

SCOTT M. CORBITT

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Objective:

To make an impact. To become a part of a team that continuously strives for excellence and positive change, while maintaining a professional, safe and fun working environment.

Summary of Qualifications:

A proven leader and problem solver. Change agent with established track record in organizational leadership. Economic development leader, with strong experience in workforce development, business recruitment, and public relations. Strong labor and employee relations background with 15+ years of experience leading the HR function at both union and non-union sites. Legal expertise with over 11 years of litigation experience representing businesses and individuals. Innovative manager and coach of performance and talent management. Thorough and resourceful recruiter of both businesses and people.

Education:

- **Bachelor of Science**, Biological Oceanography, University of Washington;
- Numerous schools for the Navy, including comprehensive Division Officer course, Safety Officer course, Quality Assurance instruction, Leadership and Management instruction, Instructor School;
- **Juris Doctor**, University of Montana School of Law;
 - Formal training in environmental law, negotiations, labor law, including labor relations, maritime law, real property law, anti-discrimination laws and equal opportunity employment, wrongful discharge, worker's compensation; contracts.

Professional Experience:

• 2022 to present – Port of Lewiston.

- 2020 to present – General Manager

➤ Lead of the Port in all aspects of its operation; focus on the primary mission of the Port of economic development and job creation; active efforts include advocacy in support of dam preservation, growth of broadband networks, property development, promotion of entrepreneurship, and growth of commerce along Marine Highway M-84.

• 2020 to 2022 – Valley Vision, Inc. Economic Development Agency.

- 2020 to present – President/CEO

➤ Lead of the economic development activities for the Lewis-Clark Valley; focus on business retention and expansion, business recruitment, and entrepreneurship/business climate improvement; developed media campaigns to educate business during pandemic; actively promoted business partnerships with area ports, including lobbying in

state capitals for dam preservation efforts; developed workforce development strategy and formed organization to meet needs of area employers during worker shortage.

➤ Job creation. Organized new program of business recruitment to showcase the LC Valley and its people for prospective businesses seeking relocation; led effort to develop Innovation Hub for the Valley to create home-grown jobs and entrepreneurial opportunity; partnered with sister agencies to apply for and secure grant funding to ensure funding of local projects to benefit job creation.

➤ Commercial property. Responded to inquiries and Requests for Information regarding commercial property and building sites in the LC Valley; discussion of utility availability and cost; supervised property listings on Commerce listings for Valley; evaluated property for suitability to investors looking to locate in the region.

•2018 to 2019 – Schweitzer Engineering Laboratories, Lewiston, Idaho/Pullman, Washington.

•2018 to 2019 – University Relations Manager

➤ Leader of the University Relations function globally for company of over 5,000 employees; established or enhanced relationships with colleges and universities; responsible for intern program with over 200 interns annually; developed relationships with local universities that were described as the model for other companies to follow; coordinated efforts to fund endowed chairs and professorship.

➤ Partnership developer. Led the effort for SEL to create a partnership with Lewis-Clark State College for Career & Technical Education; partnership led to major gift resulting in naming the new LCSC facility the Schweitzer Career & Technical Education Center; coordinated team building new electronics training curriculum for the Center, creating a local pipeline for difficult-to-find electronics technicians; led effort to raise CTE awareness in the region by forming diverse teams from the different stakeholders both inside and outside the Company; expanded relationship with the college into other disciplines outside of electronics to ensure flow of local talent.

➤ Relationship builder. Led the team that created SEL's relationship with Purdue University in advance of building a new manufacturing and research facility near campus; educated people both on campus and in the community about SEL to assist in later recruiting both interns and full-time employees to the Company; established close ties with leaders of local government, business leaders and leaders at Purdue.

•2019 – Writing instruction – Course Owner and Instructor

➤ Developed content and served as instructor for writing programs for the Company; initial course taught fundamentals of good writing, and included instruction on being concise, persuasive, active, and responsive to the audience's needs.

•2018 to 2019 – Division HR Manager/Site HR Manager

➤ Led HR functions for both a global division and a local manufacturing facility; partnered with directors and managers in both organizations on subjects such as organizational design, employee engagement, talent management, and continuous improvement.

➤ Developed employee engagement surveys for specific issues within the division; led the effort to get to root cause of certain engagement issues; facilitated focus groups and action planning teams after the survey to ensure positive change.

•2009 to 2018 – Clearwater Paper Corporation, Lewiston, Idaho.

●2011 to 2018 - Senior Human Resources Manager/Business Partner

➤HR business partner for operations and maintenance leadership. Responsible for all human resources functions at two sites. Responsible for all HR functions at company's largest union facility of over 700 employees and second smaller non-union site, including benefits coordination, recruiting, hiring, union relations, collective bargaining, payroll, training, community relations, performance and talent management; responsible for labor relations with 4 different union locals; assisted operational VP in management of 9-member leadership team that ran the site; managed HR budget in excess of \$1M.

➤Innovative recruiter. Developed pipeline for recruiting operational and maintenance managers to the site with a leadership-first approach. Won the war for talent in spite of constraints on the amounts for offers; led the effort to educate these new leaders with the development of a comprehensive 9-week training course on our company, products and processes; developed the campus recruiting program for the corporation.

