

2023 Nominating Committee Report

The Nominating Committee, consisting of Bill Benson (chair), Kimberley Chesney, Roman Duty, Erica Westbury, and Jason Elias (non-voting), is pleased to present the following slate of candidates for consideration by the membership during the 2023 Annual Meeting.

- **Chair-Elect (one-year term, automatically accedes to Chair):** Pam Robison, J. Gifford, Inc. (#5515)
- **Secretary/Treasurer (two-year term):** Patti Steen, The Pelsten Group (#6004)
- **Director for the Americas (two-year term):** Phil Chappel, P. Chappel Associates, Basking Ridge, NJ, USA (#1325)
- **Director for Australia/New Zealand (two-year term):** Andrew Thoseby, 1st Executive, Melbourne, Australia (#8384)
- **Practice Group Director (two-year term):** Patrick Long, Provision People, Solana Beach, CA, USA (#1346)

Below are biographies and photos of the nominees:



Pam Robison

Pam Robison, President of J. Gifford Inc., started her professional recruiting career with the firm in 2001. Pam considers herself truly fortunate to have been mentored by Jim Gifford, founder of J. Gifford Inc. and former NPA Board member, officer, past president, and winner of the Chairman's Award.

Pam's NPA involvement started with serving as the Trading Group Chair (now referred to as Practice Groups) for the Manufacturing/Mining/Construction and Supply Chain group. She has served on the NPAworldwide Board since 2017, involved with encouraging volunteerism as well as focusing on new member engagement to increase split placements within the network. Pam has achieved Gold Level Recruiter Achievement Status within the network. She is currently the NPAworldwide Secretary/Treasurer.

To relate well to both clients and candidates Pam draws from her former 17-year career in manufacturing where she held positions that included plant controller for two divisions; human resources manager for two divisions and, on the operations side, as plant superintendent for a 24 hours/day, 7 days a week aluminum and magnesium recycling facility.

While J. Gifford Inc. is what some refer to as a "boutique firm," Pam tells her clients, "We can be as big as we want to be with the help of our NPAworldwide network!" Using a frank and honest approach to help companies understand the reality of the employment process, she guides small, mid-size and large companies through unfamiliar markets to ultimately hire the right people. Her manufacturing and management background affords her a better understanding of where her clients are coming from and what their expectations are, allowing her to focus on the key issues.

Pam is a life-long resident of Tulsa, Oklahoma USA. In her free time, she enjoys spending time with her husband Randy whether it's playing golf, going to auctions, or visiting with their children and attending their grandchildren's sporting events.

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Patti Steen

Patti has over 30 years' experience in recruitment. Patti started her career at Kelly Services where she became the Operations Director for the largest branch in the Seattle market. Feeling the need for a change, Patti moved to a large regional firm, The PACE Staffing Network. As the Vice President of Client Programs at Pace, she was accountable for developing strategic staffing programs for large customers in the Northwest. In 2009, Patti opened the doors to her company, The Pelsten Group. The Pelsten Group provides direct hire and contract placement to customers across the country.

Patti joined NPAworldwide within 1 month of starting her business in 2009. As a small business owner, NPAworldwide was the perfect solution for providing an opportunity to generate revenue through splits and be part of a community of talented business owners that she can collaborate with. Since 2011 Patti has served as the Trading Group Chair for the IT / Hardware / Software / Electronics, Healthcare Practice Group Leader and has served 6 years on the Board of Directors.

Patti has served on the Boards of Renton College, South Seattle Community College and Des Moines Area Food Bank.

Patti has always lived in Washington State and is married to Dave. Patti and Dave blended a family of 8 children and have 14 grandchildren...which is busy and so much fun. In their free time you can find them traveling, golfing, gardening, and enjoying the beautiful outdoors in the Northwest.



Phil Chappel

Phil started his recruiting career in the 1980s. After working for 4 boutique firms in northern and central New Jersey, he founded P. Chappel Associates in 1996 where he serves as president, business development manager and lead recruiter. Phil has always specialized in the recruitment and placement of individuals in the technology space, mainly engineering and management levels in electronics, software, systems, test/QA, etc., for a variety of industries. He has also made many placements in sales, marketing, IT, manufacturing and support functions. Phil holds the professional designation of CPC.

P. Chappel Associates joined NPAworldwide in 2003. This proved to be a great decision since Phil enjoys not only the increased revenue from split placements, but also the collaboration, having a network of trusted partners who can be advisors and become lifelong friends, and being part of something bigger. Phil started volunteering in NPA about 7 years ago. He will finish his second 2-year term as Technology Practice Group Leader in May. Having enjoyed all of his volunteer time with NPA and knowing it is a truly great organization, Phil is very happy to be nominated for the board of directors and hopes to keep contributing to the network.

For 6 years, Phil has served on the board of his homeowners' association which represents and governs 368 residences. He is currently the Vice President.

Born in California, Phil resided in a few locations there as well as in the Midwest, Waterloo (Brussels) Belgium and Miami before settling in New Jersey. He is married with a son, 2 stepdaughters and 7 amazing grandkids. In his free time, he enjoys travel, golf, sports, dining and spending time with family.

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Andrew Thoseby

Andrew is a strategic thinker and business performance executive with over 30 years of corporate management and entrepreneurial experience across industries that include: FMCG, renewables, retail, services, manufacturing, marketing, automotive, consumer durables, IT & T, internet, entertainment, consumer electronics and sports sponsorship and administration.

He is a co-owner of 1st Executive, a strategic human resources firm that specializes in the retention and sourcing of talent, founded in 2000. 1st Executive joined NPAworldwide in 2015.

1st Executive engages & sources people for companies up to 10,000 people strong via consulting & recruitment services to build value. This is achieved by application of leading edge software and social media as well as traditional sourcing methods. Based in Melbourne, the firm works locally, nationally & globally.

Andrew is a graduate of the University of Leicester (UK) and Fellow Australian Institute of Management, AHRI. He has served as the Melbourne Area Leader for NPAworldwide as well as the Sales Practice Group and Healthcare Practice Group Leader for Australia/New Zealand. In 2022, he was appointed to the NPAworldwide Board of Directors.

Andrew is married to Suzanne Whitmarsh; they have a blended family of three adult sons. He is a keen golfer, member of both the Marylebone and Melbourne Cricket Club and enjoys fly fishing and surf fishing.



Patrick Long

Patrick is the owner of Provision People, founded in 2016 in New York City. Provision People specializes in the banking and financial services arena in the US, Canada, and Mexico, building a reputation around its high-quality candidate connections and white glove service, from which a sample of recent hires include: private bankers, HNW/UHNW wealth managers, trust officers, relationship managers, tax managers/directors/partners, BDOs, investment wholesalers and attorneys, manufacturing controllers, cost accountants, maintenance managers and technicians, production managers, plant and general managers, and many others. The company also does quite a bit of information technology (IT) hiring within the banking and financial

services space, covering: data scientists and engineers, architects, software developers, web developers and business analysts.

Provision People joined NPAworldwide in 2017. Patrick has since gone on to become a top-producing recruiter in the network, recently attaining Platinum level in the Recruiter Achievement Status program. He has been the Engineering / Operations / Manufacturing Practice Group Leader since 2020 and has also served as a peer coach.

Patrick earned a bachelor's degree from Villanova University. Outside of work, Patrick is a board member and Vice Chairman of a private foundation that benefits nonprofits focused on education and the conservation of open spaces. In his free time, Patrick likes to run, and has competed in four marathons (3x NYC, 1x Boston). He is married to Christina and they are the proud parents of a newborn daughter, Blake.