
Matt Parsley

Gering, NE 69341

22 September 2025

Kelly Sides

County Clerk, Scotts Bluff County
Scotts Bluff County Administration Building, 1825 10th Street
Gering, NE 69341

Dear Ms. Sides,

I wish to be considered for the vacancy on the Scotts Bluff County Board of Commissioners. .

I am a resident of Scotts Bluff County District 3 and a citizen of the United States.

Enclosed, please find my current resume. Any questions or requests for additional information may be directed to the email address or phone number listed above.

Sincerely,

Matt Parsley

Matt Parsley

Gering, NE 69341

EXPERIENCE

Scottsbluff Public Schools- Social Studies Teacher, Scottsbluff High School

August, 1989-May, 2025

Taught American Government, U.S. History, Geography and Sociology.
Wrestling coach and Mock Trial coach.

Nebraska Army National Guard, Scottsbluff, Kearney, and Lincoln, NE.

August, 1989-November, 2011

Served as an officer at Battery (Company), Battalion and Brigade level.
168th FA HQ Battery Commander (1991-94)
168th QM Battalion S3 (2001-2003)
734th TC Battalion Commander (2004-2007)

EDUCATION

Chadron State College, Chadron, NE. — *Master of Arts in Education* (1995)

August, 1990-June, 1995

Command and General Staff Officers College, Fort Leavenworth, KS — *Master of Military Science* (2004)

August 2003-June, 2004

Dakota State College, Madison, SD. — Bachelor of Science in Education. (1983)

August 1979- December 1983

Flandreau High School, Flandreau, SD- High School Diploma (1979)

Service Organizations

SKILLS

Classroom management.

Public Speaking.

Coaching

Leadership responsibilities.

Problem Solving.

Public Speaking.

AWARDS

Bronze Star- OIF (2006-2007)

Meritorious Service Medal-
NEARNG (1989-2011)

GWOT Campaign Medal
(2006-2007)

Veterans of Foreign Wars- Post 1681, Gering, NE.

Knights of Columbus- Council 2681, Scottsbluff, NE.

Mental Health Review Board- Scotts Bluff County

Nebraska Foster Care Review Board



REBECCA SHIELDS

SALES AND MANAGEMENT

PROFILE

I have been in sales and management for 20+ years. I have also been in accounting and administrative for 10 years and owned a business for 12 years.

SKILLS

Management

I have 14+ years of management experience

CHARACTER REFERENCES

Will be given upon request

HOW TO REACH ME

Cell:

Email:

Address:

LinkedIn:

3ering NE 69341

CAREER SUMMARY

Regional Business Sales Executive

ALLO | October 2022 to present

- Work with commercial customers on their internet, phone and firewall needs
- Community activities

Commercial Sales Manager and Tower Acquisitions

LTD Broadband | September 2020 to June 2023

- Sell internet to residential houses and commercial customers
- Managed 10 employees in the sales department
- Did weekly and monthly financial reports for the owner
- Weekly management meetings
- Work with cities and tower owners to place our tower equipment on water towers, towers, silos and grain legs

Marketing, Commercial Sales and Tower Acquisitions

Vistabeam Internet | March 2016 - August 2020

- Handled all of the online, mail and flyer marketing
- Sell internet to residential houses and commercial customers
- Work with cities and tower owners to place our tower equipment on water towers, towers, silos and grain legs

Business Owner

The Playhouse Skate and Fun Center | April 2003 - September 2015

- Managed 15 employees
- Booked parties
- All marketing
- Ordered supplies
- Payroll and tax reports



REBECCA SHIELDS

GOVERNMENT EXPERIENCE:

- MAY 2005 - NOVEMBER 2006 - CITY OF GERING PLANNING COMMISSION
- 2006 - 2015 - GERING CITY COUNCIL
- 2022 - PRESENT - GERING CITY COUNCIL

I HAVE SERVED ON THE FOLLOWING COMMITTEES FOR CITY COUNCIL:

- PUBLIC WORKS
- PARKS AND RECREATION
- LIBRARY BOARD

COMMUNITY INVOLVEMENT:

- OREGON TRAIL DAYS BOARD
- SCOTTSBLUFF CHAMBER OF COMMERCE
 - AMBASSADOR PRESIDENT
- GERING MERCHANTS
- HOST FAMILY FOR PIONEER BASEBALL PLAYERS
- HOST FAMILY FOR WNCC ATHLETES
- ALLIANCE CHAMBER OF COMMERCE
- MITCHELL CHAMBER OF COMMERCE
- CHEYENNE COUNTY CHAMBER OF COMMERCE
- OLD WEST BALLOON FEST
- CITY OF SCOTTSBLUFF BID BOARD CHAIRMAN
- REGIONAL WEST FOUNDATION GOLF TOURNAMENT

Jonathan Van Galder

Gering, NE 69341

September 23, 2025

Scotts Bluff County Board of Commissioners
c/o Ms. Kelly Sides, County Clerk
1825 10th Street, 2nd Floor
Gering, NE 69341

Re: Application for Appointment to County Commissioner – District III

Dear Ms. Sides and Members of the Board,

I am writing to express my interest in the appointment to the Scotts Bluff County Board of Commissioners for District III. As a lifelong resident of Gering who both lives and works within the district, I care deeply about the future of our community and am committed to serving us citizens with transparency, accountability, and energy.

My motivation to serve is simple: meaningful change only happens when we are willing to step forward. I believe it is time to move beyond a “good-ole-boy” approach to local government. The residents of Scotts Bluff County deserve open discussion, fresh ideas, and thoughtful decision-making based on facts—not connections.

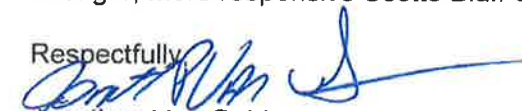
Professionally, I bring more than two decades of leadership in sales, operations, and strategic planning. As Off-Road & Trailer Sales Manager at Masek Distributing, I manage day-to-day operations, budgets, and a multi-million-dollar revenue stream. I have grown sales from \$125,000 to \$3 million in seven years by asking questions, researching every angle, and implementing strategies that produce measurable results. These same skills—careful analysis, collaboration, and decisive action—are essential for a county commissioner.

If appointed, my priorities will center on **economic development** and **responsible fiscal management**. Scotts Bluff County citizens are under significant financial stress, and we must work harder to lower the tax burden while encouraging growth that expands our tax base. I will actively seek input from residents, consult with officials in other counties, and explore all options before making decisions, ensuring that every vote reflects the best interests of the people I represent.

I am prepared to devote the necessary time and commitment to this role and intend to seek election in 2026 to continue serving if appointed. I would welcome the opportunity to meet with you to discuss my qualifications and vision for the county.

Thank you for considering my application. I look forward to the possibility of contributing to a stronger, more responsive Scotts Bluff County government.

Respectfully,



Jonathan Van Galder

Jonathan Van Galder

Gering, NE 69341 | (405) 771-1111

Professional Summary

Results-driven General Manager with 10+ years of leadership in sales, operations, and business development.

Proven track record of driving multi-million-dollar revenue growth, managing cross-functional teams, and streamlining operations to maximize profitability. Skilled in P&L; oversight, strategic planning, and vendor negotiations. Recognized for building strong customer relationships, leading high-performing teams, and aligning business objectives with long-term growth.

Core Competencies

- Leadership & Team Development: Coaching, mentoring, high-performance team building
- Operations Management: Budgeting, P&L; responsibility, process improvement, compliance
- Business Development: Strategic partnerships, contract negotiation, vendor management
- Sales & Growth Leadership: Revenue expansion, market penetration, client retention
- Strategic Planning: Goal setting, organizational growth, cross-departmental alignment

Professional Experience

Masek Distributing, Inc. – Gering, NE

Off-Road & Trailer Sales Manager | 2018 – Present

- Directed day-to-day sales and operations, managing staff, vendor relations, and customer accounts.
- Grew annual sales from \$125,000 in 2018 to \$3M in 2025, expanding market share across multiple regions.
- Developed and executed comprehensive sales and business strategies aligned with corporate goals.
- Implemented staff training programs, improving team skills and boosting retention.
- Negotiated vendor contracts and leveraged partnerships to improve margins and service offerings.
- Oversaw client service agreements, ensuring accuracy in pricing, terms, and compliance.
- Represented company at industry trade shows and community events, strengthening brand presence.

