University of Guam
Unibetsedåt Guahan
Regent Nominating Council
UOG Station, Mangilao, Guam 96923
Tel: (671) 735-2990 • Fax: (671) 734-2296

Regent Nominating Council

Chairperson
Ms. Mari Flor Herrero
Board of Regents

Vice Chairperson
Dr. Annette Santos
Administrative Council

Secretary
Mr. Robert Paulino
Member-At-Large

Ms. Michelle Blas
Faculty Senate

Ms. Sallie McDonald
Staff Council

Ms. Amanda Shelton
Alumni Association

Mr. Darryl Navarro
Student Government Assoc.

Hon. Melissa Savares
Mayor's Council of Guam

Mr. Lawrence Alcairo
Guam Youth Congress

Dr. Rebecca Stephenson
Member-At-Large

Ms. Antonita Blas
Member-At-Large

Administrative Support
Office of the President

June 15, 2017

GL#34-17-683
Speaker Benjamin J.F. Cruz

JUN 30 2017
Time: 11:51 AM [ ] PM File No 34-595
Received By

The Honorable Edward J.B. Calvo
Governor of Guam
Office of the Governor
P.O. Box 2950
Hagåtña, Guam 96932

Dear Governor Calvo:

The term of Regent Antoinette D. Sanford ends on August 2, 2017, which will create a vacancy on the University of Guam Board of Regents (BOR). Pursuant to the mandate established by Public Law 26-24, the Regent Nominating Council is required to submit recommendations thirty days prior to the expiration of a term. The Governor then has 45 days to make the appointment. In compliance with this mandate, the RNC is submitting this list of three nominees from which the vacancy is to be filled.

The search and selection process is described in Appendix I. The RNC nominates the following three outstanding candidates for your consideration, listed in ranking order.

1st: Liza Ann J. Provido
2nd: Lesley Anne Leon Guerrero
3rd: Sandra H. McKeever

JUN 30 PM 1:10

On behalf of the RNC, I respectfully request that you make an appointment from this list at the earliest possible date to comply with the spirit and intent of Public Law 26-24 subject to the consent of I Liheslaturan Guahan.

Please note that the RNC has determined that all previous lists have expired and cannot be considered as recommendations by the Council. The current list expires after 45 days. Full application packets for each of the nominees is furnished in Appendix II to assist you with your deliberation. If there is a nominee that you are not familiar with, I would like to suggest that you interview the nominee.

We look forward to working with you to make the University an institution of which we can all be proud.

Sincerely,

Mari Flor Herrero
Chairperson, Regent Nominating Council

Cc: Honorable Benjamin J.F. Cruz, Speaker & Chair, Committee on Appropriations & Adjudication, 34th Guam Legislature
Honorable Therese M. Terlaje, Vice Speaker, 34th Guam Legislature
Honorable Joe S. San Agustin, Chair, Committee on Education, Finance & Taxation, 34th Guam Legislature
Regent Antoinette D. Sanford, Chair, UOG Board of Regents
Dr. Robert A. Underwood, President, UOG

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PROCEDURES FOR THE CONDUCT OF A SEARCH FOR REGENT CANDIDATES AND THE SELECTION OF REGENT NOMINEES

APPENDIX I

Regent Nominating Council

Approved September 6, 2002 (Revised December 3, 2009)

According to Public Law 26-24, Section 16104.5. b(2), the Regent Nominating Council, (hereafter referred to as the 'Council') in making its nominations shall: "consider the needs of the University of Guam; advertise; locate potential candidates; maintain a list of their names and contact information; match potential candidates with projected vacancies; review candidates' qualifications and references; conduct interviews; and carry out other recruitment and screening activities as necessary."

These procedures are intended to provide expanded guidelines, in compliance with the intent of Public Law 26-24, for the conduct of a periodic search for Regent Candidates and for the selection and submission of Regent Nominees to *I Maga'lahen Guåhan* for appointment, subject to the advice and consent of *I Liheslaturan Guåhan.*

These procedures may be amended by a majority vote of the Council. The implementation of each search is documented by the support staff assigned to the Council. The outcome of each search is documented in the Council minutes and is made available upon written request to the Chair of the Regent Nominating Council.

PROCEDURE ONE: Determination of Schedule of Periodic Regent Searches

It is critical that any vacancy on the Board be filled promptly. According to Public Law 26-24, Section 16104.5. b (4) nominations shall be made thirty (30) days prior to the expiration of a term, or within fourteen (14) days following an unforeseen vacancy. This is interpreted to mean business, not calendar, days. The Council maintains an up-to-date schedule of each anticipated vacancy on the Board and initiates a search at least sixty (60) days prior to the anticipated expiration of a term.

In the event of an unforeseen vacancy, the Council selects from those still available a nominee who best fits the profile of what is needed to achieve the desired composition of the Board.

PROCEDURE TWO: Determination of Desired Composition of Board

Prior to the initiation of a search the Council meets to review the selection criterion and to determine the desired composition of the Board, given current and anticipated vacancies and the needs of the Board.

PROCEDURE THREE: Solicitation of Regent Candidates

As defined in the Regent Nominating Council By-Laws, Article XI, a Regent Candidate (hereafter referred to as 'candidate') is a person selected by the Council as a potential Regent Nominee. A Regent Nominee (hereafter referred to as 'nominee') is a person nominated by the Council, whose name is sent forward to the Governor as a potential appointee. A Regent Appointee is someone who has been nominated by the Council and appointed by the *I Maga'lahen Guåhan,* but whose appointment has not yet been confirmed by *I Liheslaturan Guåhan.*

It is the responsibility of each member of the Council to use his/her constituent group and networks to identify and personally solicit the application of distinguished leader in the community in order to establish an adequate and credible pool of candidates.

In addition to personal solicitation, the Chair arranges for the production of an appropriate advertisement for publication in the *Pacific Daily News* and other local/regional commercial publications, as appropriate. This advertisement is approved by the President of the University of Guam and corporate co-sponsor, if applicable. The first advertisement published allows a submission deadline of no less than fourteen (14) calendar day.

The advertisement is also published in *Triton's Call* and disseminated through the campus public information network, *Hafa Malolofan.* It is also distributed to all governmental agencies, boards and commissions and to all professional associations. A current distribution list is maintained by the administrative staff assigned to the Council.

PROCEDURE FOUR: Preparation of Applicant Information Packets

The Council views the search process itself as an opportunity to begin the orientation of prospective regents and to educate the public about what is expected of any person appointed to the Board.

Toward this end, the support staff assigned to the Council by the UOG President, with oversight from the Chair, prepares information packets to be provided to all interested persons. Completed packets are made available in the UOG Administrative Office beginning the same day that the advertisement is first published.

