

**STATEMENT OF QUALIFICATIONS**

I graduated from Point Loma Nazarene University with a degree in Business Management. Additionally, I received the Professional in Human Resources (“PHR”) certification in 2019 and a Certified Payroll Professional (“CPP”) in 2006. I have worked in the human resources field for over 20 years, taking progressively responsible roles, and have served in a leadership capacity for more than 18 years.

I have held human resources positions within the areas of compensation, shared services, human resource information systems (“HRIS”), payroll, disbursements, and generalist roles throughout my career. Organizations in which I have worked in Human Resources functions prior to BHC include PETCO Animal Supplies and Jack in the Box.

I began my employment with BHC in 2008 as the Corporate Payroll Manager in Rapid City, SD. I became Disbursements Manager in 2013, moved to the Manager of HR Shared Services in 2017, Senior Manager of HR Systems in 2020, Senior Manager of Compensation in 2021 and am currently Senior Manager of Compensation, Payroll and HR Regulatory. In this role I am responsible for leading and managing the compensation and payroll functions and providing direction and leadership for the design, development, administration, and management of all compensation and payroll programs. I provide direct oversight for the BHC compensation and payroll teams and support Executive compensation and the Leadership Development & Compensation Committee of the Board of Directors. In addition, I am responsible for the HR regulatory strategy, testimony and execution of data requests for all rate reviews. My responsibilities support all employees within the entire BHC organization.