadership in Promoting High Quality Education for English Learners." Texas Association of School Administrators. June 13-15, 2004.

San Diego, California. "Teachers' and Principals' Perceptions on Dual Language Acquisition a Texas School District on the US-Mexico Border." American Educational Research Association. April 12-16, 2004.

Albuquerque, New Mexico. "Leadership in Promoting High Quality Education for English Learners" & "A Prototype for a Comprehensive Database System Used to Create Longitudinal Academic Profiles for All Students." National Association for Bilingual Education. February 4-7, 2004.

New Orleans, Louisiana. "Regional Showcase: Project AVANZA—A Two-Way Bilingual Program Initiative and A Prototype for a Comprehensive Database System Used to Create

Longitudinal Student Profiles." National Association for Bilingual Education. January 29-February 1, 2003.

Houston, Texas. "Action Research as a Tool for Change: Case Studies from the US/Mexico Borderland and Shared Challenges of Educators, Board of Trustees Members, and Parents Implementing A Two-Way Bilingual Education Program and A Prototype for a Comprehensive Data Base System." Texas Association for Bilingual Education Conference. October 2-5, 2002.

Dallas, Texas. "Project AVANZA: 50/50 Two-Way Bilingual Program and Prototype for Comprehensive Database." Texas Association for Bilingual Education. October 17-20, 2001.

Phoenix, Arizona. "Conduct Your Own Longitudinal Study: A Prototype for a Comprehensive Database." National Association for Bilingual Education. February 21-24, 2001.

El Paso, Texas. "Shared Challenges of Educators and Parent Implementing a Two-Way (50/50 Model) Dual Language Program at the Elementary Level."
Texas Association for Bilingual Education Conference. October 25-28, 2000.

El Paso, Texas. "Developing Biliteracy in a Two-Way Dual Language Classroom."
Texas Association for Bilingual Education Conference. October 25-28, 2000.

San Antonio, Texas. "Insights on Leadership: An Administrator's Role in the Successful Schooling of Language-Minority Students" and "Partnerships for Developing Teacher Leaders."
National Association for Bilingual Education Conference. February 15-19, 2000.

Denver, Colorado. "Focus on the Future: The Mother-Daughter/Father-Son Programs."
National Association for Bilingual Education Conference. January 1999.

Dallas, Texas. "Making a Difference: The Mother-Daughter/Father-Son Programs." National Association for Bilingual Education Conference. February 22-24, 1998.

Alburquerque, New Mexico. "Chiapas: pasado, presente y futuro."
National Association for Bilingual Education Conference. February 3-6, 1997.

Orlando, Florida. "Implement Your Own Summer Science Camp."
25th Annual International Bilingual/Multicultural Education Conference of the National Association of Bilingual Education. March 12-16, 1996.

El Paso, Texas. "Project Insights: An Inquiry Based Math and Science Program for Limited English Proficient (LEP) Students." 23rd Annual Conference Texas Association for Bilingual Education. "Bilingual Education: The Gateway to Prosperity." November 8-11, 1995.

El Paso, Texas. "Project Insights Summer Science Camp: Kitchen Chemistry, Aviation and More." Emerging Literature of the Southwest Culture. 1st Annual International Conference. The University of Texas at El Paso. October 28-30, 1995.

El Paso, Texas. "Project Insights: Canutillo ISD's Math, Science and Language Initiative." A Conference for Teachers by Teachers: "Together We Shine!" Project BEEMS, College of

Education, The University of Texas at El Paso, April 28-29, 1995.

SERVICE TO NATIONAL, STATE & LOCAL PROFESSIONAL ORGANIZATIONS & INITIATIVES

2005-2006	Texas Association for Bilingual Education Parliamentarian
2003-2004	Upper Rio Grande Workforce Development Board Board Member
2003-present	Teachers for a New Era: Carnegie Foundation Grant to UTEP Assessment Workgroup & Induction Workgroup Member
2002-present	National Network for Educational Renewal—NNER Tripartite Council Member
2002-present	Girl Scouts of the USA National Nominating Committee
2003-2004	Kellogg National Leadership Alliance Board Member
2002-2005	National Association for Bilingual Education Treasurer & Parent Representative
2002-2005	Girl Scouts of the USA National Board Member
2001-2003	Texas Association for Bilingual Education Public Relations Committee Chair
2000-Present	Community Scholars, Inc. President & Board Member
1999-2001	Institute for Servant Leadership Board Member
1997-1999	Texas Association for Bilingual Education Newsletter Editor
1996-1997	Texas Association for Bilingual Education Public Relations Co-Chair
1996-1997	Teachers of English to Speakers of Other Languages President