Each information packet is neatly organized in an official color portfolio which displays the UOG logo and name and contains the following materials:

- Cover Letter from the Chair of the Council
- Table of Contents
- Solicitation advertisement
- Mission Statement of the University
- A reprint of "Governing in the Public Interest: External Influences on Colleges and Universities" adopted by the Association of Governing Boards of Universities and Colleges, April 1, 2001 or comparable AGB document.

- Statement of Selection Criteria for Regent Candidates
- UOG Regents' Code of Conduct
- Frequently Asked Questions of Prospective Regent Candidates
- Regent Eligibility and Commitment Verification Form
- Regent Applicant Form and Check List.

As specified in the Check List, applicants must submit the following items by 5:00 p.m. of the announced closing date:

- Letter of intent
- Curriculum vitae or resume
- Three letters of recommendation
- Signed Eligibility and Commitment Verification Form.

PROCUDURE FIVE: Collation of Applicants

Applications are accepted by the Council administrative staff until 5:00 p.m. of the posted closing date. Written notification of receipt of application is sent to each applicant within five business days after the closing date (see sample letter A attached).

A log is maintained by Council support staff which includes the name of applicant, time of submission of application, status of application, and party acknowledging receipt of application. Each applicant file is treated as confidential information and kept in a locked file cabinet.

PROCEDURE SIX: Ranking of Candidates and Selection of Nominees

Applicant files are made available to each member of the Council within a reasonable time period prior to the scheduled meeting to rank applicants. To rank the applicants the following steps are followed:

1) Each Council member independently ranks each applicant according to these four broad categories:
- Highly Recommended (First Tier)
- Strongly recommended (Second Tier)
- Only if No One Else Applies (Third Tier), i.e. a suitable candidate but the person does not meet the preference profile for this particular search.
- Not Suitable (Fourth Tier).

2) The Council then ranks those in the Highly Recommended group in numerical order of perceived preference. A vote of six (6) Council members shall be required to finalize the ranking and selection of nominees.
3) To the extent that nominee applications do not readily lend themselves to clearly differentiated ranking, a formal interview process may be required. This may protract the review process but time expended to ensure quality selection will reap dividends in the enhanced performance of the Board. This issue is addressed as required.

4) If the Council is unable to make the necessary selection(s), then the Council may schedule another meeting to include members not present or resume its recruiting effort. The Council may require personal interviews to finalize its selection.
5) In such an event it is appropriate for the Council to contemplate an expanded recruitment mandate. If passive recruitment (i.e., newspaper advertising) proves inconclusive, then the Committee should adopt an active recruiting posture. Such an approach could encompass further advertisements, public "proselytizing" (e.g., via radio talk shows, Chamber of Commerce and Rotary Club meetings, village meetings organized through the Mayor's Council, personal contacts, etc.) and other initiatives to heighten public awareness of and enthusiasm for the service on the Board.

After the ranking is complete, all applicant files are returned to the administrative staff assigned to the Council. All discussions of applicants shall be treated as confidential.

PROCEDURE SEVEN: Notification of Applicants

Prior to the submission of nominees to the Governor, each nominee is personally contacted by an officer to ascertain whether/ she is able to accept the nomination. This verbal acceptance is followed up with written notification of nomination (see sample letter B attached) which includes a list of additional information that will be required by the Governor, if appointed. Within seven calendar days of the Council's final selection of nominees, all candidates are sent a letter informing the candidate of the outcome of the Regent search. (see sample letter C attached). The application of all Regent Candidates is retained for up to three years from the date of his/her application, unless a request is made in writing to the Chair to be removed from the pool.

PROCEDURE EIGHT: Submission of the List of Nominees and Declaration of the Autonomy of Regents

The approved list of *at least* one (1) and *no more than* three (3) nominees for each vacancy is transmitted by the Chair of the Regent Nominating Council to *I Maga'lahen Guåhan* in the form of a transmittal letter. This letter may provide a rationale for the selection of this (these) nominee(s) with reference to the desired composition of the Board. The Chair attaches to this transmittal letter a copy of each nominee's application file and the approved Procedures for the Conduct of a Search for Regent Candidates and the Selection of Regent Nominees.

According to the law, if *I Maga'lahen Guåhan* does *not* make the appointment within forty-five (45) days of a vacancy, the Speaker of *I Liheslaturan Guåhan* shall make an appointment from the identical list submitted to *I Maga'lahen Guåhan* by the Council, subject to the advice and consent *of I Liheslaturan Guåhan.*

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University of Guam
Unibetsedåt Guahan

Regent Nominating Council
UOG Station, Mangilao, Guam 96923
Tel: (671) 735-2990 • Fax: (671) 734-2296

APPENDIX II

REGENT APPLICATION FORM AND CHECK LIST

Please complete the following:

Name of Applicant: Liza Ann J. Provido

Mailing Address: P.O. Box 10389 Tamuning, Guam 96931

E-mail Address: ptarchitects@teleguam.net

Contact numbers:

(Home) 646-1361 (Office) 646-1361 (Cellular) 487-3723 (Pager) _____

Please submit this Regent Applicant Form and Checklist with the required application material attached to Christine Mabayag, Office of the President, UOG.

Late or incomplete applications will not be considered.

Attach the following to this form:

1. Cover letter, stating why you would like to serve on the Board of Regents, addressed to;

   Chairperson, Regent Nominating Council
   C/O Office of the President
   University of Guam
   Mangilao, Guam 96923

2. Current curriculum vitae.
3. Please have a minimum of three letters of recommendation submitted directly to the Regent Nominating Council c/o Chris Mabayag, Office of the President, University of Guam, UOG Station, Mangilao, Guam 96923
4. Signed "Eligibility and Commitment Verification Form".
5. DD Form 214 (For applicants with prior military service).

For Verification Purposes:

/ ✓ / This is to verify that the application submitted is complete as of:

6/1/17

/ _ / This is to verify that the application submitted is incomplete as of:

_____

DATE : May 31, 2017

PROVIDO • TAN • JONES ARCHITECTS INC
Member of American Institute of Architects
Guam and Micronesia Chapter

ATTENTION : Mariflor Hernandez
Chairperson, Regent Nominating Council
c/o Office of the President
University of Guam
Mangilao, Guam 96923

SUBJECT : UOG Board of Regents Nomination

Dear Madam Chairwoman:

I have been very fortunate to practice my profession as a registered architect for well over 25 years here in Guam. My graduate level education as an architect was mainly funded through UOG's professional technical scholarship program. I returned home in December 1990, after a brief internship in Philadelphia, coming back to the island "at the right place at the right time", which was in the midst of the Japanese bubble economy. I had always felt a sense of gratitude for the University's investment in furthering my education, which is well beyond measure. My first project with J. B. Jones Architects Inc. was the University's RFK Library which I was responsible for as project manager from design to construction. It was an incredibly large undertaking for a young intern architect just out of school, but valuable experience gained in the path to licensure.

