

Headwaters Employer Workforce Summit: Strategies for Attracting and Retaining Skilled Employees



Cameron Macht is the regional analysis and outreach manager at the **Minnesota Department of Employment & Economic Development (DEED)**, supervising a team of 5 regional analysts that provide labor market information to support workforce and economic development efforts across the state. He has over 15 years of experience working in DEED's LMI office, as well as prior career practice in marketing, market research, and economic development. He has a bachelor's degree in organizational management and marketing from the University of Minnesota-Duluth.



Greg Leintz is the Owner of **Galens Fresh Food Market** and **Hardware Hank** in Bagley. He was bitten by the "entrepreneurial bug" at age 13 when his first business was taking care of vending machines in a mall and working in a grocery store nights and weekends. Over the years Greg has started, owned and operated several small businesses, but groceries have always been the mainstay. After 16 years of owning a grocery store in Bagley, he purchased the aging hardware store next door and started a new chapter. He and his team added on, renovated, and put in a parking lot, resulting in a 11,000 square foot building housing a combination grocery and hardware store.



Justin Holley has worked as the HR Manager for **North Central Door** since 2001. Prior to this, he worked within the Workforce Center system on the Iron Range, supervising employment counselors and providing training services. Justin also enjoys volunteering on the community level, including a stint as Chair for the Region 2 Art Council. Justin also writes fiction for a shockingly small part of his living, and you can find more about that online. **North Central Door Company**, manufacturer of quality overhead garage-doors, currently employees eighty-four employees at one facility in the beautiful Northwoods of Bemidji, MN. Our core values include, in this order: Safety, Continuous Improvement, Accountability, and Teamwork/Cooperation. We believe, wholeheartedly, in giving back to our community and enjoy philanthropy in the areas important to our employees, including local athletics, the arts, humanitarian efforts, and aid to animals.



John Tormanen, Division Director of Human Resources, **CHI St. Joseph's Health** CHI St. Joseph's Health is a community based critical access hospital located in Park Rapids, MN. Fully accredited by The Joint Commission, we offer a full range of services including 24/7/365 Emergency Department and Level IV Trauma Center, hospitalist program, testing, surgery, orthopedics, rehabilitation, dental care, hospice and more so that you can experience better health. John has spent 20 years in his current position at St. Joseph's. Prior to St. Joseph's, John was the HR director for Hubbard County and worked in HR for the Fairview Health System in Minneapolis. John has a Bachelors degree in HR management. He serves on the Workforce Development Board and Regional Workforce Alliance.



Kellie Dixon has been with **Karvakko** since 2011, and is currently the Marketing Team Leader. In her position, Kellie sits on Karvakko's Leadership Team, strategizing firm-wide objectives. Karvakko is committed to a culture that helps their employees develop personally and professionally. The Bemidji-based firm is a family-first organization. They provide engineering, land surveying and landscape architectural services in the municipal, aviation, transportation, recreation, and energy industries. Karvakko knows people are essential to the growth and success of the firm, so they focus on what is important to current and future employees. Training, mentoring, coaching and sharing are all hallmarks of the firm's philosophy, and they strive to create a workplace environment that challenges and rewards ambitious, highly-qualified and service-oriented employees.