1996	Teachers of English to Speakers of Other Languages Council of Presidents/Convener
1995-1998	Kellogg National Fellowship Program Fellow Group XV
1995	Leadership Development Seminar Outward Bound Alumna
1993-1995	Teachers of English to Speakers of Other Languages Vice President and Executive Vice-President
1993	West Texas Writing Project Fellow
1990 &1991	Canutillo Independent School District Appreciation Award
1985-1987	University of Texas at El Paso Served on President's Advisory Committee on Women
1984	University of Texas at El Paso Named in Men and Women of Mines
1983	University of Texas at El Paso History Department Admitted to Phi Alpha Theta

PROFESSIONAL MEMBERSHIPS

SWABE (Southwest Association for Bilingual Education) 1990-present
NABE (National Association for Bilingual Education) 1990-present
TABE (Texas Association for Bilingual Education) 1990-present
TESOL (Teachers of English to Speakers of Other Languages) 1989-present
NCTM (National Council for Teachers of Mathematics) 1990-1999
ASCD (Association for Supervision and Curriculum Development) 1990-present
AAUW (American Association of University Women) 1994-present
LWV (League of Women Voters) 1982-present

ADDITIONAL TRAINING AND SPECIALIZED CERTIFICATIONS

Professional Development and Appraisal System (PDAS)
Texas School Improvement Initiative (TSII)

BONNIE S. Y. ESCOBAR

MANAGEMENT AND ORGANIZATIONAL EXPERIENCE

- Strong supervisory skills with a "take charge" attitude, while instilling a teamwork environment
- Administered these Human Resource functions: hiring, evaluation, compensation, discipline and termination
- Efficiently administered operating budgets
- Annual planning and development of departmental goals and objectives to include long range planning
- Served as Chief Development Officer and Chief Operating Officer of the Greater El Paso Chamber of Commerce Foundation
- As chief officer for the Government Relations division managed the effective research, promotion and administration of government relations involving more than 500 volunteers, 70 partners and 20 programs

COMMUNICATION AND INTERPERSONAL SKILLS

- Exceptional communication, organizational and analytical skills with unique ability to motivate others
- Superlative public speaking skills and ability to address diverse audiences
- Excellent organizing skills emphasizing non-traditional coalitions resulting in Empowerment Zone designation
- Recruited & trained volunteer leadership and staff to carry out annual business plans
- Experienced trainer, counselor & advocate for program participants & the local Latino community
- Have presented more than 50 speeches at the local, state and national levels

FUND DEVELOPMENT AND OVERSIGHT

- Strong grant writing skills that have resulted in more than $2 million in one year
- Experience in managing non-profit capital campaigns that have raised nearly $3 million
- Responsible for all Chamber development activities and functions, to include coordination of the Annual Dinner, the activities of the Foundation, the Annual Investor Campaign, Communications & Marketing, and the development of the corporation's image and brand identity.
- Responsible for the motivation of volunteers, training and supervision of staff, and to support both the development of the Chamber Annual Business Plan, and long range and strategic planning

ADVOCACY AND COMMUNITY OUTREACH

- Keen advocate whose lobbying efforts have resulted in millions for the community
- Extensive experience in designing and implementing training programs that focus on public policy issues.
- Proven results in advocating for Latino and women's issues in the public arena
- Provided leadership to Legislative and Community Development operations for the business sector.
- Responsible for lobbying a defined local, state and federal business agenda, working in collaboration with public & private organizations, taking the lead in bringing these diverse interests together
- Advocated for and pursued appointments of Latinos to public, private, & non-profit boards & commissions

EDUCATION

Masters in Public Administration, University of Texas at El Paso **1997**
Bachelor of Science in Criminal Justice, University of Texas at El Paso **1985**

PROFESSIONAL EXPERIENCE

MJD & Associates **3/2003 to present**
Managing Partner **El Paso, Texas**
Services Provided: Serve as a consultant to local non-profit agencies on topics of management, fund development, grant writing and management and advocacy. Have been contracted by 8 agencies locally and have assisted in raising nearly $4 million dollars.

University of Phoenix **6/2000 to present**
Course Instructor **Santa Teresa, New Mexico**
Services Provided: Have been contracted to teach Local and State Government.