It was important for me to remain engaged in improving the quality of life of our island community, not only as an architect but as a civic-minded resident. My involvement initially began by joining in the local chapter of the American Institute of Architects, Rotary Club of Guam Sunrise and then eventually serving on both the PEALS and Guam Historic Preservation Boards. The years of serving on various boards has been both a personally rewarding and professionally fulfilling experience. It has taught me the value of consensus, the art of negotiation, conflict resolution, and the importance of maintaining ethical standards. I have gained much insight on how to effectively carry out a board's mandate, to influence policymaking, whether it be as a regulator of professional licensing laws, an advocate for historic preservation, elected officer or committee volunteer for non-profit activities.

Serving on the UOG Board of Regents, an institution of higher learning would be an even greater honor. While the challenges are different in nature, it is yet another level of participation in the public interest that would be my privilege and would merit my best effort and commitment. The University environment fosters academic achievement, cultivates intellectual curiosity and encourages creative thinking and I look forward to an opportunity in carrying out its mission. The Board's consideration of my nomination is very much appreciated.

Sincerely,

Liza Provido AIA

927 Pale San Vitores Road PO Box 6463 Tamuning, GU 96931 Tel 671 646 1361 E MAIL ptarchitects@teleguam.net
Doc. No. 34GL-17-0683.



RESUME

LIZA ANN J PROVIDO AIA, Principal

PROFESSIONAL LICENSES & REGISTRATION

Architect License No 257 Guam USA
Architect License No A093 C.N.M.I. USA
National Council of Architectural Registration Board No 44,972

EDUCATION

MASTER OF ARCHITECTURE 1987
University of Pennsylvania, Philadelphia, Pennsylvania

BACHELOR OF ARTS IN ARCHITECTURE 1984
Washington University, St Louis, Missouri.

HONORS / AWARDS

E Lewis Dales Travelling Fellowship 1986

Seattle's Art of Downtown Housing Design Competition
Hon Mention: Category C: Four Lots Linear Row 1988.

Pacific Air Forces (PACAF) Design Award
Concept Design Category: High Tides Lounge, Top of the Rock, Andersen Air Force Base 2008

United States Air Force (USAF) Design Award
Merit Award Interior Design Category: High Tides Lounge, Top of the Rock, Andersen Air Force Base 2008

PROFESSIONAL AFFLILIATIONS

American Institute of Architects, Guam/Micronesia Chapter
President 1996. / Secretary 1994. / Executive Board Associate Member 1992.

Sunrise Rotary Club of Guam
Charter Member 2001 / President 2005 / President-Elect 2004 / Secretary 2003 / Treasurer 2002

Soroptimist International of the Marianas 2002-2004
Treasurer 2003

Professional Engineers, Architects & Land Surveyors (PEALS) Board
Board Member September 28, 2007 – present / Chairwoman 2010 – 2012 / Secretary 2008

Guam Historic Preservation Board
Board Member Architect Alternate 2004 – 2012 / Secretary 2007

PROFESSIONAL SERVICE AWARDS

Academy of Our Lady of Guam High School Hall of Fame 2014 Laureate

First Hawaiian Bank and Guam Business News Magazine Businesswoman of the Year 2014 Nominee

PEALS Golden Jubilee Recognition Award
First Woman Architect Board Member and Chairwoman 2010

Salvation Army Volunteer of the Year Award 2001

Rotary International Presidential Citation Award
In Recognition of Outstanding Leadership for Septic Tank Projects / The Rotary Club of Guam Sunrise 2007

SPORTS

Guaiya Todu Women's Tennis Club (Non-Profit Organization) 2015 Charter Member

WORK EXPERIENCE

PROVIDO • TAN • JONES ARCHITECTS INC, Tamuning, Guam.
Principal Architect, 1996 – Present
Marketing and client contact, negotiate professional fees, discuss project requirements, programming and budgeting. Responsible for design & quality control of projects from schematics to construction documentation. Project management responsibilities include supervision of production staff, engineering consultants, preparation of cost estimates & project scheduling. Involved with overseeing overall construction administration services. Responsible for interior design services including sourcing out and specifying finish materials, providing FF&E (furniture, fixtures, equipment) packages and assist owners with procurement.
a. Reconstruction of Inarajan Homes, Guam Preservation Trust, Inarajan, Guam.

b. Great National Insurance Underwriters Office Interior Remodeling and Replacement, Tamuning, Guam.
c. Citizens Security Bank Headquarters, Julale Building, Agana Guam.
d. Pacificare Clinic Improvements, Tamuning, Guam.
e. Santa Fe Hotel, Tamuning, Guam
f. Agat Commercial Center, Agat, Guam.

J.B. JONES ARCHITECTS AIA INC, Tamuning, Guam.
Associate Architect, Feb 1990 – 1996.
a. University of Guam RFK Library
Addition and Renovation, Mangilao, Guam.
b. Guam Visitors Bureau Center, Tumon, Guam.
c. Chamorro Village, Hagatna, Guam.
d. Dominican School and Campus, Yigo, Guam.
e. Calvo's Insurance Dededo Branch
(Interior Renovation), Dededo, Guam.
f. Manenggon Hills Resorts, Yona, Guam
Duplex Units and Single Family Homes.
g. Acanta Luxury Stores Investment Plaza, Tumon, Guam
(DRC / TLUC processing and review)

DAGIT SAYLOR ARCHITECTS Philadelphia, Pennsylvania
Intern Architect May 1987 – Dec 1989
a. Cherry Hill Shopping Mall Renovation, Cherry Hill, New Jersey
b. College of Wooster Residence Hall, Wooster, Ohio
c. Easter Seal Society School for Handicapped Children
And Adult Outpatient Facilitates, Montgomery County, PA.
d. Medveckis Residence Renovation, Philadelphia, Pennsylvania
e. Swarthmore College Wharton Hall Renovation, Phase II
Swarthmore, Pennsylvania.
f. Krusen, Evans & Byrne Law Office Renovation, Philadelphia

May 22, 2017

Chairman, Regent Nominating Council
c/o Chris Mabayag, Office of the President
University of Guam
Unibetsidat Guahan
Regent Nominating Council
UOG Station, Mangilao, Guam 96923

Reference: Recommendation letter for Liza Ann J. Provido, AIA

Dear Regent Nominating Council:

Liza Provido, AIA, will make an excellent Regent because of the same qualities that have made her a leader in her architectural profession. She is patient, trustworthy, well organized, and an excellent listener.

The quiet studious young intern of three decades ago, has her masters from the University of Pennsylvania, and is now an experienced, articulate business woman and guardian of her profession.

She has served on the Professional Engineers, Architects and Land Surveyors for ten years becoming the first woman architect chairperson. She has also served on the Guam Historic Preservation Review Board and was part of the team instrumental in finally getting the Guam Legislature Building restoration underway.

Liza has been a leader in Rotary and past president of the Guam and Micronesia Chapter of the American Institute of Architects, where youth development and high school career day participation was emphasized.

