



Mayor of Providence

Angel Taveras

January 10, 2014

Honorable Members
Providence City Council
City Hall

Dear Honorable Members:

Pursuant to Sections 302(b) and 1102 of the Providence Home Rule Charter of 1980, as amended and Public Law, Chapter 45-50, Sections 1 through 31 passed in 1987, I am this day appointing Johanna Harris, of 56 John Street, Providence, RI 02906, as a member of the Board of Licenses for a term ending on January 1, 2017, and respectfully submit the same for approval.

Mrs. Harris will replace Andrew J. Annaldo, whose term has expired. Thank you for your attention to this matter.

Sincerely,

A handwritten signature in cursive script that reads "Angel Taveras".

Angel Taveras
Mayor

AT/gc

IN CITY COUNCIL

FEB 06 2014

READ

WHEREUPON IT IS ORDERED THAT
THE SAME BE RECEIVED AND APPROVED

A handwritten signature in cursive script, likely belonging to the City Clerk.

CLERK

JOHANNA HARRIS

PROFESSIONAL EXPERIENCE: CURRENT POSITIONS

Author, *Use Protection: An Employee's Guide to Advancement in the Workplace*, October 2013 (available as Amazon paperback and Kindle eBook).

CEO, *Hire Fire and Retire LLC* (hirefireandretire.com), July 2013–present

- *Seminars & Training*: Disability law and discrimination. Age discrimination. Sex discrimination and sexual orientation discrimination. Sexual harassment and bullying. Workplace respect. Good management practices. Mentoring. Hiring and interviewing.
- *Investigations*: Investigations of fraud, falsification of records (travel vouchers, expense accounts), bullying, sexual harassment, discrimination and unfair treatment.
- *Operations*: How to terminate employees without getting sued. Performance evaluations: how to set them up, how to make them legal and effective. Hiring: what to ask in an interview. Background checks: how to do them, what to look for.

Counselor, *U.S. Small Business Administration SCORE Program*, Nov. 2013–present

Instructor, *Learning Connection*, October 2013–present

Instructor, *SoundviewPro (Massive Open Online Course)*, November 2013–present

Vice President of the Board, *Preserve Rhode Island*, 2011–present

- Chairman, Governance Committee.
- Member, Strategic Planning Committee, Lippitt House Museum.

Vice Chair Board of Directors, *Friends of Fox Point Library*, 2010–present

- Strategic planning, governance, fund-raising, and programming.

PROFESSIONAL EXPERIENCE: PAST POSITIONS

Senior Counsel, *State Street Bank*, 2002–2013

- Litigation, employee relations counseling, investigations of employee misconduct, training on compliance with labor laws.

Senior Managing Counsel, *BankBoston (Fleet Boston Financial)*, 1980–2002

- Litigation, employee relations counseling, investigations of employee misconduct, training on compliance with labor laws.

Trial Attorney, *Solicitor's Office, U.S. Department of Labor*, 1975-1979

- Litigation under the FLSA, Equal Pay Act, ADEA, OSHA.
- Equal Opportunity Officer, U.S. Department of Labor, Boston

Attorney, *New England Legal Foundation*, 1980

- Raised funds by writing grant applications.
- Researched and wrote *amicus* briefs to the U.S. Supreme Court on environmental and labor issues.

Board Member, *Rhode Island Black Heritage Society*, 2005-2010

- Capital Campaign Member, 2006-2010.
- Executive Committee, 2008-2010.

Board Member, *Waterfire Providence*, 2005-2008

- Vice Chairman, 2006-2007.
- Chairman, 2007-2008.

Board Member, *Coolidge Corner Theatre Foundation*, 2001-2006

- Chairman, Board of Directors, 2003-2006.
- Chairman, Board Development/Personnel Committee, 2002-2006.
- Member, Long-Range Planning Committee, 2004-2006.

Board Member, *Ellis Memorial*, 2004-2007

- Member, Executive Committee, 2004-2007.
- Member then Chairman, Human Resources Committee, 2004-2007.

Board Member, *Club Passim*, 2001-2003

- Chairman, Development Committee, 2001-2003.
- Member, Executive Committee, 2001-2003.

Major Gifts Committee, *Phillips Exeter Academy*, 1996-1998

Member, Personnel Board, *Town of Brookline*, 1985-1988

- Union negotiation.

EDUCATION

J.D. Villanova University Law School

B.A., University of Pennsylvania

Certification and Training: American Arbitration Association Mediation Program, and Brookline Police Academy