Housing Authority of the City of El Paso **8/2002 to 2/2003**
Grant Writer **El Paso, Texas**
Key Accomplishment: Served as the chief grant writing specialist on staff. In the six months of employment, wrote 3 successfully funded grants that totaled nearly $1 million dollars.

Greater El Paso Chamber of Commerce **3/2001 to 5/2002**
Senior Vice President, Corporate Development **El Paso, Texas**
Key Accomplishment: Successfully identified grant funding opportunities that fit into the Chamber's long term strategic plans which resulted in $2.1 million grant funding in one year.

Greater El Paso Chamber of Commerce **12/95 to 3/2001**
Senior Vice President, Government Relations **El Paso, Texas**
Key Accomplishments: Served as chief liaison for El Paso's Community Legislative Agenda with 70+ public and private organizations. This resulted in 100's of millions in additional revenue for El Paso. Solely developed, implemented and hosted the 1st El Paso Legislative Weekend that involved 33 legislators from Texas, New Mexico and Mexico. Spearheaded advocacy efforts for El Paso EZ, that resulted in designation in January 1999.

Mexican American Legal Defense and Educational Fund (MALDEF) **11/91 to 11/95**
El Paso Leadership Director **El Paso, Texas**
Key Accomplishment: Developed and implemented both a basic and advanced leadership program that serves the diverse needs of the El Paso community. Advocated for and saw the placement of more than 40% of program participants on boards & commissions.

University of Texas at El Paso **7/89 to 11/91**
Interim Director, Student Programs and Leadership Development **El Paso, Texas**
Key Accomplishment: Gained extensive experience in the administration & management of student activities/programs, established the first leadership development center, and organized the first UTEP Woman's Leadership conference.

University of Texas at El Paso **10/87 to 7/89**
Student Development Specialist, Student Programs Office **El Paso, Texas**
Key Accomplishment: Was instrumental in implementing new strategies for the annual Leadership Retreat. Leadership capabilities led to promotion as Interim Director of Student Programs & Leadership Development. Proficient with computers for purposes of publicity, newsletters, databases, & spreadsheet capabilities.

Internal Revenue Service **10/85 to 10/87**
Supervisory Control Clerk: **Austin, Texas**
Key Accomplishment: Contributed major sections of the new and revised Employee Handbook/Manual, which was completed in May '87. Instructed entire division on the use of new computer procedures & manuals. Received a Sustained Superior Award from the IRS Commissioner in March '87.

St. Edward's University **10/85 to 1/87**
Student Activities Assistant: **Austin, Texas**
Key Accomplishments: Developed a handbook for the Student Government and student organizations. Developed and designed a book to highlight all registered student organizations on campus.

AWARDS AND ACCOMPLISHMENTS

Estrella Award, Hispanic Women's Network of Texas	2004
Nominated as "Reach Award" Recipient	1999 & 1997
Recognized as "One of Ten Business Leaders to Watch" by the El Paso Times	1997
Leadership Texas Participant, Class 9	1994
"Orgullo Hispano", Outstanding Achievement for Hispanic Community, KINT Channel 26	1994
El Paso Times Notables of the Year in Community Work	1993
National Women's History Month, Unsung Heroine	1992
El Paso Times Hispanic Women to Watch	1992
IRS Sustained Superior Performance Award	1987
Outstanding Young Women of America	1985