As a former career businesswoman, I admire her work ethic, and if given the opportunity, I am sure she will work equally hard on behalf of the University of Guam.

Sincerely,

Luchie Jones, O.P

P.O. Box 10389, Tamuning, Guam 96931

ARCHITECTS LAGUAÑA, LLC
ARCHITECTURE • PLANNING • INTERIORS

May 24, 2017

Regent Nominating Council
Office of the President
University of Guam
UOG Station
Mangilao, Guam 96923

To whom it may concern,

I have known Liza for several years both as a friend and colleague in the profession of architecture. We both previously served as board members on the Guam PEALS Board and the Guam Preservation Trust.

In the private sector, she has affiliations in organizations that promote and provide community service to our island. These affiliations in both the public and private sector have shown Liza's willingness, commitment, and dedication to improving and helping out on our island as we move forward. With her technical skills as an architect and planner, and her personal skills as a collaborator and listener in a committee or group environment, it makes her a good choice as a candidate for membership on the Board of Regents.

As the University of Guam moves forward with its facilities expansion plans, it would be helpful and appropriate to have someone in her capacity and with her experience to provide input and guidance from a unique perspective.

It is with this that I therefore give my full support for Ms. Liza Provido's candidacy as a member of the University of Guam's Board of Regents.

Sincerely,

Andrew T. Laguaña, FAIA, NCARB
Principal, Architects Laguaña, LLC

446 East Marine Corps Drive, Suite 200 • Hagåtña, Guam 96910
Phone (671) 632-6251/2 • Email architectslaguana@gmail.com
Doc. No. 34GL-17-0683.

TO:
Regent Nominating Council

Through
Mr. Chris Mabayag
Office of the President
University of Guam
UOG Station
Mangilao, Guam 96923

May 30, 2017

Greetings!

This is to express my unequivocal support for the nomination of **Liza Ann Provido** to the Board of Regents of the University of Guam.

As pastor and spiritual director, I can attest to the good moral stature, integrity, and probity of Liza, and to the high regard with which she is held in the community.

Liza has been a constant supporter of many Church projects and charitable works, who has made numerous generous and invaluable contributions, particularly in the construction of the Divine Mercy Shrine.

The Board of Regents of the University of Guam would gain a consummate professional with an outstanding personal character in Liza, and would be greatly benefitted by her addition to this esteemed body.

Very Truly Yours,

Rev. Fr. Joel Delos Reyes
Pastor
San Vicente Ferrer- San Roke Church
Archdiocese of Agana

University of Guam
Unibetsedåt Guahan
Regent Nominating Council
UOG Station, Mangilao, Guam 96923
Tel.: (671) 735-2990 • Fax: (671) 734-2296

REGENT APPLICANT

ELIGIBILITY AND COMMITMENT VERIFICATION FORM

This is to verify that I, the undersigned, meet the following requirements for appointment to the University of Guam Board of Regents:

- I am a US citizen or permanent resident alien.
- I have been a resident of Guam for at least three years.
- I am not currently an employee of the Government of Guam or of UOG.

Furthermore, I have read the information provided and, if appointed as Regent, commit to uphold the mission statement of the University of Guam and to abide by the Regents' Code of Conduct.

Name (print): Liza Ann J. Provido

Signature: Liza Ann J. Provido

Date: June 1, 2017

University of Guam
Unibetsedåt Guahan
Regent Nominating Council
UOG Station, Mangilao, Guam 96923
Tel: (671) 735-2990 • Fax: (671) 734-2296

REGENT APPLICATION FORM AND CHECK LIST

Please complete the following:

Name of Applicant: Lesley Leon Guerrero

Mailing Address: 245 San Roke Drive, Barrigada 96913

E-mail Address: lesleyanne79@gmail.com

Contact numbers:

(Home) 969-9601 (Office) 472-5740 (Cellular) 483-9600 (Pager) _____

Please submit this Regent Applicant Form and Checklist with the required application material attached to Christine Mabayag, Office of the President, UOG.

Late or incomplete applications will not be considered.

Attach the following to this form:

1. Cover letter, stating why you would like to serve on the Board of Regents, addressed to;

   Chairperson, Regent Nominating Council
   C/O Office of the President
   University of Guam
   Mangilao, Guam 96923

2. Current curriculum vitae.
3. Please have a minimum of three letters of recommendation submitted directly to the Regent Nominating Council c/o Chris Mabayag, Office of the President, University of Guam, UOG Station, Mangilao, Guam 96923
4. Signed "Eligibility and Commitment Verification Form".
5. DD Form 214 (For applicants with prior military service).

For Verification Purposes:

/ ✓ / This is to verify that the application submitted is complete as of:

6/9/17

/ _ / This is to verify that the application submitted is incomplete as of:

_____

University of Guam
Regent Nomination Council
UOG Station
Mangilao, GU 96923

Lesley-Anne Leon Guerrero
245 San Roke Drive
Barrigada, GU 96913

April 7, 2017

Hafa Adai Regent Nomination Council!

It is with great honor and excitement that I submit the attached nomination packet for consideration by the nomination council. I have personally witnessed the true value, strength and uniqueness demonstrated by the University of Guam (UOG) and am a firm believer that beside being the *natural choice*, it should be the *first choice*. Professionally, I too have chosen to work for an organization with strong local ties, one deeply rooted in our community and dedicated to the development and success of our people, something I personally feel extremely passionate about.

Two years ago, I submitted a letter of intent as part of the application process into the Professional Masters of Business Administration (PMBA) Program. At the time, I believed the true benefit of a graduate degree was purely professional growth. A year later, what I came to realize was the benefits were actually far greater than that. My experiences were truly memorable and the relationships I built are lifetime commitments. Throughout the program I was inspired to open up, step outside my comfort zone and contribute to the bigger conversation. I learned from resources that spoke to me from different angles, was introduced to new and emerging theories and was constantly challenged by our professors to think outside the box and question the status quo.

What this experience gave me was a greater appreciation for the wisdom, talent and programs offered by the University. What I have come to truly appreciate is the tremendous strength of this organization. That strength is found living and breathing with its people - those who teach and those who go there to learn. It is well represented by the creative environments that are brought to life within the walls of each classroom – and sometimes outside those spaces. I am an absolute supporter of the University of Guam and would be honored to use my experience and attitude towards enhancing these strengths in a greater capacity.

Thank-you in advance for your time and consideration. Biba UOG and Biba Guam!

Si Yu'os Ma'ase,

LLG

Lesley-Anne Leon Guerrero

LESLEY-ANNE LEON GUERRERO

245 San Roke Drive | Barrigada, GU 96913 | 671.483.9600

lesleyanne79@gmail.com

PROFILE

An innovative, service-driven professional with experience in customer service, public relations, community outreach and emergency management. Motivated by opportunities to create memorable experiences and passionate about helping people.

