

11hr_SC-AFHE_Appt_Schwantes_pt01



John Schwantes

(FORM UPDATED: 08/11/2010)

WISCONSIN STATE LEGISLATURE ... PUBLIC HEARING - COMMITTEE RECORDS

2011-12

(session year)

Senate

(Assembly, Senate or Joint)

Committee on Agriculture, Forestry, and Higher Education...

COMMITTEE NOTICES ...

- Committee Reports ... **CR**
- Executive Sessions ... **ES**
- Public Hearings ... **PH**

INFORMATION COLLECTED BY COMMITTEE FOR AND AGAINST PROPOSAL

- Appointments ... **Appt** (w/Record of Comm. Proceedings)
- Clearinghouse Rules ... **CRule** (w/Record of Comm. Proceedings)
- Hearing Records ... bills and resolutions (w/Record of Comm. Proceedings)
 - (**ab** = Assembly Bill) (**ar** = Assembly Resolution) (**ajr** = Assembly Joint Resolution)
 - (**sb** = Senate Bill) (**sr** = Senate Resolution) (**sjr** = Senate Joint Resolution)
- Miscellaneous ... **Misc**

Senate

Record of Committee Proceedings

Committee on Agriculture, Forestry, and Higher Education

Schwantes, John, of Elkhart Lake, as a member of the Wisconsin Technical College System Board, to serve for the term ending May 1, 2017.

December 27, 2011 Referred to Committee on Agriculture, Forestry, and Higher Education.

January 19, 2012 **PUBLIC HEARING HELD**

Present: (7) Senators Schultz, Harsdorf, Kedzie, Moulton, Hansen, Shilling and King.

Absent: (0) None.

Excused: (0) None.

Appearances For

- John Schwantes, Elkhart Lake

Appearances Against

- None.

Appearances for Information Only

- None.

Registrations For

- Eric Esser, Madison — Appointments Director, Office of Governor Walker

Registrations Against

- None.

Registrations for Information Only

- None.

January 19, 2012

EXECUTIVE SESSION HELD

Present: (7) Senators Schultz, Harsdorf, Kedzie, Moulton, Hansen, Shilling and King.

Absent: (0) None.

Excused: (0) None.

Moved by Senator Schultz that **Schwantes, John** be recommended for confirmation.

Ayes: (7) Senators Schultz, Harsdorf, Kedzie, Moulton, Hansen, Shilling and King.

Noes: (0) None.

CONFIRMATION RECOMMENDED, Ayes 7, Noes 0

Sanchit Mulmuley
Committee Clerk

Vote Record
Committee on Agriculture, Forestry, and Higher Education

Date: 1/19/12

Moved by: Sen. Harsdorf

Seconded by: Sen. King

AB _____ SB _____ Clearinghouse Rule _____
 AJR _____ SJR _____ Appointment John Schwantes
 AR _____ SR _____ Other _____

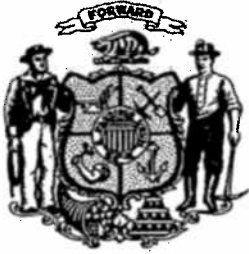
A/S Amdt _____
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 A/S Sub Amdt _____
 A/S Amdt _____ to A/S Sub Amdt _____
 A/S Amdt _____ to A/S Amdt _____ to A/S Sub Amdt _____

Be recommended for:
 Passage Adoption Confirmation Concurrence Indefinite Postponement
 Introduction Rejection Tabling Nonconcurrence

<u>Committee Member</u>	<u>Aye</u>	<u>No</u>	<u>Absent</u>	<u>Not Voting</u>
Senator Dale Schultz, Chair	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senator Sheila Harsdorf	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senator Neal Kedzie	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senator Terry Moulton	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senator Dave Hansen	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senator Jennifer Shilling	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senator Jessica King	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Totals:	<u>7</u>	<u>0</u>	<u>0</u>	<u>0</u>

Motion Carried Motion Failed





SCOTT WALKER
OFFICE OF THE GOVERNOR
STATE OF WISCONSIN

P.O. Box 7863
MADISON, WI 53707

December 20, 2011

To the Honorable, the Senate:

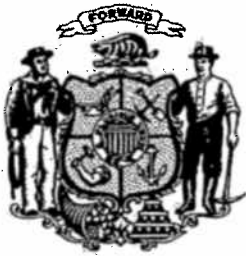
I am pleased to nominate and with the advice and consent of the Senate, do appoint Mr. John Schwantes to be a Public Member on the Wisconsin Technical College System Board to serve a term expiring on May 1, 2017.