COMMUNITY SERVICE

El Paso Symphony Orchestra, Board member	2003 to present
Greater El Paso Chamber of Commerce, Board member	2002 to present
Paso Del Norte YWCA	2002 to present
- Public Policy Committee member	
- Board of Directors, installed 2005	
El Paso Empowerment Zone Corporation, Board of Directors	1999 to 2002
- Board Chair, 1999	
Junior League of El Paso	1999 to present
Visiting Nurses Association, Board of Directors	1996 to 1999
Rio Grande Girl Scouts Council, Board of Directors	1995 to 1998
Project Change, Task Force Member	1995 to 2000
Executive Forum, member	1994 to present
-Board of Directors, 1997	
El Paso Community College, Northwest Center Community Advisory Board	1994 to 1997
El Paso Times Editorial Board Community Representative	1993
El Paso Community Foundation, Plaza Theater Restoration Board of Directors	1992 to 1993
El Paso Public Library Board Association, Board of Directors	1992 to 1997
KCOS Public TV, Community Advisory Board	1992 to 1993
El Paso Hispanic Chamber of Commerce, member	1991 to 1995
- Board of Directors, 1992 to 1994	
City of El Paso Charitable Solicitations Commission	1990 to 1993
Hispanic Women's Network of Texas, member	1990 to present
- Chapter President, 1995 to 1997	
- State Convention Chair 1997	
Texas Women's Political Caucus Executive Committee	1988 to 1992
- Regional Vice-Chair, 1988 to 1992	
American Heart Association	1987 to 1990
- Speakers Bureau Chairperson, 1987-88	
- Community Task Force Coordinator, 1988-90	
El Paso Women's Political Caucus	1987 to 1992
- Communications Chair, 1987	
- Newsletter Editor, 1987-89	
- Public Relations Chair, 1989	
Chi Omega Sorority Alumnae Association, member	1986 to present
El Paso Commission for Women, member & founder	1986 to present
- Board of Directors, 1988-93	
- Vice-Chair, 1989-91	
- Chair, 1991-93	
Mexican American Women's National Association	1983 to 1988
- National Board of Directors, 1985-88	
- Secretary, local chapter, 1983-84	

PUBLIC PRESENTATIONS

Panel Speaker, "Getting Appointed to City Boards and Commissions", El Paso Commission for Women, February 1992

Guest Speaker, Ysleta Independent School District Career Day, Ysleta Elementary, April 28, 1992

Guest Speaker, "Leadership Development", Guatemalan Agricultural Student Training Program, January 11, 1993

Panel Speaker, Mother-Daughter Program Career Day, The University of Texas at El Paso, 200 young women, January 30, 1993

Keynote Speaker, "Addressing Diversity in the Workplace", IAAM District VI Mid-Winter Conference and El Paso Convention & Performing Arts Center, March 2, 1993

Panel Speaker, "Women at Work: Opportunities, Leadership, and Balance", Sun Towers Behavioral Health Center and El Paso Community College, 100 participants, June 24, 1993

Guest Speaker, "MALDEF Leadership Development Program", Federal Executive Association quarterly meeting, August 17, 1993

Workshop on "Developing Your Power Bases", Texas Association of Chicanos in Higher Education, El Paso Community College,

Workshop on Leadership Skills, Thomason Hospital, Health Careers Program for Area Youth, 21 participants, September 29, 1993

Guest Speaker, The University of Texas at El Paso, Border Politics Honors Class, February 14, 1994

Workshop on "Nuts and Bolts of Advocacy and Coalition Building", El Paso Public Library, February 26, 1994

Panel Speaker, "Women and the Border Economy", NAFTA Forum Series, El Paso Community College, March 10, 1994

Keynote Speaker, Women's History Month Program, "Leadership Opportunities in El Paso", United States Department of the Interior, Bureau of Reclamation, March 24, 1994

Keynote Speaker, Federally Employed Women (FEW), White Sands Missile Range, Three Crosses Chapter, 25 members, April 14, 1994

Keynote Speaker, "Developing Personal Power", American Marketing Association, June 15, 1994

Workshop on "Developing Personal Power", Employee Training for the El Paso Convention & Performing Arts Center, July 13, 1994

Panel Speaker, "Women's Ways of Leading", The University of Texas at El Paso, 100 Community participants, October 11, 1994

Workshop on "Vision Building", The University of Texas at El Paso, Emerging Leaders Program, 50 participants, October 15, 1994

Workshop on Political Involvement, Ysleta High School Student Leadership Conference, 125 participants, March 4, 1995

Guest Speaker, "Community Involvement Made Easy for Parents", Ysleta High School Parent Night, 100 participants, April 27, 1995

Keynote Speaker, "Community and Schools: Involvement is the Key", Ysleta Teachers Association Community Relations Dinner, May 11, 1995

Keynote Speaker, "The Challenge of Leadership", Associacion de Lideres Mexico Americanos (ALMA) Annual Dinner, September 16, 1995

Guest Speaker, Inauguration for the University of Texas at El Paso Public Policy Center, "The Impact of the 1996 Elections on Legislative Initiatives that Impact El Paso", UTEP, 200 participants, November 11, 1996

Keynote Speaker, "Leadership and Latinas: Challenges and Opportunities", Texas Women's University, Hispanic Heritage Week Activities, 100 participants, September 30, 1997

Panelist, "The Politics of Infrastructure", UTEP Border Economic Conference, October 22, 1998, 100 people