WORK EXPERIENCE

VICE PRESIDENT, DIRECTOR OF CUSTOMER SERVICE
BANK OF GUAM
HAGATNA, GUAM
8/2011 - PRESENT

Responsible for the general direction of the organization's Customer Experience and Support Team Services and relevant strategic goals

Develops and oversees the Customer Support team, as well as implements infrastructure and necessary processes through the study of customer satisfaction and behavior, industry trends and competitive knowledge

Monitors key performance metrics and sets goals and objectives to drive service level, performance standards and improve customer satisfaction

Provides reports to management regarding operational efficiency, performance issues, recommendations for improvements and customer experience.

Establishes policies for rapid and effective resolution of support cases and chronic or significant complaints or quality issues to maximize efficiency and customer loyalty

PUBLIC AFFAIRS OFFICER
GUAM HOMELAND SECURITY/OFFICE OF CIVIL DEFENSE
AGANA HEIGHTS, GUAM
7/2007 - 2/2011

Management position, reported directly to the Homeland Security Advisor on all daily matters, public perception and approval, emergency activations and incidents of national significance

Served as the official spokesperson for the organization working closely with local media and various marketing groups to maintain partnerships, publicize the organization's mission, develop outreach and training initiatives and to promote public support of response efforts

Developed and edited press releases, media advisories, talking points for senior leadership, public service announcements, fact sheets and press packets for public distribution

Managed the content and overall direction for all social and traditional media to include all print, radio and television interviews, news releases, press conferences, the www.guamhs.org website, facebook, twitter and YouTube accounts

Responsible for the overall program management of all outreach activities to include the coordination of public education and awareness initiatives, the *Get Ready Guahan* and the *Know How Now* multi-hazards campaigns, grant writing, program development and coordination of special events, government ceremonies and promotional activities

Prepared annual grant investment justifications detailing budget estimations, projected timelines and milestones to secure funding to support new and ongoing public information and community outreach efforts

Supervised the Joint Information Center (JIC) as the Lead Public Information Officer (PIO) for the Government of Guam employing the *One Message, One Voice* strategy throughout numerous emergencies and disasters and facilitated the Island's emergency communications and mass public messaging system through the activation of the Emergency Alert System (EAS)

Periodically updated and revised the Public Information and Crisis Communication Emergency Operating Procedures (EOPs) as outlined in the Guam Emergency Response Plan (GERP) and organizational Standard Operating Procedures (SOPs)

Evaluated public opinion and advised leadership on methods of enhancing public image, conducted research and studied trends on needed areas for effective speech writing

Served as the liaison with military, private sector, non-profit and non governmental organizations in developing community relations, strengthening stakeholder partnerships and promoting volunteer and community based programs

PROJECT OFFICER
RECOVERY COORDINATION OFFICE, OFFICE OF CIVIL DEFENSE
AGANA HEIGHTS, GUAM
7/2004 - 7/2007

Managed $92 million in disaster related projects in coordination with the Federal Emergency Management Agency (FEMA) for Typhoon Chata'an (DR-1426), Super Typhoon Pongsona (DR-1446) and Tropical Storm Tingting (DR-1533) for various Government of Guam and local non-profit organizations

Coordinated the completion of all federally funded projects with local department and agency heads, village majors, local contractors and FEMA Representatives

Prepared correspondence on behalf of government applicants regarding requests for additional funding, alternate projects, de-obligation appeals and requests for cost share adjustments

Managed all procurement for Public Assistance Grants and Recovery Coordination Office funded expenditures

EDUCATION

UNIVERSITY OF GUAM | MANGILAO, GUAM
Professional Master of Business Administration Degree, 12/2015
Honors: Overall Academic Scholar

CHAMINADE UNIVERSITY | HONOLULU, HAWAII
Bachelor's Degree, 5/2002
Major: COMMUNICATIONS, PUBLIC RELATIONS
Honors: magna cum laude

AFFILIATIONS

- GUAM YOUNG PROFESSIONALS, GUAM CHAMBER OF COMMERCE (2014-Present), Be Inspired Chair
- JUNIOR ACHEIVEMENT (2012- Present), Board Secretary
- LUPUS AWARENESS GROUP OF GUAM (2012 – Present), Fundraising Chair
- GUAM HOTEL AND RESTAURANT ASSOCIATION (2008-2011), Safety and Security Sub-Committee Member
- GUAM PANDEMIC PLANNING TASK FORCE (2009-2011), Public Information and Crisis Communications Lead
- MULTI HAZARDS FOR SCHOOLS PLANNING TEAM (2009-2011), Training Team Member

ADDITIONAL INFORMATION

- DEPARTMENT OF THE YEAR, Bank of Guam 2016
- GUAM YOUNG PROFESSIONAL OF THE YEAR, Guam Chamber of Commerce 2015
- DEPARTMENT MANAGER OF THE YEAR, Bank of Guam 2014
- CERTIFIED CUSTOMER EXPERIENCE PROFESSIONAL, Customer Service Institute of America
- GOVERNOR'S MERITORIOUS ACHIEVEMENT AWARD FOR EXCELLENCE
- MERITORIOUS RECOGNITION AND SALUTE TO DISASTER PREPAREDNESS AWARD, Office of the Governor of Guam
- NATIONAL PREPAREDNESS MONTH CHAIRPERSON 2007-2010
- PROTOCOL AND SPECIAL EVENTS CHAIR, Department of Homeland Security National Level Exercise TOP OFFICIALS 4
- PROTOCOL AND VIP CHAIR, Cross Border Regional Full Scale Exercise

REFERENCES

LOURDES LEON GUERRERO
PRESIDENT/CEO, BANK OF GUAM
Phone Number: 671-472-5300
Email Address: loulg@bankofguam.com

LORENA M. UNTALAN
US DEPARTMENT OF HOMELAND SECURITY
FEMA REGION IX – PACIFIC AREA OFFICE
Phone Number: 808-858-7913
Email Address: lorena.untalan@fema.dhs.gov

245 San Roke Drive | Barrigada, GU 96913 | 671.483.9600
lesleyanne79@gmail.com

LOURDES (LOU) A. LEON GUERRERO
President and
Chair of the Board

BANK OF GUAM
THE PEOPLE'S BANK

Headquarters • P.O. Box BW • Hagåtña, Guam 96932
Tel: (671) 472-5271
Fax: (671) 477-8687

Member FDIC

April 3, 2017

Board of Regents
University of Guam
UOG Station
Mangilao, Guam 96923

RE: Letter of Recommendation for Lesley Leon Guerrero Board of Regent Candidate

Dear Board of Regents,

I am excited for the University of Guam in its Regent Nomination of Ms. Lesley Leon Guerrero. Lesley is an excellent choice as she has a very clear understanding about the seriousness and the importance of making a difference in the governance of our University. She is committed to further strengthening the professionalism of the University and its academician status in the world of Higher Education. She is an alumnus of the university and just recently received her Masters degree from your PMB program. So there is indeed a strong sense of loyalty, pride and attachment to the University.