Lawson Products – Gering, NE

Outside Sales Manager | 2016 – 2018

- Managed territory operations, sales growth, and customer account development.
- Increased sales volume and expanded product lines across new and existing retailers.
- Built and maintained long-term client relationships, achieving consistent repeat business.
- Developed strategic growth plans for territory in alignment with company objectives.
- Trained and mentored outside sales team on product knowledge, customer engagement, and negotiation strategies.
- Collaborated with senior management to implement process improvements and enhance profitability.

Education

Western Nebraska Community College – Scottsbluff, NE
Associate-level coursework in Accounting & Business

Personal Resume

September 2025

Personal Information:

Name: Robert D. Nemnich

Address: , Gering, NE 69341

Phone:

Education: Graduate of Kimball County High School, Kimball, NE May 1971

Attended Kearney State College for 3 semesters

Job History:

- Retired Sept. 2019
- Carpenter Center Director: Aug. 2014 – Sept. 2019
- Insurance Adjuster: April 1998 – July 2014
- Sales at Stahla Lumber: Oct. 1997 – March 1998
- Contract Sales at Harding Glass: March 1996 – June 1997
- TCI Cablevision Primestar Sales Manager: July 1992 – March 1996
- Mitchell Insurance Agency: Owner and Agent: June 1983 – July 1992
- Panhandle Enterprises: Manager and Insurance Agent: April 1981 – June 1983
- Farmers Insurance Group: insurance agent: Jan. 1979 – April 1981
- Bee Line Motor Freight: Delivery driver: June 1978 – Jan. 1979
- Stahla Mobile Homes: mobile home set-up and repair: Aug. 1977 – June 1978
- Arbuckle Ranch: ranch hand: Jan. 1974 – Aug. 1977
- Lockwood Corporation: forklift operator: Jan. 1973 – Jan. 1974

Hobbies:

- golf, hunting, fishing, travel, home improvement projects

Personal References:

- Brad Bode: retired banker/insurance adjuster, known for 30+ years
- Tom Thompson: Thompson Glass owner, , known for 30+ years
- Dallen Juelfs: retired banker, known for 50+ years
- Mark Masterton: retired, , known for 30+ years

Application for County Commissioner Position – District 3

Expression of Interest

To Kelly Sides,

My name is Bob Nemnich, and I am writing to formally express my interest in being considered for the vacant County Commissioner position representing District 3. I appreciate your time and attention to my application for this important role within our county government.

Thank you for your consideration of this matter.

Sincerely,

Bob Nemnich

, Gering, Nebraska 69341

September 25, 2025

RE: Scotts Bluff County Commissioner District 3

To Whom It May Concern:

If you are looking for a County Representative who is professional, has a background in finance, real estate and contract negotiations, strong interpersonal skills, outstanding oral and written communications, and has the ability to multitask in stressful situations, I am the perfect candidate for this position.

My education and work history qualify me for this position. I have a Master's Degree in Business Administration, with additional studies in Accounting, Economics, Human Relations and Finance. I began at Platte Valley Bank as a Commercial Loan Officer in November of 2010. I was promoted to Assistant Vice President in February of 2014, and to Vice President in February of 2018. In March of 2020 I was tapped to lead the Payroll Protection initiative in our banking system of just over \$1 billion in assets, as I was most familiar with the Small Business Administration policies and procedures. We successfully implemented the program in our area, while many local banks were not as successful, and funded approximately \$250 million in PPP loans. I also worked a second full-time position for the Small Business Administration as a Loan Specialist to assist in their covid relief programs for approximately six months. I have been the Branch Manager/Vice President of Riverstone Bank in Gering since May of 2023, and have added employee supervision to my commercial loan duties.

Prior to this position I worked as a financial analyst for the Banner Health system, preparing a multi-million dollar hospital budget, and understand the financial difficulties in our economy. I frequently met with department managers to review financial reports and monitor labor productivity. I also interviewed them regarding project status and development, and their capital requests and negotiations. I provided detailed financial forecasting, and oversaw the daily operations of the financial billing office. I do have extensive grant writing and administration experience as well.

I know my education and work experience would allow me to step into this position with utmost confidence. I have a passion for fiscal responsibility and analysis and would welcome the opportunity to serve my community. Please call me at _____ any time to discuss my qualifications further.

Sincerely,

A handwritten signature in black ink that reads "Kristy Petersen". The signature is written in a cursive, flowing style.

Kristy L. Petersen

Kristy L. Petersen

Gering, NE 69341 Cell

EXPERIENCE

05/23 – Present RIVERSTONE BANK GERING, NE

BRANCH MANAGER - VICE PRESIDENT

45 HOURS/WEEK

- Staff management to include hiring, training and development with performance appraisals, compensation reviews, promotions and terminations, as appropriate
- Commercial, consumer and mortgage lending and servicing to include credit underwriting, analysis and collateral evaluation
- Bank revenue development - \$30 million increase in two years
- Oversees the facilities and equipment of branch office
- Vendor contract review/negotiations
- Risk management assessment with policy development
- Ensures customer requests and questions are resolved promptly with complaints investigated and resolved
- Financial reporting to Board and Stockholders
- Provide customers with financial advice and product recommendations

11/10 – 05/23 PLATTE VALLEY BANK SCOTTSBLUFF, NE

COMMERCIAL LENDER - VICE PRESIDENT

45 HOURS/WEEK

- Commercial/consumer lending and servicing to include credit underwriting, analysis and collateral evaluation
- Completion of Loan Presentation Memorandums
- Board reporting
- Quarterly reporting on classified loans
- SBA & USDA loans
- Led the Payroll Protection Initiative for company
- Manage relationships with commercial bank customers
- Prospect for new business while retaining/expanding existing relationships
- Provide financial advice to bank customers
- Sell appropriate bank products and services
- Cross-sell and refer when appropriate

08/20 – 04/21 SMALL BUSINESS ADMINISTRATION TELEWORK
LOAN SPECIALIST

40-60 HOURS/WEEK

- Process home and/or business loans and make recommendations on collateral needed to secure loans.
- Apply accepted financial procedures to analyze financial resources to determine an applicant's ability to repay requested loans.
- Review all pertinent facts needed to make eligibility determinations by analyzing such factors as the nature and cause of damage, intended use of proceeds, legislative and administrative loan limits, and disposition of insurance and other recoveries.
- Ensure loan files contain all pertinent documentation to include conversations with applicants and written recommendations or justifications for conclusions.
- Process loan applications on web-based computer system.
- Respond orally and/or in writing to applicants or their representatives.

10/08 to 11/10 BANNER HEALTH OGALLALA, NE
FINANCIAL ANALYST

40 HOURS/WEEK

- Budget preparation - \$55 million
- Detailed financial forecasting
- Production of cost reports for Medicare reimbursement
- Creation and monitoring of department financial action plans.
- Monthly audits to ensure compliance
- Billing office supervision

06/04 to Present SELF SCOTTSBLUFF, NE
GRANT WRITER

15 HOURS/WEEK

- Grant writing and administration for several entities – most recently awarded \$230,000 energy grant for Perkins County, Nebraska.
- Certified Communities Program

11/05 to 05/07 TWIN CITIES DEVELOPMENT SCOTTSBLUFF, NE
HOUSING SPECIALIST

40 HOURS/WEEK

- Write and administer grants for housing and community development
- Create marketing presentations for potential out of area recruits
- Monitor expenditures and contracts on development and housing programs
- Preparation of monthly financial statements for Board of Directors
- REACH homebuyer education instructor
- Certified Community Development Block Grant Administrator