Mr. Schwantes will be available to the Senate for hearings and my staff will assist in any way they can.

Respectfully submitted,

A handwritten signature in black ink, appearing to be "S. Walker".

Scott Walker
Governor



SCOTT WALKER
OFFICE OF THE GOVERNOR
STATE OF WISCONSIN

P.O. Box 7863
MADISON, WI 53707

December 20, 2011

Mr. John Schwantes
W6224 County Road Ff
Elkhart Lake, WI 53020-1906

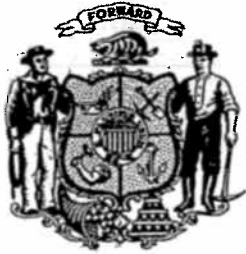
Dear Mr. Schwantes:

I am pleased to appoint you to the Wisconsin Technical College System Board, effective December 20, 2011. Your experience, knowledge, and dedication will be a true asset to my administration and a great benefit to the people of Wisconsin.

I look forward to working with you to find innovative ways of delivering services and implementing positive change for the citizens of our state.

Sincerely,

Scott Walker
Governor



SCOTT WALKER
OFFICE OF THE GOVERNOR
STATE OF WISCONSIN

P.O. Box 7863
MADISON, WI 53707

GOVERNOR'S APPOINTMENT

NAME: John Schwantes

MAILING ADDRESS: W6224 County Road Ff
Elkhart Lake, WI 53020-1906

E-MAIL ADDRESS: jschwantes@johnsonville.com

RESIDES IN: Elkhart Lake, WI

TELEPHONE: 920.876.2377 (h)
920.946.8902 (c)

OCCUPATION: Director of Plant Member Services
Johnsonville Sausage

APPOINTED TO: Wisconsin Technical College System Board
Governor's Appointee 4

TERM: A term to expire May 1, 2017

SUCCEEDS: Dr. Michael D. Rosen

SENATE CONFIRMATION: Required

DATE OF APPOINTMENT: December 20, 2011

DATE OF NOMINATION: December 20, 2011

JOHN E. SCHWANTES
W6224 County FF
Elkhart Lake, WI 53020
(920)-876-2377

OBJECTIVE

Provide Human Resources leadership at an executive level in a progressive organization.

HIGHLIGHTS OF QUALIFICATIONS

- Self motivated, goal oriented and process driven
- Fourteen years Human Resources experience
- Extensive Labor Relations experience
- Proven people and project management skills
- Extensive leadership education

PROFESSIONAL EXPERIENCE

December 2007 -
Present

JOHNSONVILLE SAUSAGE
Director- Plant Member Services

Sheboygan Falls, WI

Responsibilities:

- Member of the company-wide Operations Leadership team
- Responsible for Member Services for six plant locations with 1050 members which includes all recruiting, employee relations and readiness planning activities
- Oversee contract with Staff Management for the contingent workforce of 400 associates

Accomplishments:

- Recruited for and staffed ninety-three positions in 2010
- Lead workforce planning team in the creation of comprehensive plan to fill our most difficult to fill positions in the three to seven year time frame
- Documented and rolled out hiring process to hiring managers

May 2005 -
November 2007

KOHLER COMPANY
Manager Human Resources-Power Systems

Kohler, WI

Responsibilities:

- Member of executive team for Power Systems Business
- Responsible for 900+ associate business.
- Lead Succession Planning program
- Developed hiring process for Human Resources and hiring managers
- Serve on Kohler's Diversity Counsel

Accomplishments:

- Recruited for and staffed eighty-four professional positions in 2005 with an average fill time of 80 days
- Reduced fill time on open positions by 25 percent in 2005
- Created manpower plan for 2006 and for strategic plan for 2007-2011
- Hire all new Human Resources staff
- Provided organizational development guidance to improve the Global Procurement and Marketing re-organization

September 2000 -
May 2005

KOHLER COMPANY
Manager Human Resources-Engines

Kohler, WI

Responsibilities:

- Lead Human Resources functions at Kohler's Wisconsin, Hattiesburg, MS and Mexico City locations with total employment of 1,200 associates
- Member of Human Resources executive team for Kohler Company
- Member of executive team for Engine Business
- Labor Relations responsibility for union represented plant in Wisconsin and Mexico
- Serve on Safety Steering Committee for Engine Business

Accomplishments:

- Staffed fifty-nine professional positions
- Filled one hundred seventy-five factory positions in 2004 due to a ramp-up of production
- Conducted process redesign for the factory hiring process and reduced fill time from 48.5 days to 11 days
- HR cost reductions: \$54,200 in cost savings and \$70,900 in benefit consolidation savings in 2004

August 1999 -
September 2000

KOHLER COMPANY
Manager Employee Relations

Kohler, WI

- Center of Excellence-Labor Relations, for all of Kohler Company's operations in North America
- Company bargaining committee member for labor contract negotiations with our 4,000+ union membership
- Contract administration including training, grievance settlement, associate transfers and layoffs, legal resolutions, discipline and terminations
- Affirmative Action compliance manager for all of the Kohler Company

June 1998- August 1999
July 1994-January 1997

KOHLER COMPANY
Staff Project Engineer

Kohler, WI

- Lead new plan start-ups in China and Mexico. Project scope was from justification through construction including the development of the plant's operating budgets and manpower plans
- Implemented major capital and process improvement projects at various domestic and international operations

January 1997-
June 1998

THRIVENT FINANCIAL
District Representative

Appleton, WI

- Assisted Lutherans and their families achieve financial security through analysis of their financial goals and recommendations of financial products to meet those goals

April 1990 -
July 1994

KOHLER COMPANY
General Supervisor of Industrial Engineering-Pottery

Kohler, WI

- Directed Factory Payroll, Safety and all project management
- Coordinated cost reduction program
- Implemented major capital and process improvement projects at the divisional level

July 1978 -
July 1994

KOHLER COMPANY
Supervisor of Industrial Engineering-Pottery

Kohler, WI

- Coordinated all factory hiring, transfers and layoffs
- Conducted manpower planning
- Created job descriptions and performed job evaluations
- Managed the work measurement function
- Responsible for contract administration and grievance settlement
- Developed factory work cells utilizing "Just in Time" methodology

PROFESSIONAL DEVELOPMENT

Leadership/Human Resources Seminars Attended:

- | | | |
|---|--|----------------|
| • Dale Carnegie | Dale Carnegie | 2006 |
| • Assessment Certification – Facilitating Feedback, Enhancing Impact | Center for Creative Leadership | 2006 |
| • Kohler Leadership Development Program (for High Potential and Star leaders at Kohler) | Kohler Co. | 2004 |
| • Strategic Human Resource Planning | University of Michigan Business School | 2003 |
| • Kohler Leadership Forum | Kohler Co. | 2002 |
| • Human Resources conference and workshop | Kohler Co. | 2000,2002,2004 |
| • Toastmaster-Competent Toastmaster | Sheboygan County | |

Community Involvement:

- | | | |
|--|-----------------------------------|---------------|
| • Board of Directors-Bay Area Workforce Development | North-Eastern, WI | 2000-Present |
| • Human Resources Advisory Committee | Lakeshore Tech. College | 2010- Present |
| • Business Advocacy Committee | Sheboygan Co. Chamber of Commerce | 2010- Present |
| • School Board Member and President (eight contracts negotiated) | Plymouth, WI | 1994-2003 |
| • Workbound of Sheboygan County – Board member | Sheboygan County | 2009-Present |
| • "Outstanding Family of the Year" | Plymouth, WI | 1998 |
| • Mentor for youth | Redeemer Church | 1994-2005 |
| • Board of Directors | Kohler Credit Union | 1992-1997 |

EDUCATION

UW-MILWAUKEE

Milwaukee, WI

Masters in Human Resources and Labor Relations (formerly Masters in Industry and Labor Relations)

MILWAUKEE SCHOOL OF ENGINEERING

Milwaukee, WI

Bachelors in Industrial Management

MORAINÉ PARK TECHNICAL COLLEGE

Fond Du Lac, WI

*Associates in Industrial Engineering Technology***HOBBIES AND INTERESTS**

Basketball, walking, fishing, skiing and reading investing and self-improvement books

State of Wisconsin\Government Accountability Board

Ethics & Accountability Division
P.O. Box 7984
212 E. Washington Ave, 3rd Floor
Madison, WI 53707-7984
Phone (608) 266-8005
Fax (608) 264-9319
E-mail: GABEthics@wi.gov



KEVIN J. KENNEDY
Director and General Counsel

1/6/2012

Senate Committee Members:

The attached Statement of Economic Interests is provided with regard to the individual's nomination to a State Public Office by Governor Scott Walker.