Lesley in her work with the Bank of Guam holds a leadership position as the Director of Customer Service having the title of Vice President. I still vividly remember when I had interviewed her for this position. It was a newly formed position elevating customer service to a division in its own right. Lesley carried herself very professionally, she was confident, approachable and above all willing to work not only as a leader but as a team player for the whole organization. I hired her on the spot. Since then she has advanced customer service to a level that is now an integral part in the attitudes of our employees, management and the Board. She established metrics that we use to monitor how we are performing in our service to our customers and we are able to quickly implement ways to improve. We at the Bank are well known as the Bank that provides excellent customer service and I believe it is because of Lesley's leadership, her attitude, her beliefs and values of our organizational culture. This is a living example of what Lesley can do for the University in the capacity of leading and governing. She is creative and

will seek ways and offer ideas to make things better. She is energetic, organized, excited about new ideas and is an out of the box thinker. She will indeed be an asset to our University of Guam just as she has proven to be one for us.

I strongly recommend her favorable consideration and I do so because I know a good thing when it happens. I do so because of my strong commitment towards supporting our University and believing in its Vision and Mission. I want the best for our University and the best is in people like Lesley. Thank you in advance and thank you for the opportunity to help make a difference.

Respectfully,

FOR Lourdes A. Leon Guerrero
President and Chair of the Board

MARIA EUGENIA H. LEON GUERRERO
Executive Vice President,
Retail and Card Services

BANK OF GUAM
THE PEOPLE'S BANK

Headquarters • P.O. Box BW • Hagåtña, Guam 96932

Tel: (671) 472-5307
Fax: (671) 477-8687

Member FDIC

June 05, 2017

University of Guam Board of Regents
Nominating Committee Chair

RE: UOG Board of Regent Candidate, Lesley Leon Guerrero

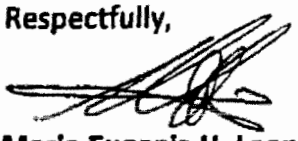
Occasionally along life's journey, you encounter a person who truly inspires you. Lesley Leon Guerrero is just such a person in my life. I first got to know Lesley when she joined Bank of Guam in 2010 as our Director of Customer Service. At the time, I was the head of our Project Management Office and we teamed up to rebuild the Bank's customer service contact center from the ground up, including reimagining the people, process, and technology in order to accomplish strategic objectives. For six months we were "tied at the hip" and I got to know her very well. On a professional level, I felt as though Lesley and I were speaking the same language. She is a woman with a razor sharp intellect, tireless work ethic, passion for excellence, and vision for the future. We completed our project successfully, and under Lesley's leadership both the contact center and the Bank's overall standard of customer service was dramatically improved. Lesley continues to play a key role in delivering the Bank's strategic initiatives. Quite simply, she is the type of employee that every employer dreams of having.

I thought I knew everything there was to know about Lesley, until, in 2014 we attended the Dan Dorr Advanced Leadership seminar along with twenty other individuals. This 5-day seminar tested the limits of our hearts and our minds. I discovered a side of Lesley that she had not previously shown me. A side that was struggling with a debilitating physical condition that often shut her down, robbing her of her natural energy and zest for life. In truth, Lesley was an inspiration to the entire group because she did not allow her physical condition to define her nor limit her potential. Through her courage and sheer will, she was able to overcome her personal challenges and actually rise to the level where she was supporting, inspiring, and leading others.

Lesley Leon Guerrero is one of the up-and-coming leaders to watch on our island, and I am confident that she will add tremendous value to the UOG Board of Regents. She has demonstrated her professional capability both in the public and the private sector, and she continues to climb. Her generosity and compassion for those less fortunate is also

extraordinary, and is reflected in her long tradition of service to various community causes. Lesley is more than an accomplished professional, she is an inspiring human being. Without any hesitation whatsoever, I give her my highest endorsement.

Respectfully,



Maria Eugenia H. Leon Guerrero
EVP, Retail and Card Services
Bank of Guam

UNIVERSITY OF GUAM
UNIBETSEDÅT GUAHAN

School of Business and Public Administration
OFFICE OF THE DEAN

June 6, 2017

Board of Regents
University of Guam
UOG Station
Mangilao, Guam 96923

RE: Lesley Leon Guerrero – UOG Board of Regent Candidate

It is with renowned pleasure that I offer this recommendation letter in support of Ms. Lesley Leon Guerrero as a UOG Board of Regent Candidate. I have had the privilege of having Lesley as my immediate supervisor during my tenure as an employee at Bank of Guam. She gave me the opportunity to reach my untapped potential so I can make a difference, both personally and professionally. Under her supervision, she has mentored and molded me into the individual that I am today. Aside from having a ***personal impact***, she has made significant changes enterprise wide. Lesley played an integral role in the upgrade of Bank of Guam's outdated online banking system, led the initiative in creating the Bank's Customer Support Portal, and built an in-house contact center – which included renovations to the facility, technology and software upgrades. She transformed the department into a contact center much more robust in meeting customer services and needs.

I've also had the privilege of having her as a classmate in the PMBA program at the University of Guam in 2015. She possesses acute characteristics, as she is mature and focused. As an alumnus of the program, she's been a vital representation of what the PMBA program produces.

Aside from work, Lesley is actively involved in community activities. We are both Board Members for Mercy Action Marians, Ltd. The goals of Mercy Action are education, support for economically poor persons/families, and assistance with the needs of the aged nuns. Her involvement at work and the community demonstrates Lesley's ability to manage her time effectively and her strategic intent to equip herself for future competitive positioning.

Undoubtedly, Lesley will make an excellent candidate to the UOG Board of Regent. She is a determined, hardworking and focused individual; she will give nothing short of her all to successfully completing the duties of being a member. Your favorable review and consideration of her application would be much appreciated. I am available to answer any questions you may have at (671)686-8414 or eduvalal@triton.uog.edu.

Respectfully,

Lorenzo George Eduvala

Lorenzo George Eduvala
Advisement & Assessment Coordinator
School of Business and Public Administration

Doc. No. 34GL-17-0683

University of Guam
Unibetsedåt Guahan
Regent Nominating Council
UOG Station, Mangilao, Guam 96923
Tel.: (671) 735-2990 • Fax: (671) 734-2296

REGENT APPLICANT

ELIGIBILITY AND COMMITMENT VERIFICATION FORM

This is to verify that I, the undersigned, meet the following requirements for appointment to the University of Guam Board of Regents:

- I am a US citizen or permanent resident alien.
- I have been a resident of Guam for at least three years.
- I am not currently an employee of the Government of Guam or of UOG.

Furthermore, I have read the information provided and, if appointed as Regent, commit to uphold the mission statement of the University of Guam and to abide by the Regents' Code of Conduct.