EDUCATION

GRADUATION 2020 CHADRON STATE COLLEGE
CHADRON, NE

- Master's Degree Business Administration

GRADUATION 2010 CHADRON STATE COLLEGE
CHADRON, NE

- Bachelor's Degree Business Administration - Option in Management

GRADUATION 2005 WESTERN NEBRASKA COMMUNITY COLLEGE
SCOTTSBLUFF, NE

- Associate of Arts Degree

GRADUATION 1998 SCOTTSBLUFF HIGH SCHOOL
SCOTTSBLUFF, NE

- General studies

COMMUNITY INVOLVEMENT

CASA (Court Appointed Special Advocates) Board Member
April 2012-April 2018

CASA Treasurer
October 2012-April 2018

BPW (Business Professional Women) Young Careerist 2012

BPW Board Member and Young Careerist Committee Chair
May 2012 - May 2013

Leadership Scottsbluff Graduate April 2012 – Voted Class Speaker

United Way Loaned Executive
2011 - 2017

United Way Fund Distribution Committee
2012 - 2017

Make A Wish Volunteer
March 2013 – March 2018

Safe Harbor Board Secretary
February 2012 – January 2016

Panhandle Humane Society Board Member
April 2021 – Present

GRANTS FUNDED:

Nebraska Department of Economic Development - \$250,000 – Nebraska Affordable Housing Trust Funds to be used for downpayment assistance program in Scotts Bluff County

Nebraska Department of Economic Development - \$340,000 – Nebraska Affordable Housing Trust Funds to be used for owner occupied rehabilitation program in the City of Ogallala

Nebraska Department of Economic Development - \$325,000 – Nebraska Affordable Housing Trust Funds to be used for owner occupied rehabilitation program in the City of Gothenburg *written in conjunction with West Central Nebraska Development District

Nebraska Department of Economic Development - \$399,000 – Nebraska Affordable Housing Trust Funds to be used for downpayment assistance program in Scotts Bluff County

United States Department of Energy - \$230,000 – Funds to be used by Perkins County, Nebraska in order to make energy efficient improvements in the Perkins County Hospital

GRANTS WRITTEN/NOT FUNDED:

United States Department of Agriculture - Rural Business Opportunity Grant - \$50,000 – one of only two proposals chosen in Nebraska to be submitted to the national level for funding

United States Department of Housing and Urban Development – Rural Housing and Economic Development grant - \$300,000

United States Department of Energy - \$1,300,000 – Funds were to be used to implement a geothermal heat pump system for the Perkins County Hospital

References

Rawnda Pierce, Executive Director
Twin Cities Development

Paul Reed, President
Paul Reed Construction

Faviola Camacho
Riverstone Bank

David Muehlbauer

Gering, NE 69341

September 26, 2025

To Whom It May Concern,

I am respectfully submitting my resume and this letter of interest in regard to the vacant Commissioner position in Scotts Bluff County District 3.

During my working career, I have worked within various government levels consisting of four years at the federal level serving in the United State Air Force, twenty years within a large city level in the Planning Department, Health and Building Inspections Department.

My experience serving the residents of St. Cloud, MN I had the opportunity to interact with the most challenging situations on a daily basis. It has always been my goal to hear what the residents' concerns were and work toward an amicable resolve in every situation. This experience has carried over into my positions that I've held since relocating to Gering, NE and serving my community as a Trustee for the S.I.D. 2 and as a Board member for the Nebraska Veterans' State Cemetery in Alliance, NE.

With my background and training, I firmly believe I can bring to this position critical thinking skills regarding various levels of government and public relations. I further believe that my noncommissioned officer training will provide positive leadership skills that will produce a pleasant and efficient work environment for staff and excellence in serving the public residents.

I have found great success in leading others by adhering to the three main pillars of leadership that were instilled in me by the military which consist of:

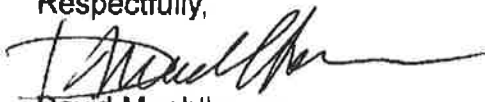
1. The most effective form of leadership is by example.
2. In handling personnel, praise in public and reprimand in private.
3. Gather all the information before making decisions.

As a City Inspector for St. Cloud, MN with a population of 65,000, my duties included enforcing various zoning, planning, building, and health codes at residential, industrial, and commercial levels.

My experience and time serving as an employee for Scotts Bluff County has provided me with great detailed understanding as to the inner workings and functions of the many county departments.

Thank you for your time and consideration regarding the possibility of fulfilling the next two and a half years as the Scotts Bluff County District 3 Commissioner. I am committed to representing my District with excellence in representing the voice of those I serve.

Respectfully,



David Muehlbauer

David M. Muehlbauer

Gerina, NE 69341

Cell Phone: 1

E-mail:

JOB OBJECTIVE: To work in a committed team environment while utilizing organizational skills.

MILITARY SERVICE:

United States Air Force, January 1966 to December 1969

Combat Support Group - 4 years

Discharge Type and Rank: Honorable – E5

WORK HISTORY

2019 to 2022

Custodian, Scotts Bluff County Admin. Bldg, Gering, NE

Duties included: Ordering, organizing and restocking supplies, maintaining equipment, set-ups, maintaining cleanliness of the Scotts Bluff Admin Bldg and Probation Bldg.

April 2019 to August 2022

2017 to 2019

EVS I, Regional West Hospital, Scottsbluff, NE

Duties included: Ordering, organizing and restocking supplies, maintaining equipment, set-ups.

July 2017 to April 2019

2010 to 2017

St. Cloud Public Library, St. Cloud, MN

Duties included: Cleaning building, maintaining HVAC System, ordering supplies.

January 2010 to June 2017

1992 to 2010

Environmental Health Tech., City of St. Cloud, MN

Duties include: answer phones, greet clients, schedule appointments, health inspections, animal control.

February 1992 to May 2010

1990 to 1992

Building Maintenance Worker, City of St. Cloud, MN

Duties included: Cleaning building, maintaining HVAC System, ordering supplies.

April 1990 to February 1992

1982 to 1990

Custodian/Maintenance Worker, Trinity Lutheran Church, Sauk Rapids, MN

Duties include: Cleaning building, maintaining and repairs of physical buildings, set-ups, ordering supplies.

April 1982 to April 1990

VOLUNTEER AND CIVIC POSITIONS:

Lay Minister, Trinity Lutheran Church, Sauk Rapids, MN

Sanitary Improvement District 2 Trustee, Gering, NE

Nebraska Veterans' State Cemetery Board Member, Alliance, NE

EDUCATION:

United States Air Force College Program - 1966 to 1969

High School Diploma, Sauk Rapids High School, MN – 1965

College Courses through the U.S. Air Force, majoring in Industrial Chemist

LICENSES AND ORDINATIONS:

1998

Certified Animal Control

1996

Septic System License

1993

Certified Food Service Inspector

1992

Certified Waste Treatment Operator

REFERENCES:

Matthew B. Meyers, , Gering, NE

Jay Steinle, , Gering, NE

Rick Lewis, Gering, NE

Application for
Scotts Bluff County District 3 Commissioner

Gerald L Crable (Jerry)

Gering NE 69341

[Date: 09/26/2025]

Selection Committee: Dave Eubanks, County Attorney; Kelly Sides, County Clerk; Heather Hauschild, County Treasurer

Dear Selection Committee,

I am writing to express my interest in the Scotts Bluff County District 3 Commissioner position as advertised. With my employment background with Scotts Bluff County, I believe I am a strong candidate for this role and would welcome the opportunity to contribute my skills and experience to the team.

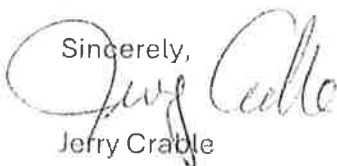
Throughout my career, I have developed a solid foundation in county government, with proven success as Scotts Bluff County Management Accountant/HR Director for over 12 years. My attention to detail, problem-solving abilities, and commitment to continuous improvement have allowed me to consistently deliver high-quality results in fast-paced environments.

I am particularly drawn to Scotts Bluff County because of my experience in working with previous Boards. I want the Scotts Bluff County Board of Commissioners to retain its valued reputation. I am confident that my experience and passion would make a positive impact on Scotts Bluff County.

Attached is my resume, which provides additional details about my background and qualifications. I am eager to further discuss how I can contribute to the continued success of Scotts Bluff County Board of Commissioners at a convenient time for an interview.

Thank you for considering my application. I look forward to the opportunity to speak with you further.

Sincerely,



Jerry Crable

**PERSONAL RESUME FOR
GERALD L. CRABLE**

GERING, NE 69341

OBJECTIVE: To be appointed to Scotts Bluff County Commissioner for District 3.