Sincerely,
STATE OF WISCONSIN GOVERNMENT
ACCOUNTABILITY BOARD

Nominee: **Schwantes, John R.**
Nomination Date: 12/20/2011

RECEIVED

Statement of Economic Interests

Filed in 2011 for calendar year 2010

[Signature] JAN - 6 2012

Name:

SCHWARTZ, JOHN F
(last name, first name & initial)

Wisconsin Government Accountability Board
Ethics & Accountability Division

State position:

(held or sought) WISCONSIN TECHNICAL COLLEGE SYSTEM BOARD
(include agency, division, branch or district, if applicable)

FOR EXPLANATIONS, EXAMPLES AND EXCEPTIONS SEE THE INSTRUCTIONS OR VISIT OUR WEBSITE AT <http://gab.wi.gov>.
Still have questions? For priority service send an e-mail to: GABEthics@wisconsin.gov; otherwise leave a detailed message at (608) 261-2028.

****Attach additional pages as needed/Please See Instructions.****

Part A Information current as of 12/20/2011
Insert nomination/appointment date here

1. INVESTMENTS.

a) **Funds Available in Wisconsin Deferred Compensation Program.** These funds are available to participants in the Wisconsin Deferred Compensation program and many of them are also available for direct purchase, independent of that program. If you held an investment of \$5,000 or more in any of these funds -- either directly or through the program -- please check the appropriate box.

Profile Series	one			one			one	
	\$5,000 to \$50,000	More than \$50,000		\$5,000 to \$50,000	More than \$50,000		\$5,000 to \$50,000	More than \$50,000
			Small Cap			Bond		
Vanguard Retirement 2045			BlackRock Russell 2000 Index			BlackRock US Debt Index		
Vanguard Retirement 2035			DFA US Micro Cap			Federated US Government Securities 2-5 Yr.		
Vanguard Retirement 2025			Mid Cap			Vanguard Long-Term Investment Grade Adm		
Vanguard Retirement 2015		✓	BlackRock Mid Cap Equity Index			Money Market		
Vanguard Target Retirement Income			T. Rowe Price Mid Cap Growth			Vanguard Admiral Treasury Money Market		
			Large Cap			Fixed Returns for the Quarter		
			Galvert Social Investment Equity			Stable Value Fund		
International			Fidelity Contrafund			FDIC Bank Option		
American Funds EuroPacific R6								
BlackRock EAFE Equity Index			Vanguard Institutional Index Fund Plus					
			Vanguard Wellington - Admiral Shares					

b) **Other Investments.** List stocks, bonds, limited partnerships, Wisconsin governmental securities, and mutual and money market funds in which you and your family's interest was valued at \$5,000 or more.

Name of security	Type of security - "✓" one					Amount - "✓" one	
	Stock/option/futures	Bond	Limited partnership	Wisconsin governmental security	Mutual or money market fund	\$5,000 to \$50,000	More than \$50,000
VANGUARD GROWTH INDEX	✓						✓
VANGUARD 500 INDEX FUND	✓						✓
OHIO FINANCIAL	✓					✓	
PRINCIPAL GROUP	✓						✓
THRIVENT FINANCIAL	✓						✓

2. **BUSINESS ACTIVITIES.** List businesses, farms, rental, commercial, and income-producing real estate; and business activities in which you or your family had at least a 10% or greater interest.

a) **Enterprise(s) operating under a business or trade name, list here.**

Name of business	Municipality or Town	County	State	Describe nature of business

b) **Enterprise(s) NOT operating under a business or trade name, list here.**

Street address or fire number	Municipality or Town	County	State	Describe nature of business

3. **COMMERCIAL CUSTOMERS, CLIENTS, AND TENANTS.** For each unincorporated business, subchapter S corporation, service corporation (SC), limited liability company (LLC), partnership, or income-producing real estate reported in Item 2 from which the filer or a member of the filer's immediate family received \$10,000 or more in 2010, list businesses, organizations, and lobbyists that paid the enterprise \$10,000 or more in calendar year 2010.