Name (print): Lesley Leon Guerrero

Signature: LG

Date: 04.07.2017

University of Guam
Unibetsedåt Guahan
Regent Nominating Council
UOG Station, Mangilao, Guam 96923
Tel: (671) 735-2990 • Fax: (671) 734-2296

REGENT APPLICATION FORM AND CHECK LIST

Please complete the following:

Name of Applicant: Sandra H. McKeever

Mailing Address: 145 Aspinall Ave., Hagatna, GU 96910

E-mail Address: smckeever@fmgguam.com

Contact numbers:

(Home) 477-1397 (Office) 472-6400 (Cellular) 488-6403 (Pager) _____

Please submit this Regent Applicant Form and Checklist with the required application material attached to Christine Mabayag, Office of the President, UOG.

Late or incomplete applications will not be considered.

Attach the following to this form:

1. Cover letter, stating why you would like to serve on the Board of Regents, addressed to;

   Chairperson, Regent Nominating Council
   C/O Office of the President
   University of Guam
   Mangilao, Guam 96923

2. Current curriculum vitae.
3. Please have a minimum of three letters of recommendation submitted directly to the Regent Nominating Council c/o Chris Mabayag, Office of the President, University of Guam, UOG Station, Mangilao, Guam 96923
4. Signed "Eligibility and Commitment Verification Form".
5. DD Form 214 (For applicants with prior military service).

For Verification Purposes:

/ ✓ / This is to verify that the application submitted is complete as of:
7/9/15

/ _ / This is to verify that the application submitted is incomplete as of:

_____

Sandra H McKeever
145 Aspinall Avenue
Hagatna, GU 96910
671-472-6400
smckeever@fmgguam.com

June 30,2015

UOG Board of Regents
UOG Station
Mangliao, GU 96923

Dear UOG Board of Regents:

Thank you for the opportunity to submit my application to be a part of this very important board. As a student and graduate of UOG, I have gained invaluable knowledge, experience and education that has helped me to be the professional I am today. I firsthand experience how UOG has impacted my career and community involvement. Therefore, I see how UOG greatly impacts our community, businesses and Government. I would like contribute to this board and I hope I can give back just a little of what UOG has given me. Also, if I were accepted to the Board of Regent, I would look forward to the experience and look forward to learning more.

Thank you again for the considerations.

Sandra H McKeever

145 Aspinall Avenue, Hagatna, GU 96932•671-472-6400•smckeever@fmgguam.com

Sandra H. McKeever

Education and Credentials

University of Guam – Mangilao, GU
Bachelor of Science, College of Business and Public Administration: Marketing
May 1999

FINRA Licenses: Series 7, 24, 66
1999-2005

Accredited Investment Fiduciary Designation
Oct 2011

Experience

1999-Present | Asia Pacific Financial Mgmt Group | Hagatna, GU

President and Financial Advisor

- President and Chief Compliance Officer of an Independent Broker-Dealer and an RIA firm
- Responsible for strategic planning and overall direction of firms goals
- In charge of overall business development and relationship building
- Implementation of compliance and operational procedures
- Training and supervising of all advisors
- Wealth management and retirement plan specialist for businesses and individuals

1997-1999 | Andrelux Corp. dba Renoma | Tumon, GU

Wholesale Division Manager

- Wholesale Manager for French based company that sold premium leather goods
- Head of wholesale distribution which included forming relationships with duty free stores/ dept stores on Guam and Saipan
- In charge of purchasing, cost and pricing, inventory management and sales reporting
- Marketing, sales and sales training for all products

1994-1997 | Zuellig Corp. dba Guam Marketing | Tumon, GU

Marketing Brand Representative

- Marketing executive for a Swiss based company for European luxury brand products
- In charge of wholesale operations for the Swiss watches: Omega, Tissot, Longines, Hamilton
- In charge of sales and sales training with duty free stores/ dept stores on Guam and Saipan
- In charge of purchasing, cost and pricing, inventory management and sales reporting
- Marketing and sales of products

671-472-6400•smckeever@fmgguam.com
Sandra H. McKeever

1990-1994 SR National dba Susan's Jewelry Dededo, GU

Sales Manager

- Sales manager for jewel retailer
- In charge of hiring, training and supervising of all sales personnel
- In charge of purchasing, cost and pricing, inventory management and sales reporting
- Responsible for all marketing and advertising

References

References are available on request.

Anita Borja Enriquez, D.B.A.
P. O. Box 26849
Barrigada, Guam 96921

June 26, 2015

UOG Regent Nominating Council
University of Guam
UOG Station
Mangilao, Guam 96923

Reference: Nomination for UOG Board of Regents - Sandra H. McKeever

This letter comes with strong support for Sandra McKeever's nomination as a prospective new member of the University of Guam's Board of Regents. I have known Mrs. (Sandy) McKeever for over 15 years as her former faculty advisor and in her capacity as a professional member of the Guam business community. She has demonstrated positive leveraging of her UOG degree within the retail and marketing sector as well as the financial sector, and proven the value of her degree towards upward mobility.

In her role as President and Chief Compliance Officer of Asia Pacific Financial Management Group, Sandy has experience with strategic level competencies, including strategic planning, business development and relationship building, compliance and operational procedures, training and supervision, and wealth management and retirement planning. She possesses business and financial expertise with high integrity, strong moral character, and a desire to contribute to the intellectual capital of our island. As UOG proceeds with its $30 million capital campaign and development of new campus facilities within its Physical Master Plan, Sandy's financial investment expertise and business acumen will add great value to the Board team. She genuinely cares about the outcomes of decisions she makes--never for personal gain—and is always considerate of the best possible outcome. Her sound decision making and problem solving skills, as well as her professional demeanor will bring a good balance towards the policy making, budgetary decisions, institutional autonomy safeguards, and integrity required of UOG board members. Sandy has been an active member of the Guam Chamber of Commerce and a contributor to the UOG Alumni Association. One of her mentors is Mick Pexa, who was recently recognized as a distinguished UOG alumnus in business.

Sandy is a great role model in our community. She has shared her expertise in financial literacy education with students in the K-12 educational system, as well as other members of the community at-large. She balances family well, as a wife and mother of four children, and is a strong supporter of higher education and the public good. She has expressed the best qualities that inspire her regularly to portray the following: 1) impeccable work ethic; 2) spirit of service and sacrifice; 3) grace; 4) patience; 5) integrity and honesty; and 6) love of helping others. To my knowledge, she has exemplified all of these.

I look forward to Sandy's engagement as a new Regent. Her credentials and professional demeanor will make a good strategic fit towards propelling UOG's movement from good to great.

Should you have any questions, please do not hesitate to contact me at 777-8924 or dr.anita.borja.enriquez@gmail.com

Sincerely,

Anita Borja Enriquez, D.B.A.