EDUCATION:

Major: Business Administration
Degree: Master of Business Administration
Institution: Chadron State College
Graduated: May 1997

Major: Management and Marketing
Minor: Accounting
Degree: Bachelor of Arts
Institution: Chadron State College
Graduated December 1987

Major: Business Management
Degree: Associate of Arts
Institution: Nebraska Western College
Graduated December 1986

Bayard High School
General Studies
Bayard Nebraska 69334

WORK EXPERIENCE:

Position: Management Accountant/HR Director (Oct. 2006 – December 2018)
Employer: Scotts Bluff County
Responsibilities: Budget preparation and maintenance, audit all payable claims, Personnel management and training, Keno operations management, all County benefits and salary schedules maintenance.

Position: Corporate Administrator (Oct. 1989 – November 2005)
Employer: Medical Imaging Associates P.C.
Responsibilities: Personnel, training, office management, area healthcare networking and accounting/payroll.

Position: Sales Coordinator (Mar. 1988 - Oct. 1989)
Employer: Lockwood Corporation
Responsibilities: Sales, marketing, and manufacturing follow through for Perfection-Colbey Dump Bodies.

Position: Wholesale Route Salesman (Jan. 1979 - Dec. 1984)
Employer: Olson Tire Company Torrington Wy
Responsibilities: Sales, delivery and accounts management.

Position: Retail Sales/Credit Manager (Jan. 1976 - Dec 1978)

Employer: Goodyear Tire & Rubber Company

Responsibilities: Sales, tracking Inventory, accounts management, employee management and scheduling.

Position: Assistant Manager (Jan. 1974 - Dec. 1975)

Employer: Bayard Petroleum Company

Responsibilities: All aspects of managing a service station with the guidance of the owner/manager.

Position: Fertilizer applicator (Aug. 1973 - Dec. 1974)

Employer: Brown Chemical Company

Responsibilities: Operated and maintained large fertilizer applicators.

Position: Service station owner (Feb. 1972 - Aug. 1973)

Employer: self

Responsibilities: personnel, accounts payable, accounts receivable and business daily operations.

MILITARY EXPERIENCE:

Honorable discharge at Specialist 4th Class, Vietnam veteran, soldier of the month (twice).

GENERAL:

Activities: AWANA Leader at local church, 35 years church board member, Cub Scout and Boy Scout Leader, Secretary/Treasurer of State Radiology Business Management Association, Past President of Lions Club, Treasurer for Western Nebraska Human Resource Management Association for 10 years.

Honors: Elected in 1986 Who's Who Among Students in American Junior Colleges, Soldier of the Month Twice, Retail Sales Manager of the Month, Best Credit Ratio, and Service Manager Excellence.

Hobbies: Canoeing, camping, family outings, hunting, fishing, and horseback riding.

Personal Data: Married with two children, five grandchildren and five great grandchildren.

REFERENCES:

Available upon request.

Emily Norman

Phone:

Email: "

Dear Heather Hauschild, Kelly Sides, and David Eubanks,

I am writing to express my interest in filling the vacancy on the Scotts Bluff County Board of Commissioners for District III. I currently reside in Terrytown, where I serve as a City Councilwoman and as the City Council President. I have held the Councilwoman role since December of 2023 and held the dual role as President starting this year. I serve on various local committees and boards as part of these roles and enjoy being an active and engaged member of my community. Being able to continue to advocate for my community's needs on a larger scale is an amazing opportunity that I could not pass up. I bring a unique and fresh perspective to the Board as someone from Terrytown and as someone with a different professional and personal background than the current Board. I believe we would make a great balanced team that could really serve the entirety of Scotts Bluff County.

I have recently started a Personnel Committee within our city council. I serve on this with one other councilman representative. Together we work with city employees who are in supervisor roles to assist in conflicts, advocate for employee needs, and work through any issues or concerns that may come up. I also represent Terrytown to our local 911 communications board where I have been an advocate for transparency and fair budgeting.

My additional local involvement within the community includes serving on the board for Business & Professional Women (BPW) of the Panhandle, the board for the Multicultural Youth Leadership Conference hosted by Empowering Families each year, and the Scottsbluff City Liquor License Council where I serve on behalf of my employer, Western Nebraska Community College (WNCC). At the state level, I serve on the advisory board for the Nebraska Collegiate Prevention Alliance.

Outside of community involvement, I work as the Dean of Students at WNCC. My role is diverse and covers supervision, budgeting, project management, compliance, emergency and crisis management, collaboration, and a high level of care for students and the institution. While this role is fulltime and requires daytime, evening, and weekend hours, I have spoken with WNCC Human Resources and my direct supervisor about my interest in the Board of Commissioners role and have their support to pursue it. Having their support is integral in my success as a leader at the college and leader within our community.

Thank you for taking time to consider this letter of interest for the vacancy on the Board of Commissioners. Please reach out with any questions or for more information. I look forward to seeing where this opportunity may go!



Emily Norman, EdD
Dean of Students
Western Nebraska Community College

EMILY NORMAN

Phone: (

Email:

EDUCATION

University of Wisconsin-Stevens
Point

Doctor of Education

Educational Sustainability

University of Wisconsin-
Milwaukee

Master of Science

Administrative Leadership:
Higher Education Administration

University of Wisconsin-Stevens
Point

Bachelor of Arts

Majors: International
Studies, Spanish
Minor: Anthropology

PUBLICATIONS

Norman, Emily. (2022). Keep rural schools open: Position and policy. *Online Journal of Rural Research & Policy*, (17,3). <https://newprairiepress.org/ojrrp/vol17/iss3/1/>

Norman, Emily. (2022). *Mindsets on closures and consolidations: Perceptions of schooling in rural communities*. [Doctoral dissertation, University of Wisconsin – Stevens Point]. ProQuest Dissertations and School of Education, University of Wisconsin – Stevens Point. <https://minds.wisconsin.edu/handle/1793/83288>

Norman, Emily. (2019). Service learning with Generation Z. *Commission for Student Involvement*. American College Personnel Association. <https://myacpa.org/service-learning-with-generation-z/>

PROFESSIONAL CERTIFICATIONS, TRAININGS, & COURSES

AI for Higher-Ed: Elevating Universities with AI – University of Nebraska

Inclusive Leadership – Helen Fagan & Associates

Diversity, Equity, and Inclusion Certificate Program – Carthage College

Mental Health First Aid Certification – National Council for Behavioral Health

Senior Housing Officers Training Institute Graduate – ACUHO-I

National Housing Training Institute Graduate – ACUHO-I

Drug Free Schools & Communities Act Training – Nebraska Collegiate Prevention Alliance

Heartland Campus Safety Summit – Jana's Campaign

Program Design School – American College Personnel Association

WAICU Compliance Summit – Carthage College

Campus Climate Assessment Project – UW-Stevens Point

PROFESSIONAL AFFILIATIONS

Nebraska Collegiate Prevention Alliance

National Association for Campus Activities

Association for College and University Housing Officers – International

National Association of Student Personnel Administrators

WORK EXPERIENCE

Dean of Students *Western Nebraska Community College*

Jan. 2023 – Present

- Manage the Student Life Office including Residence Life, Student Engagement, and Counseling and Disability Services
- Serve as accessibility accommodations coordinator for all students
- Oversee the CARE team to ensure student concerns are addressed and assistance is provided
- Update the student handbook, residence life manual, and various policies and procedures
- Ensure compliance of various requirements by submitting documentation including Clery and Safety report, Drug Free Schools and Communities Biennial Report, Drug Free Schools and Communities Prevention Program distribution, and reports for Stop Campus Hazing Act
- Oversee the student conduct process and complaints/grievances process
- Serve as the second/interim Title IX Coordinator in the absence of official Title IX Coordinator
- Manage the New Student Orientation course on Blackboard and ensure a seamless transition from registration to orientation to the first day of classes
- Organize and track all assessment data for co-curricular initiatives including student testimonials, quantitative data, and correlated retention and persistence rates for all Student Life functional areas
- Manage all Student Life Office budgets
- Organize and communicate the academic probation and suspension appeals process and decisions
- Partner with various local and state organizations to ensure student needs are appropriately met