Check if the organization authorized you to represent it in its dealings with others as an attorney-at-law, agent, spokesperson, or representative.

Businesses, organizations, lobbyists that were customers, clients, or tenants	City	State	"✓"

4. **BUSINESS PARTNERS.** For each enterprise reported under Item 2, list its co-owners, partners, officers, and directors (other than yourself), unless the information is already registered with the Wisconsin Department of Financial Institutions.

Business	Partners, or officers and directors	City	State

5. **NON-COMMERCIAL REAL ESTATE.** List the specific location of WISCONSIN REAL ESTATE in which you or your family had an interest (except your principal residence and real estate whose location you listed in item 2).

LOCATION OF PROPERTY			NATURE OF INTEREST (own, lease, option, easement, land contract)
Street address or fire number	Municipality Or Town	County	
101 #297 OSTHOFF AVIE	ELKHART LAKE	SHEBOYGAN	OWN
PARCEL# 004-011-004-001.00	EATON	MAHITOWAG	1/3 OWNER
W 5597 PINES LANE	MIDDLE INLET	MARINETTE	1/4 OWNER

6. **OFFICERS AND DIRECTORS.** List organizations of which you or a family member was an officer or director (unless listed in Item #2.)

Business or organization	City	State	Position
BAY AREA WORKFORCE DEV. BOARD	GREENBAY	WI	BOARD MEMBER

7. AGENT, REPRESENTATIVE OR SPOKESPERSON. List each organization that authorized you or a family member to represent it in its dealings with others as an attorney-at-law, agent, spokesperson, or representative (unless listed in item 2, 3, or 6.)

Business or organization	City	State

8. CREDITORS. List creditors to which you or your family owed \$5,000 or more.

Creditor	City	State	"✓" one	
			\$50,000 or less	More than \$50,000

Part B **For calendar year 2010**

9. EMPLOYERS. List your and your family's EMPLOYERS (\$1,000 or more of income) in 2010.

Name of employer (If State of Wisconsin, identify agency or institution)	City	State	Nature of employer's business
JOHNSONVILLE SAUSAGE	SHEBOYGAN FALLS	WI	FOOD
FRAN GATYAS DDS	PLYMOUTH	WI	DENTISTRY

10. ADDITIONAL SOURCES OF INCOME. List other sources from which you or your family received income of \$1,000 or more in 2010.

Source of income	City	State

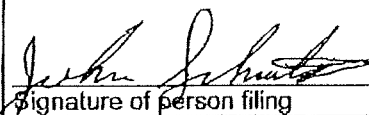
11. ENTERTAINMENT AND GIFTS. List individuals and organizations that provided you with entertainment or gifts (more than \$50) in 2010.

Name of provider	City	State

12. HONORARIA AND EXPENSES. List, for 2010, sources of honoraria and payment of expenses related to your state government duties (more than \$50) not previously reported to the Government Accountability Board.

Payer	Approximate value of expenses	Amount of honorarium	Circumstances of receipt

I certify that the information contained in this Statement of Economic Interests is true, complete, and correct to the best of my knowledge, information, and belief. In the event this Statement of Economic Interests is filed prior my nomination or appointment, I certify that I will amend it within ten days of my nomination or appointment date if amendment is necessary to bring it into conformity with the true statement of my economic interests as of the date of my nomination or appointment. **If any part has been left blank, I have done so intentionally because there is nothing to report.**


Daytime phone # 920-944-8902
12-28-11
jschwantes@JOHNSONVILLE.COM
 Signature of person filing Date E-mail address

The information sought in this form is required by §§19.43 and 19.44, *Wisconsin Statutes*. Failure to file a completed form may result in a forfeiture of up to \$500. Statements of Economic Interests are open for public inspection. The Government Accountability Board will notify you of the identity of any person who examines your Statement. In accordance with §15.04(1)(m), *Wisconsin Statutes*, the Government Accountability Board states that no personally identifiable information is likely to be used for purposes other than those for which it is collected.