Recommendation of Sandra McKeever to the UOG BOR

Delete Reply Reply all Forward

MW

Marcos W. Fong <managingdirector@glimpsesofguam.co Mark as unread

Tue 6/30/2015 4:34 PM

To: cmoore@uguam.uog.edu;

Cc: 'Sandra McKeever' <smckeever@fmgguam.com>;

To help protect your privacy, some content in this message has been blocked. To re-enable the blocked features, click here.

To always show content from this sender, click here.

Flag for follow up. Completed on Wednesday, July 01, 2015.

You replied on 7/1/2015 8:21 AM.

Dear Cathleen and members of the Regent Nominating Council:

It is with pleasure that I submit a recommendation to nominate and consider Ms. Sandra McKeever as a candidate to serve on the University of Guam Board of Regents. I have worked with Sandra on multiple occasions in a professional capacity and have always respected her professionalism and knowledge in her field of expertise. She is thorough and demonstrates a high level of ethics in the work place.

Furthermore, as a former Regent myself, I understand the role of the Board towards the mission of the University. Sandra's business acumen and financial knowledge will go a long way in helping manage the financial stability of the institution, which is one of the ongoing challenges that it faces.

I am confident she will be a great contributor to the Board.

Sincerely,

Marcos Fong
Group Executive Vice-President

Coca-Cola Beverage Co. (Guam) – www.cokeguam.com
Foremost Foods, Inc. – www.foremostguam.com
SUBWAY Restaurants of Guam & Saipan – www.subwaypacific.com
Chili's Grill & Bar, Guam – www.chilisguam.com
Glimpses of Guam, Inc. – Advertising & Publications – www.glimpsesofguam.com

161 US Army Juan C. Fejeran St.
Barrigada Heights, GUAM 96913

"This communication contains privileged and/or confidential information. It is intended solely for the person or persons addressed. If you

Chris Mabayag

Subject: FW: Recommendation letter for Sandra McKeever

From: Sandra McKeever <smckeever@fmgguam.com>
Sent: Thursday, July 9, 2015 4:14 PM
To: cmoore@uguam.uog.edu
Subject: Recommendation letter for Sandra McKeever

July 9, 2015

Re: Sandra McKeever Nomination

Attention: University of Guam Board of Regents

Dear Boardmembers,

Thank you for allowing me the opportunity to express my view of Sandra "Sandy" McKeever.

She is special.

With regard to her obvious success in local business, all I have to say is, Sandy worked really hard to get to where she is today. She has the education, a full experience, skills, a staff that admire her, and an incredibly hard working ethic. I know that her company is meeting its goals, and in many cases, breaking some records. It's an exciting business she runs, which provides hope and security to her many clients. Beyond this though, and what I am more interested in sharing, is her character; which is revealed in how she uses her skills and business experience in the community.

When Sandy recognizes that someone needs help, she is always willing to stop what she's doing, or work around her schedule, to assist. She has conducted numerous free workshops on family financial planning, many of which I am fully aware, have been attended by many single mothers. I have witnessed how some of them would cry tears of joy during Sandy's workshops because they had learned new things that gave them hope. That always touches me. Sandy speaks to blended audiences in different venues accommodating them always, again free of charge, to simply give them peace of mind and the real idea that they can have what they want, and now they know how. At one women's conference where she volunteered her business skills and experience, Sandy presented her workshop to what was supposed to be a group of about 25 women, which swelled to almost 100. There had to have been some fire code violation committed that day, but when you have a room with that many women, some people don't generally tend to make it an issue. It was so effective and "completing" for these women that Sandy was asked to lengthen her talk by another 40 minutes.

A while ago, still during a time when Sandy was balancing her career, family, and community work, she had expressed to me how affected she was by the plight of Guam's foster children. The following week, she told me that she and her husband, Dwight, were on the list to help. A couple of weeks and one Social Services visit later, Sandy and Dwight were foster parents to a young boy and girl. They cared for them as if they were their own and felt it important for their own biological children to bond with and encourage them. The foster children (who will remain unnamed in this letter) stayed with Sandy ad Dwight for quite a while until they were both eventually adopted. I know that helping children is a very soft spot for Sandy because we have visited orphanages together, and while holding the children always brought a smile to her face, she also always got choked up afterward.

Sandy is actively involved in many non-profit organizations. A few of which promote the future success of Guam's business industries. While others may simply and only see the networking value in being part of such groups, Sandy has also viewed them as opportunities to do what she feels compelled to do, serve...somehow. She not too long ago organized a special presentation of businesswomen who were in transition - who were experiencing various life changes or struggles in the midst of their obligations. Needless to say, the multi-speaker presentation was well received by its audience. Women, although proven formidable in business, experience challenges that they, we, handle in our own way. It was a message that needed to be heard by its audience - ostensibly.

Sandy and her staff are also the main coordinators of the annual stock market game on Guam. They hold educational presentations for students at several public and private schools. I know that while Sandy is quite encumbered with her day to day responsibilities at the investment firm, this is still a very exciting time for her. Working with the students, teaching them about the stock market, and honestly, about these children's finances in general, is deeply moving for her. This year, more than 100 teams signed up to participate, which led to Sandy's firm hosting nearly 400 students at the awards ceremony. Again, exciting!

Doc. No. 34GL-17-0683.

There is so much more I could say about Sandy, but I am not sure of my limit here, so I will end with the following.

It used to be that we were women struggling to find our place in industry, now that we've accomplished that, the true struggle is trying to do well in our place in industry and balance a normal and healthy life - for ourselves and our family. Sandy reveals that daily, and because it is just her style to help others, while taking care of her own, she's always looking for opportunities to enhance the life perspective of others.

Sandy has proven her impressive business acumen and her heart for charity in places that are levels beyond just the business sector. I'm glad to know her. She's a blessing.

Sincerely,

Carmen Ulloa-Kasperbauer
Vice President, Alupang Beach Club
Regional Director, Women's Ministries
Guam Micronesia Mission
997 South Marine Corps Drive
Tamuning, GU 96913
671-688-1762
mrs.kasperbauer@gmail.com

University of Guam
Unibetsedåt Guahan
Regent Nominating Council
UOG Station, Mangilao, Guam 96923
Tel.: (671) 735-2990 • Fax: (671) 734-2296

REGENT APPLICANT

ELIGIBILITY AND COMMITMENT VERIFICATION FORM

This is to verify that I, the undersigned, meet the following requirements for appointment to the University of Guam Board of Regents:

- I am a US citizen or permanent resident alien.
- I have been a resident of Guam for at least three years.
- I am not currently an employee of the Government of Guam or of UOG.

Furthermore, I have read the information provided and, if appointed as Regent, commit to uphold the mission statement of the University of Guam and to abide by the Regents' Code of Conduct.

Name (print): Sandra H. McKeever

Signature: [signature]

Date: 6/24/15