Director of Residence Life & Student Conduct *Northeast Community College*

Sept. 2020 – Dec. 2022

- Oversaw Residence Life department including supervising full- and part-time staff, training on protocols and policies, and ensuring residence halls are safe, secure, inclusive, and fun
- Updated the Residence Life & Meal Plan contract annually
- Served in an emergency response and on-call rotation
- Served on the CARE team to assess and assist students of concern and document any interactions
- Updated Residence Life Handbook, website, and share drive for department
- Met weekly with custodial and maintenance staff to ensure work alignment
- Submitted and tracked a budget exceeding three million dollars
- Organized replacement and ordering of furniture and supplies
- Assisted in reporting Title IX cases and delivering no contact orders
- Hired all summer custodial staff
- Led a team to implement The Housing Director software
- Created emergency preparedness guides and protocols for department
- Oversaw the campus-wide conduct process including collecting reports, hearing cases, and assigning sanctions
- Created conduct sanctions matrices that align with educational and restorative justice practices
- Assisted in collecting Clery reportable material for annual report
- Oversaw the COVID-19 response and preparations for Residence Life including identifying isolation spaces, communicating isolation or quarantine requirements, and delivering meals daily

Associate Director of Residence Life *Northeast Community College*

Nov. 2019 – Sept. 2020

- Supervised, trained, and mentored a team of 20 student staff members and two professional overnight residence life support specialists
- Enforced safety and security policies through a restorative and educational justice model
- Assisted in the planning and implementation of the Student Leader Development Series workshops
- Served in an emergency response and on-call rotation
- Served on the CARE team to assess and assist students of concern and document any interactions
- Created and implemented a new residence life programming curriculum
- Organized all student staff selection responsibilities including advertising the positions, interviewing applicants, and making hiring decisions
- Created and monitored all online forms such as incident reports, supply requests, and shift change requests

Area Coordinator *Carthage College Residential Life*

July 2017 – Nov. 2019

- Oversaw the operation of four residence halls including traditional and apartment style, consisting of 650 residents
- Hired, trained, and supervised 20 student staff and one full-time professional Hall Director
- Adjudicated conduct cases via Maxient
- Provided individual building and area wide programming consisting of social and service-related topics
- Oversaw entirety of summer housing processes
- Created a professional and paraprofessional staff manual to guide training and to use as a reference
- Presented to new students on the Division of Student Affairs during registration and orientation
- Served in an emergency response, on call rotation for 24/7 for one week a month
- Created, assessed, and updated a new community development model based on the College's mission
- Led a committee to research of food insecurity on campus and created and implemented a proposal to address the findings
- Utilized software to track early alerts for students of concern and input updates on outreach
- Created and monitored portals, forms, and events on an online student engagement platform
- Serve in collateral roles within the Student Involvement Office and Diversity, Equity, and Inclusion Office

Teaching Assistant *Carthage College*

Aug. 2019 – Nov. 2019

- Assisted in teaching Religion 1000: Understandings of Religion
- Led the class in a discussion on religious biases during every Friday class
- Oversaw a semester long group project on researching a current movement about biases in religion

AWARDS

Top 20 Under 40 Recipient Norfolk CONNECT Group

VOLUNTEER EXPERIENCE

Nebraska Collegiate Prevention Alliance – State Advisory Board Member

Terrytown City Council – Council Representative, Council President

Business and Professional Women of the Panhandle – Operations Committee Co-Chair

Multicultural Youth Leadership Conference – Board Member

Graduate Student Practicum Supervisor – Fort Hays State University

Norfolk CONNECT Mentor Norfolk – CONNECT Group

Soup Kitchen Service Learning – Grace Lutheran Church Kenosha

Application for District 3 County Commissioner

Letter of Interest to Scotts Bluff County Officials

Scotts Bluff County Clerk
Kelly Sides
Scotts Bluff County Treasurer
Heather Hauschild
Scotts Bluff County Attorney
David Eubanks

Scotts Bluff County Courthouse
1825 10th Street
Gering, NE 69341

Date: 09/29/2025

Dear Ms. Sides, Ms. Hauschild, and Mr. Eubanks:

Introduction

I am writing to formally express my interest in filling the District 3 County Commissioner seat, recently vacated by Mr. Charlie Knapper through special recall election. It would be an honor to serve Scotts Bluff County in this important capacity, and I respectfully submit my application for your consideration.

Background: Commitment to Scotts Bluff County

As a resident of Scotts Bluff County for the majority of my life, I have developed a deep appreciation for our community and its people. My enduring connection to the county has shaped my commitment to civic engagement and public service.

Professional Experience: REALTOR® and Skills

For the past thirteen years, I have worked as a local REALTOR®, helping families and individuals find homes and invest in our county's future. This role has given me valuable insight into our local economy, property concerns, and the needs of a diverse population. I have developed

strong communication, negotiation, and problem-solving skills that I believe are essential for a County Commissioner.

Community Involvement: Volunteerism and Organizations

I am civically minded and actively champion volunteerism throughout our county. My involvement in various community organizations has allowed me to collaborate with residents, local businesses, and officials on initiatives that strengthen our community. These experiences have further honed my leadership abilities and reinforced my commitment to serving others.

Value Proposition: Skills for the Commissioner Role

The combination of my long-term residency, professional experience, and extensive volunteer work uniquely positions me to contribute effectively as County Commissioner. I am dedicated to transparent governance, community development, and addressing the needs of our residents. My background equips me to serve with integrity, diligence, and an unwavering focus on the best interests of Scotts Bluff County.

Conclusion

I am sincerely interested in the opportunity to serve District 3 as County Commissioner and am available to discuss my qualifications further at your convenience. Thank you for your consideration, and I look forward to the possibility of contributing to the future of Scotts Bluff County.

Respectfully,

Krystal Eich

Gering, NE 69341

KRYSTAL EICH

OBJECTIVE

To serve the residents of District 3 as a member of the Scotts Bluff County Commissioners, bringing proven leadership, community engagement, and real estate expertise to promote responsible growth, transparent governance, and a strong local economy.

CONTACT

PHONE:

402.555.1234

EMAIL:

keich@scottsbuffcountynv.com

SKILLS AND QUALIFICATIONS

- Leadership and team management
- Community engagement and event planning
- Real estate expertise and negotiation
- Ethical decision-making and conflict resolution
- Strong communication and public relations

PROFESSIONAL EXPERIENCE

REALTOR® - Century 21 Home Team Realty (2012-2019) and EXP Realty, llc (2019 – Present)

May 2012 - Present

- Represent buyers and sellers in residential and commercial real estate transactions
- Provide market analysis, contract negotiation, and client advocacy
- Maintain a demonstrated record of commitment to ethical practices and client satisfaction

Volunteer Coordinator – CASA of Scotts Bluff County

May 2023 – February 2025

- Recruited, trained, and supervised volunteer advocates for children in the court system
- Coordinated community outreach and facilitated partnerships with local organizations
- Supported volunteers in case management and reporting

VOLUNTEER EXPERIENCE

CASA Volunteer - CASA of Scotts Bluff County

October 2022–May 2023

- Advocated for the best interests of children involved in abuse and neglect cases
- Attended court hearings and worked with legal and DHHS professionals to ensure positive outcomes

Director - Oregon Trail Days Association

February 2025-Present

- Serve on the Board of Directors to plan and execute community events
- Chair the annual Chili Cookoff, overseeing logistics, participant coordination, and fundraising efforts

PROFESSIONAL AFFILIATIONS AND APPOINTMENTS

- Member, Professional Standards Review Committee – Nebraska Association of REALTORS®
- Member, Grievance Panel – Nebraska Association of REALTORS®
- Federal Political Coordinator to District 3 U.S. House Representative Adrian Smith – National Association of REALTORS®

DATE: September 30, 2025

TO: Scotts Bluff County Clerk

SUBJECT: Scotts Bluff County, Commissioner District III, Vacancy

FROM: Mitch Wagers

Kelly Sides,

Please accept my application for filling the vacancy of Scotts Bluff County, Commissioner District III. Should you have any questions or comments regarding this application, please do not hesitate to reach out to me via email at _____ or phone at _____.
Thank you and have a wonderful day.