➤Talent pipeline developer. Formed partnership and collaborated with local college and the State of Idaho to develop local pipeline for crafts. Brought tough-to-recruit craft positions to the value through creation of our own training and certification programs, ensuring staffing for the future of the site. Consulted with college on both the design of its new facility for these programs and the new dean to lead the school.

➤Leader for employee engagement and analytics. Site leader of employee engagement survey and data analysis. Developed focus group program to collect additional data from Company-wide survey and formed action plans to increase employee engagement and job satisfaction.

➤Leadership developer. Partnered with Operations Manager to develop and present leadership training program to all salaried leaders. Established new expectations for managers knowing their people on a level to promote a trusting relationship.

➤Fiduciary on corporate Benefits Committee with oversight over management of pension and 401(K) offerings for the company; appeal board for all benefits appeals company-wide.

➤President, Board of Trustees, Workers Compensation Exchange. Oversight over multi-employer insurance exchange that controls work comp management and claims in the State of Idaho.

●2009 to 2011 - Division Human Resources Manager

➤HR business partner for divisional vice president. Responsible for all human resources functions at three sites. Responsible for facilitating change for the division through analysis of existing talent and recruiting/hiring of leaders to turn the organization into a world-class performer. Also responsible for all HR functions at company's largest facility of over 700 employees, including benefits coordination, recruiting, hiring, union relations, collective bargaining, payroll, training, community relations, performance and talent management.

♦Led culture change at company's largest manufacturing site, including leadership changes at top of division and mill, plus change in communication and engagement culture; result was to take underperforming site to the top of the company's rankings in almost every metric.

- Managed major changes through sale of lumber mill and acquisition of whole log chipping facility; effects bargaining for sale and transition from privately owned company to corporate ownership of chipping facility.

•2006 to 2009 – Smurfit-Stone Container Corporation, Missoula, MT

- 2007 to 2009 – Human Resources Manager, Smurfit-Stone Container Corporation, Missoula

- Responsible for all Human Resources functions at the facility, including benefits coordination, recruiting, hiring, union relations, collective bargaining agreement interpretation and compliance; coordinated training at the mill; managed large and sweeping changes to staffing, including layoffs; served as part of six-member Steering Team that assisted the General Manager in the management of the mill.

- 2006 to 2007 – Counsel and Asst Human Resources Manager, Smurfit-Stone Container Corporation, Missoula Mill;

- Responsible for hiring, discipline, union relations, grievance procedures, arbitrations, lawsuit management; participated in collective bargaining negotiations to draft new agreement; coordinated outsourced benefits management for mill with approximately 500 employees; recruited salaried, hourly and intern employees to the mill; coordinated, planned, and executed both corporate and local training programs; ensured compliance with all Federal and State employment laws, including EEO/AA, FMLA, ADA.

•2005 to 2006 – Senior Litigation Attorney, Church, Harris, Johnson & Williams, P.C., Missoula, Montana;

- Served as part of management team for both attorney and staff personnel; managed Missoula office for the firm, while maintaining full case load; defense of products liability, employment law, medical malpractice, contract claims, bodily injury defense.

•1996 to 2004 – Litigation Attorney, Williams Law Firm, P.C., Missoula, Montana;

- Litigation attorney with practice focused on defense of complex civil litigation, including insurance law, insurance bad faith, products liability, employment, bodily injury, medical malpractice, breach of contract.

•1995 to 1996 – Head Intern, Missoula County Attorneys Office, Missoula, Montana;

- Responsible for case assignment and prosecution of cases for 18 law school interns; prosecution of felony and misdemeanor case load, while attending law school.

•1987 to 1993 – United States Naval Officer, USS O'Brien (DD-975); Fleet Anti-Submarine Warfare Training Center Pacific, San Diego;

- Supervised and managed up to 75 personnel in daily duties, including maintenance, repairs to equipment, and troubleshooting; promoted early to department head.

- Managed multi-million-dollar budgets at both division and department levels.

- Served as command's **administrative officer** and **human resources officer**, responsible for personnel evaluations, awards, discipline, drug testing, administrative processing, sexual harassment training, preparations for courts martial hearings.

➤As an instructor, was designated as a Master Training Specialist and was awarded the command's Instructor of the Year Award; taught organizational effectiveness and leadership to all levels from junior enlisted to flag rank.

Professional Organizations and Activities:

- ♦State Bar of Montana;
- ♦Society for Human Resource Management;
- ♦Chairman of the Board of Directors, LC Valley Chamber of Commerce, 2015;
 - developed Leadership LC Valley course to enhance community leadership
 - 9-month program to educate future leaders as to the issues and challenges of leadership in our Valley; program prepares them to take the next step either in their company or in their community.
- ♦Board of Directors, University of Washington Pulp & Paper Foundation;
- ♦President, Board of Directors, Twin County United Way, 2019-2020
- ♦Board of Directors, Lewiston Civic Theatre, 2021 to present
- ♦Chairman, Inland Northwest Workforce Council, 2021 to present
- ♦Coach for numerous sports and academic teams through Boys and Girls Club and local schools

List of Professional References:

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