

Personnel Committee Meeting Agenda



Date: January 12, 2026
Time: 1:00 p.m.
Location: Zoom Meeting:

<https://us02web.zoom.us/j/82653558174?pwd=NHZnRkJPa2JXRmdQVG45OTI4RytDQT09>

Meeting ID: 826 5355 8174
Passcode: 045122

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Meeting Called by: Cindy Lavoie, Board Chair

Welcome

Cindy Lavoie

CEO 90-Day Plan Status Update

Information Item

Cindy Lavoie/Keantha Moore

Next Meeting

TBD

MINUTES



Personnel Committee Meeting

9/16/2025

11:00 a.m.

Attendees: Princess Ousley, Cindy Lavoie, Martina McDowell, Shelly Bell, Erin Gillespie, Amber Tynan, Kevin Vaughn, Beth Cicchetti, Quincee Messersmith – CLEO

Not Present: N/A

Board Staff: Matt Salera, Charlotte Brown, Jim McShane, Tandria Edwards, Trish Yahn

Guest: Ginger Boyd, Tameka Thomas, Commissioner Maddox, Mike Temple

Recording: Matt Salera

Welcome – Martina McDowell

Meeting called to order @ 11:04 am.

Minutes Approval – September 4, 2025

Action Item I

Motion made by Shelly. Seconded by Kevin. All in favor.

Debrief of Candidates Interviewed

Discussion Item

Martina asked board members who are not personnel committee members for their feedback. Mike Temple stated both Keantha Moore and Marcus Nicholas are qualified and would be a great fit. Matt read Louis's letter of support for Marcus Nicholas, as Louis was unable to attend the debrief. Beth, who was not in attendance when the meeting began, wrote a text message to Charlotte supporting Marcus Nicholas, which Charlotte read to those in attendance. Jim also offered his support for Marcus. Trish, Matt & Tandria offered their support for Keantha. Commissioner Maddox offered his support for Marcus.

Selection of CEO Candidate to Recommend for Board of Directors Approval

Action Item II

Martina asked the members for a motion. Motion made by Shelly to recommend Marcus Nicholas as CareerSource Capital Region's next CEO, seconded by Princess. Discussion and feedback from the committee members ensued. Each member was able to provide his/her feedback. Martina called for a vote on the motion, and Nick Maddox suggested the vote be made by rollcall.

Vote by rollcall:

Shelly - Yea
Princess - Yea
Quincee - Yea
Cindy - Nay
Erin - Nay
Amber - Nay
Kevin - Nay
Beth - Yea
Martina - Nay

Motion did not carry.

Martina asked the members for a motion. Motion made by Cindy to recommend Keantha Moore as CareerSource Capital Region's next CEO, seconded by Kevin. Martina called for a vote on the motion by rollcall.

Vote by rollcall:

Cindy - Yea
Kevin – Yea
Quincee – Yea
Shelly – Nay
Erin – Yea
Amber – Yea
Princess – Yea
Beth – Nay
Martina - Yea

Motion carried.

Mike stated that the board should know the process and those who are not present in-person at the board meeting could vote via ZOOM or telephone. Martina stated that the Personnel Committee Recommendation will be a separate action item that will require a vote by the full board of directors. Martina stated that she will consult with Ginger who is CSCR's legal council prior to the meeting.

Meeting adjourned @ 12:17 pm.