Regards,

Mitch Wagers

Cell: _____

Work: _____

Brief History & Summary:

I grew up in a small town in Missouri, Holts Summit, attended local schools and graduated from Jefferson City Senior High in Jefferson City, MO. I participated in Jazz Band, Marching Band, Symphonic Band, Orchestra, and various other activities, even playing saxophone somewhat professionally for a while both during high school and some after. My wife and I moved here in 2021.

My father was law enforcement and former military; the most influential person ever in my life. He allowed me to be involved in situations that other folks simply do not have the opportunity for. He instilled in me self-preservation, humbleness, driving for excellence, and individuality. I have worked since I was fourteen and desired to work in the automotive field. My experience spans from building and foundation construction to finish carpentry, cabinetry, Information Technology, and manufacturing.

When I attended University of Missouri – Rolla (UMR), studying Mechanical Engineering, I landed a graduate-level position, while a freshman, as a machinist at the Rock Mechanics and Explosives Research Center (RMERC), something that has significantly impacted my career choices and life. I went on to change directions as I had been dabbling in the Information Technology realm. I left UMR to attend a more local university, planning to accumulate enough hours for an Associates Degree. By the second year, I was already deep into the I.T. world and making good money, so I went all in.

I became quite proficient at hardware engineering and software development and have been a part of many dramatic changes for several organizations. As much as I loved the work, and the many folks along the way, over the span of 24 years I kept noticing a tilt within the technology sector. That tilt was slanted towards something I did not want to be a part of, so I made the tough decision to start something new, around the time COVID-19 took its toll on the American People and our culture. Those times threw a big curve ball, ending a restaurant that my wife ran and leading to the letting go of very valued employees.

I started My Property Guy, LLC and began doing tree work and larger landscaping jobs. That business became quite successful and I was flooded with work immediately; there are lots and lots of trees in Tennessee. The housing market was booming in Murphreesboro, TN., and my wife's parents still live here in Scottsbluff, NE. As we visited them through the years and watched them become a bit less mobile, we made the decision to sell our beautiful home in Tennessee and move to Gering, NE., so that we could be closer to them and provide the assistance they will eventually need. I had already been doing gunsmithing part-time, something my father was rather proficient at, in Tennessee and really did not think there would be much tree work here, so I sold my equipment and client-base to purchase where my business is headquartered now, in Scottsbluff. I was certainly wrong about the amount of tree work in this area, but it isn't easy to purchase that equipment at a fair price these days.

I now focus on customer interactions and desire to serve this community. As you know, it takes a massive work force to accomplish what this county does and needs to do. I hope that I can be of good service and make a positive impact on this community going forward. Continued below is a somewhat deep-dive into my professional past.

Professional History and Resume – Mitch Wagers,

Gering, NE. 69341

2021 – Current **Pioneer Rifle Company** **Scottsbluff, NE**
Owner

Brick & Mortar Firearms sales, service, and gunsmithing.

2020 – 9/2021 **My Property Guy, LLC** **Murphreesboro, TN**
Owner

Tree Service & Landscaping

2019 – 2020 **Outer Rim Consulting Services** **Nashville, TN**
Senior Developer/Consultant

Enterprise-level architecture and application troubleshooting and resolution.

10/2018 – 2019 **Outer Rim Consulting Services** **Franklin, TN**
Senior Developer

.NET Application Development (4.0 and up)

Azure DevOps CI/CD/Release Pipelines

Extensive Microsoft SQL Server work on Stored Procedures, Functions, User-defined Table Types, data migrations, and schema migrations.

Windows Services

Planning for Azure migrations from on-premise services and databases

Azure Geo-Redundancy, Zone Redundancy, Azure SQL High Availability clusters.

Summary:

Current work involves enhancing the performance of their SQL-heavy architecture for batch type processing to a scalable architecture. I have taken multiple procedures that took days to run and managed to improve performance exponentially. This has alleviated locking and bottlenecks and improved user interaction with the system. I have also moved all of their scheduled task-based code over to Windows Services and prepared it for an Azure migration strategy. These are tax applications containing complex logic for flat file layouts and processing of data from their tax platforms.

4/2/2018 – 10//2018 **Outer Rim Consulting Services** **Franklin, TN**
Senior Developer/Architect

.NET Application Development (4.6+, C#, .NET Standard, .NET Core 2+)

Microsoft Azure; Function Apps, Logic Apps, Resource Groups, Service Bus, Web Apps

JIRA and TFS Story and Task Management

CI/CD/Release Pipelines using Visual Studio Team Services (VSTS, now called Azure DevOps)

SQL Server 2014, 2016, 2017 and Azure SQL Management, migrations, and development

Extensive ETL work in Azure using a mix of virtual machines, Azure SQL, and data warehousing.

Summary:

This project was to help Nissan North America build an e-commerce platform enhancing the purchasing and compatibility of parts for the public customer. The backend has very intricate data transforming logic, merging together various data sources to provide a data model that is consumable for e-commerce. I have built all of the CI/CD/Release Pipelines and handle most of the Azure architecture and integrations.

2/28/2017 – 3/30/2018 Outer Rim Consulting Services Nashville, TN

Senior Developer/Architect

- .NET Application Development (4.6+, C#)
- Windows Services, Console Apps, WebForms, MVC and WebAPI
- Rally User Story and Task Management
- Build Automation with Team City
- Deployment using PowerShell scripts
- NServiceBus 6 Implementations, Sagas, SagaData
- NInject & log4net

Summary:

Worked with a client to develop a major extension to their business line in the Push Payments Industry. Developed a durable, scalable, custom solution for Push Payments utilizing NServiceBus, their current Payment Gateway, and MVC-based UIs using Bootstrap, JavaScript ClientSDKs, and PCI-Compliant architecture. There are several back-end APIs used for processing, persisting, and interfacing with their Payment Gateway. The entire system contains several ecosystems built from the ground up and I have been a key developer in many of those.

11/27/2014 – 2/31/2016 HiTouch Business Services, LLC. Nashville, TN

Director of Application Development/Enterprise Architect

- .NET Application Development (3.5/4.0/4.5, VB and C#)
- Windows Services, Console apps, WebForms, and MVC and WebAPI
- Build Automation with TFS 2013
- Management of all TFS work; code reviews, merging and branches, security
- EDI Interfaces and X12 construction and parsing
- Multi-threaded applications hosted via Windows Services and ASP.NET Web Applications.
- SQL Server 2008 R2 – 2014 Administration and Maintenance
- Environment Management for all development and a member of the Change Control Committee

Summary:

As the Director of the department, my tasks vary from employee resource management to technical management of the entire application lifecycle, including databases, database backup and retention, code migrations, and servers. As a dual role playing the Enterprise Architect, I design and implement, through educating employees and building out environments and code, enterprise-level applications that are resilient and reliable.

6/4/2014 – 11/27/2014 MedSolutions, Franklin, TN

Senior .NET Developer

- .NET Application Development (3.5/4.0/4.5, C#)
- WebForms, WinForms, MVC
- Extensive WCF development
- WebAPI Development
- Systems Architecture and Windows Server 2008 R2 Configuration management
- Build Automation with TFS 2010
- TFS 2008 to 2010 Migration
- Management of all TFS work; code reviews, merges/branches, security
- Application development using the MAF (Managed Application Framework)
- Technical Lead on several projects

Summary:

I am a key component in the move to Agile development and the clean-up of various aspects in the IT Department; code management, deliverables, business requirement analysis and interpretation, and filling in technical gaps in the development cycle.

Description:

As a Technical Lead, my role provides end-to-end understanding of the projects. We stay aware of ROI and delivery dates, so I not only develop a significant portion of code but interface with business customers and vendors, making sure that our development efforts are on track with business needs. My other responsibilities include the management of TFS for the entire organization, as well as handling the build process and migration towards automation. I also collaborate and implement complex systems architecture to stay within security guidelines, such as multiple-hop SSL tunnels, load-balancing, and SOA to keep DMZ footprints as small as possible.

