

# MINUTES



## Personnel Committee Meeting

9/16/2025

11:00 am

**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

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### 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 Nicolas are qualified and would be a great fit. Matt read Louis's letter of support for Marcus Nicolas, 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 Nicolas, 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 Nicolas 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

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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.