7/22/2013 – 5/1/2014 Tennessee Housing Development Agency Nashville, TN

Lead Systems Developer

- .NET Application Development (3.5/4.0/4.5, C# and VB)
- WebForms and WinForms application development and maintenance
- JQuery
- JavaScript
- Team Manager of four employees
- Managed all applications through Team Foundation Server 2010
- Implemented automated deployments through TFS Build Agents
- Maintained existing applications in .NET
- Architected and developed new applications in .NET
- WCF Services
- Implemented authentication and role-based security standards
- Integration with vendor applications (MITAS, Elite) via T-SQL
- Began implementing Agile methodology for software development and requirements gathering
- Management and modification of Microsoft Dynamics CRM Solutions
- Experience with developing plugins for Microsoft Dynamics CRM
- Experience with Workflows and Dialogs in Microsoft Dynamics CRM
- WPF application development using MVVM and WCF
- SSRS 2008
- SQL Server 2008 R2
- SQL Server 2012
- Management of Windows 2008/R2 and 2012 Servers for Test and QA Environments

SQL Server Data Tools, SSDT
Isolated Environment operation using Visual Studio Database Projects

Summary:

Primary responsibilities included code development, architecture, deployments, merging of code, bug validation, employee management, project management, and daily task management. My emphasis was getting all projects into TFS and developing a new Loan Origination System to replace MITAS.

Description:

I came into THDA having to pick up a broken development team and scattered code. Many of the projects were non-functioning or not developed to business requirements. I took on the role of reverse-engineering much of the software to immediately fix issues. Then, I began bringing those applications into source control for management. Applications varied from very small intranet apps to large high-profile external applications.

10/1/2012 – 7/21/2013 Robert Half Technology Nashville, TN

Software Developer

.NET Development (C# and VB)
n-Tier Application Development
JavaScript
Microsoft SQL Server (2008 R2)
Microsoft SSRS (Server Reporting Services 2008 R2)
Microsoft SQL Server Integration Services (2008 R2)
Microsoft Team Foundation Server 2010
Microsoft Entity Framework
Linq-to-SQL
Sharepoint 2010
SQL Server Stored Procedures and Query Optimization
JQuery
WCF
Web Services (WSE 3)
XSLT
CSS
Epicor ERP integration with Web Services
ASPDotNetStoreFront customization
Interfacing with Epicor for customization in a Warehouse/Manufacturing industry.

Summary:

Development of new integration applications and ecommerce web development. Designing and implementing ERP middleware applications. Managing TFS and various .NET projects to implement code migration and deployment strategies.

Description:

Integrating enterprise accounting and ecommerce web sites. I architected and implemented a variety of WCF interfaces, performed significant CSS development and XSLT data transformations for presentation on the web. Integration with ASPDotNetStoreFront and Epicor has been challenging, but solved by building a middleware solution driven by scheduled tasks and custom Windows Services on Windows Server 2008 R2. These interfaces collected data from warehouse and shipping facilities, such as barcode scanners and scales, to facilitate order metrics and better inventory knowledge.

5/7/2012 – 9/30/2012 Regions Bank Nashville, TN

Software Developer

- .NET Development (C#)
- n-Tier Application Development
- JavaScript
- Microsoft SQL Server (2008 R2)
- Microsoft SSRS (Server Reporting Services 2008 R2)
- Microsoft SQL Server Integration Services (2008 R2)
- Microsoft Entity Framework
- Linq-to-SQL
- SQL Server Stored Procedures and Query Optimization
- JQuery
- MVC 3
- CSS

Summary:

Development of new business applications supporting the Legal department.

Description:

Development includes SSIS, Stored Procedures, SSRS, Web Applications with AJAX, Provider Models, Membership Providers, Harvest SCM, Change Management, Project Management, Deployment Practices, ETL and data transformations.

2/27/2012 – 5/4/2012 Ccleritas Technologies Overland Park, KS

Sr. Software Specialist

- .NET Development (VB and C#)
- n-Tier Application Development
- JavaScript
- Microsoft SQL Server (2008 R2)
- Microsoft SSRS (Server Reporting Services 2008 R2)
- Microsoft TFS 2010 (Team Foundation Server)
- Microsoft SQL Server Integration Services (2008 R2)
- Microsoft Entity Framework
- SQL Server Stored Procedures and Query Optimization

Summary:

I provide software development for new and existing products utilizing various technologies.

Description:

Development includes SSIS, Stored Procedures, SSRS, Web Applications with AJAX, Microsoft Unity Practices, Dependency Injection, WCF, Unit Testing, and Automated Testing. Significant ETL and transformations.

Information Technologist -- Specialist I

- JAVA Programming using J2EE Specifications
- IBM WebSphere Development
- .NET Development (VB and C#)
- Customized Hardware Integration
- n-Tier Application Development
- JavaScript
- IBM DB2
- Microsoft SQL Server (2005/2008)
- Microsoft SSRS (Server Reporting Services 2005/2008)
- Microsoft TFS (Team Foundation Server) Training and Administration (2008/2010)
- Microsoft SQL Server Integration Services (2005/2008)
- Telerik OpenAccess, RADAjax, RAD WinForms Controls, RADControls
- Main frame integration with Web Services using CICS.
- Project Management through Microsoft Project (2007/2010)
- Business Requirements gathering and documenting using Agile practices

Summary:

As a Specialist I, I lead a development team in rewriting the Driver license Issuance software. The system is complex, bringing together vendor interfaces and mainframe communications to a Windows Forms Application.

Description:

This position required time management, priority management, initiative, customer relations, and technical expertise. What used to be known as OTC (Over The Counter), where taxpayers visit a license office and leave with a driver license is transitioning to Central Issuance. Central Issuance is where licenses are not printed on-site; instead they are mailed to the taxpayer. This new Central Issuance software integrates diverse communication and storage mediums into a single software interface; CICS, WCF, Web Services, SSRS, extensive data transformations, vendor-specific WCF interfaces, TWAIN, ISIS, Camera hardware, and WACOM Tablet/Signature Pad hardware.

I was the Team Lead and managed to re-engineer what was a vendor-supplied system, out-dated and running on Windows NT 4, into a complete .NET 4 Windows Forms Application for Windows 7. I exercised in-depth software architecture, priority management, TFS Team Project management skills, and coordination of all aspects of modern day application development, from physical hardware requirements to active directory and group policy settings.

Prior to this project, I helped maintain and improve the State's Motor Vehicle Title and Registration System, written in JAVA for WebSphere 6.1.

1/2006 – 9/2009 MBK LLC Columbia, MO

Senior Developer/Partner

- n-Tier Applications
- Microsoft TFS (Team Foundation Server 2005/2008)
- Windows Network Administration
- Test-Driven Development
- Microsoft SQL Server 2005
- Microsoft SSRS (Server Reporting Services 2005/2008)
- Microsoft SQL Server Integration Services (2005)
- MySQL
- .NET Development (VB and C#)
- JavaScript
- PHP
- Telerik OpenAccess, RADAjax, RAD WinForms Controls, RADControls
- Cisco Router Configuration and Management
- Remote Network support over DSL and WANs

Summary:

We specialized in custom software applications for diverse industries, ranging from online retail sales in medical supplies to thoroughbred race horse brokers. One of our major clients was Taylor Made, dealing with race-horse auction software.

Description:

We developed sales analysis software for Taylor Made. This software integrated SSRS, TFS, .NET Web Applications, AJAX, and SQL Server 2005 to provide complete automated tracking of sale and visitor information so that Taylor Made could accurately determine sale and reserve prices for thoroughbred race horses at the many prominent sales venues where they performed business. This software was a ground-up rewrite from existing software which did not fit their business needs.

9/2003 – 1/2006 EvoMedia Columbia, MO

Freelance Programmer

- Cold Fusion Application Development
- Windows Network Administration
- MS SQL 2000/2005
- ASP.NET
- Classic ASP
- UI Development
- JavaScript
- .NET Framework

Summary:

Support multiple online retail sales sites.

Description:

Most of the development was in Cold Fusion, but there were several smaller clients that had .NET needs. Retail sales sites ranged from medical supplies to cheesecakes.

9/1999 – 9/2003 Spacial Networking, Jefferson City, MO

President/CEO

- Windows Network Administration
- Cisco Router Configuration and Management
- Web Application Development
- Assembly Line Experience
- Plant Floor and Safety Experience

Summary:

I provided end-to-end solutions for small businesses, including Citrix MetaFrame, SQL Server, Web Applications, Network cabling, Cisco Router configurations, Network Analysis, Network Design, Server Setup and Installations, and consulting. One of my larger clients was Cargill, where I spent many hours on the floor in various parts of the plant.

Description:

My clients ranged from small municipal organizations to multi-million dollar financial firms and HVAC manufacturers. I installed, managed, and maintained both Windows and AIX networks, as well as developed applications. Supporting multiple remote sites, whether connected with Multi-Link, ISDN, and T1 Point-to-Point.

9/2002 – 5/2003 SEMCO Inc. Columbia, MO

Network Administrator

- AIX, RS/6000 Administration
- Citrix MetaFrame Administration
- Lotus Notes Administration and Development
- Daily Backups, Email Administration, IT Support, Network Administration
- Multiple Remote site support, Point-to-Point T1 and ISDN connections

4/1999 – 6/1999 Western Auto Kansas City, MO

Network Administrator

- Windows Network Administration
- Cisco T1/ISDN Router Administration
- Daily Backups, Email Administration, IT Support

6/1998 – 4/1999 Huber & Associates Jefferson City, MO

Systems Engineer

- Windows Network Administration
- Cisco Router Administration, AIX, AS/400 IPCS Firewall
- Email Administration, IT Support, Lotus Notes Client Installation, Server Installations

Education

Year of 1996 Lincoln University Jefferson City, MO

Major: Computer Science

Year of 1995 University of Missouri - Rolla Rolla, MO

Major: Mechanical Engineering

Training/Certifications

Microsoft Certified Systems Engineer (MCSE)

Microsoft Certified Professional (MCP)

Microsoft Certified Professional + Internet (MCP+I)

Citrix Certified Administrator, MetaFrame 1.8

IBM Certified Solutions Expert for the NT Firewall (CSE)

IBM Professional Server Expert for NetFinity Servers (PSE)

Thomas M. Swan

Gering, NE 69341-1572

09/29/2025

Kelly Sides

Scotts Bluff County Clerk

Administration Building – 1st Floor

1825 10th Street

Gering, NE 69341

Dear Kelly,

I am writing to express my interest in the Scotts Bluff County Board of Commissioners position. With my background in accounting and management of a business, along with my proven skills in the budgeting process and management of company funds, I am confident that I would make a valuable addition to the Board of Commissioners.

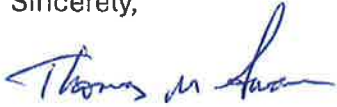
During my previous experience at WPCI, I successfully turned the company around from being \$1.2 million in debt when I took over as President in 2004 and leaving it with \$1.3 million in cash and no debt upon my retirement in 2021. This opportunity helped me develop strong negotiation, leadership and problem-solving skills that I am eager to bring to the Scotts Bluff County Board of Commissioners position. I currently volunteer as Treasurer for my church, Gering Public Library Foundation and Gering Kiwanis.

I am particularly drawn to your organization because of the responsibility of managing county funds and to be good stewards of the taxpayer's money. I believe my background and enthusiasm align well with your goals and would contribute positively to Scotts Bluff County and the other commissioners.

Enclosed is my resume, which provides further details about my qualifications and professional history. I am available at your earliest convenience for an interview and look forward to the opportunity to discuss how my skills and experiences can benefit Scotts Bluff County.

Thank you for considering my application. I look forward to your response.

Sincerely,

A handwritten signature in blue ink, appearing to read "Thomas M. Swan", with a stylized, flowing script.

Thomas M. Swan

Thomas M. Swan

Residence:

Gering, NE 69341-1572

Email:

PROFILE

Executive President/CEO and CFO/Controller experienced in cash management/forecasting, budgeting, financial accounting, internal controls, audits and installation of accounting software programs to meet financial reporting requirements. Experience in manufacturing, construction, hazardous materials, service industry and public accounting.

PROFESSIONAL EXPERIENCE

WPCI; Scottsbluff, NE

The Nations Premier Comprehensive Drug Program Administrator with \$2.5 million in total revenue.

President/CEO

Administration of all functions of the corporation including sales and marketing, operations, quality control, information systems, and finance. Manage responsibilities of both president and CFO.

- Turned company around from producing losses to making profits by cutting expenses along with increase in revenues. Manage day to day expenditures of the company so to continue to produce profits.
- Successful in negotiating with bank to prevent LOC note from being called. Bank is very pleased with the progress the company has made.
- Successfully negotiated with two key vendors on a payment plan for past due account balances.
- Close involvement with IT regarding software decisions which have resulted in increased productivity of employees and eliminating excess labor.
- Coordinate banking activity, which includes reporting company status and profitability in order to justify collateralization of LOC.
- Trustee of the company's 401k plan.
- Conduct all corporate board meetings.

Thomas M. Swan Consulting; Denver, CO

Consulting with small business and client tax preparation.

WPCI; Scottsbluff, NE

The Nations Premier Comprehensive Drug Program Administrator with \$2 million in total revenue.

V.P. Finance & Administration

As officer and treasurer of the corporation had extensive responsibilities in operations, profitability and growth of the corporation. As trustee of the company's 401k plan, worked with employees to increase enrollment.

- Total financial reporting encompassing all segments of the accounting process.
- Responsible for the installation/conversion of MAS 90 accounting software, hiring and training of staff, developing accounting systems and daily administration of the corporation.
- Managed IT department to include decisions on computer hardware and software needs.
- Coordinated banking activity, year end audits and the annual budgeting process.

Financial Evaluations Corporation; Denver, CO

Management consulting firm advising small businesses and individuals with their accounting and tax needs.

General Partner

The firm consulted with business clients offering accounting and tax services, capital solutions, cost containment, factoring of accounts receivables and leasing services.

- Preparation of financial statements and tax filings for small businesses.
- Preparation of individual tax returns.
- Installation/conversion of various accounting software.

Environmental Control Division, Inc; Commerce City, CO

\$6 million hazardous materials contracting company which specialized in the remediation, investigation, and evaluation of environmental and hazardous material problems.

Controller

- Total financial reporting for three regional offices encompassing all segments of the accounting process.
- Cash management and coordinated year end audits.
- Systems administrator of MAS 90 accounting software and Novell network. Managed computer hardware and software requirements.

Malott Peterson Renner, Inc; Denver, CO

Specialty construction company building tennis courts, running tracks and gym floors with \$4.5 million in revenue.

CFO

As an officer of the corporation had extensive responsibilities in operations, profitability and growth of the corporation.

- Total financial reporting for four regional offices encompassing all segments of the accounting process.
- Converted accounting software from Small Systems Design to MAS 90. Responsible for the hiring and training of staff, developing accounting systems and daily administration of the corporation. Systems administrator of MAS 90 and Novell network. Managed computer hardware and software requirements.
- Coordinated banking activity, year end audits and the annual budgeting process.

EDUCATION

St. Ambrose University

Bachelor of Arts in Accounting
Major: Accounting

Brooke Feil

Gering, Ne 69341

September 30, 2025

To Whom it may concern,

I am writing to express my intent to run for the position of County Commissioner. Growing up in the Panhandle during the 90s, I developed deep roots in this community. My father served as a police officer in Gering, and my mother worked as a nurse in the NICU at Regional West Medical Center, instilling in me a strong sense of service and dedication.

After graduating high school and cosmetology school in Colorado in 2003, I returned to the Panhandle in 2004. My husband and I purchased our home in Terrytown in 2014, and we were married in 2017. Our two children, Alba and Cash, are currently attending Gering schools. My husband, Tyler, has been actively involved in local government as a city council member for Terrytown for over eight years.

In my campaign, my primary goal is to facilitate a smooth transition during this one-year term. I aim to bring a fresh perspective and contribute to our community's growth. I see this term as an opportunity to learn and prepare myself for a full-term run, should the constituents choose to re-elect me.

With over 22 years of experience as a hairdresser, I've also been deeply involved in community service, whether through volunteering or local initiatives. Additionally, I curate for a local business owner's history business, giving me a wealth of knowledge about the Panhandle.

I am excited about the possibility of serving our community and look forward to the opportunity to contribute meaningfully.

Thank you for considering my letter of intent.

Sincerely,

Brooke Feil