Shelby County Government

A C Wharton, Jr.
Mayor

January 26, 2009

The Honorable Deidre Malone
Chairman, Shelby County Board of Commissioners
160 North Main, Suite 450
Memphis, Tennessee 38103

Dear Chairman Malone:

Pursuant to the rules and regulations governing the Memphis and Shelby County Industrial Development Corporation, I hereby nominate Davida Cruthird for appointment to the above-mentioned board. Ms. Cruthird will fill the unexpired term of William Taylor who has resigned.

For your use, biographical information is attached and approval of the Board of Commissioners will be appreciated.

Sincerely,

A C Wharton, Jr.
Mayor

ACW//lar
Encl

SUMMARY

I. **Description of Item**

This resolution appoints one new member to the Memphis and Shelby County Industrial Development Corporation.

II. **Source and Amount of Funding**

III. **Contract Items**

A. Type of Contract – N/A

B. Terms – N/A

IV. **Additional Information Relevant to Approval of this Item**

The Memphis and Shelby County Industrial Development Corporation members are appointed for a term of six years. Ms. Cruthird will be filling the unexpired term of William Taylor who has resigned and said term will expire on December 31, 2010. This will be the first term for Ms. Cruthird.

Board Members

Appointments	Resolution Date	Expire Date	Member Since	Race	Term
M/SC Industrial Development Corp.					
Mr. Melvin Burgess II	07/07/2008	12/31/2013	07/07/2008	BM	6
Commissioner Sidney Chism - ex of	09/11/2006				
Mr. William Gillon	07/07/2008	12/31/2013	07/07/2008	WM	6
Mr. Dick Leike	07/07/2008	12/31/2009	07/07/2008	WM	6
Commissioner Steve Mulroy - ex off	09/11/2006				
Mr. Clifford Stockton, Sr. - joint me	07/07/2008	02/21/2014	04/19/2007	BM	6
Mr. William Taylor - resigned	04/23/2007	12/31/2010	04/23/2007		6

Board/Commission

Division of County Government

Name: Davida M. Cruthird

Date of Birth: 11-26-71 Race Black M ____ F x

Business Name: BRIDGES, USA

Business Address: 477 N. Fifth Street Zip: 38116 Phone 260-3709

E-mail dcruthird@bridgesusa.org Fax 527-0867

Education: Graduate Student University of Phoenix MBA; Undergraduate Degree MBA 6/09 BS Degree Political Science 5/94

Name of Spouse: N/A Number of Children 0

Home Address: 5262 Chatfield Drive Zip 38116 Phone 281-2577

Resident of Shelby County 37 years.

Have you ever been convicted of a felony? Yes ____ No ✓
I give authorization to Shelby County Government to request that the Shelby County Sheriff's Department perform a background check. Yes ✓ No ____

I also understand that other sources including the official state websites listing sexual predators and a check of outstanding balances owed to departments and offices of county government may be performed.

List any affiliation or ownership interest you have in any business, corporation, or partnership, and if such business contracts with or sells products or services to Shelby County Government.

N/A

List members of family, where employed, and whether or not their employer contracts with or sells products or services to Shelby County Government.

N/A

Davida M. Cruthird
Signature

1-28-09
Date

(For Office Use Only)
Attendance Record (if applicable)
No. of Meetings ____ No. Attend ____ No. Absent ____
Disposition:
Approval ____ Resolution ____ Item # ____

NOTICE TO ALL PROSPECTIVE APPOINTEES TO SHELBY COUNTY BOARDS, AUTHORITIES OR COMMISSIONS

Pursuant to Resolution #26 adopted July 26, 1993, as amended, each person who submits his or her name for nomination to serve on a board, authority, or commission subject to approval by the Shelby County Board of Commissioners shall submit a list of all private county, social, athletic or professional clubs of which that person is a member. In the event it is determined that any such clubs are disciminatory in choosing their members on the basis of race, sex, or religion, the Shelby County Board of Commissioners may use this information in voting to reject the nominee.

Pursuant to the aforementioned Resolution you are hereby required to list all private country, social, athletic or professional clubs of which you belong.

1 Society of Human Resources Management (SHRM) Workforce Chair, WorkReadiness and Community Relations
2 Mpact Memphis Member
3 Memphis Urban League Young Professionals
4
5
6
7
8

List below any of the aforementioned clubs of which you belong that do not have female members.

1
2
3
4

List below any of the aforementioned clubs of which you belong that do not have minority group members (e.g., African American, Hispanic, Asian).

1 _____
2 _____
3 _____
4 _____

Do any of the aforementioned clubs of which you belong discriminate in selecting members based on race, sex, or religion?

Circle Below:
Yes (No)

Submitted: Davida M. Cruthird
(Print Name)

Signature: Davida M. Cruthird

Date: 1-28-09

GRATUITY DISCLOSURE FORM
Shelby County Ethics Commission

INSTRUCTIONS: This form is for all persons receiving any Shelby County Government contract, land use approval or financial grant money to report any gratuity that has been given, directly or indirectly, to any elected official, employee or appointee (including their spouses and immediate family members) who is involved in the decision regarding the contract, land use approval, or financial grant of money.

1. **NAME**

   N/A

2. **DATE OF GRATUITY**

   N/A

3. **NATURE AND PURPOSE OF THE GRATUITY**

   N/A

4. **NAME OF THE OFFICIAL, EMPLOYEE, APPOINTEE, OR FAMILY MEMBER WHO RECEIVED THE GRATUITY**

   N/A

5. **NAME OF THE PERSON OR ENTITY THAT PROVIDED THE GRATUITY**

   N/A

6. **ADDRESS OF THE PERSON OR ENTITY THAT PROVIDED THE GRATUITY**

   N/A

7. **DESCRIPTION OF THE GRATUITY**

N/A

8. **COST OF THE GRATUITY (If cost is unknown and not reasonably discernible by the person giving the gratuity, then the person giving the gratuity shall report a good faith estimate of the cost of the gratuity.)**

N/A

9. **The information contained in this Gratuity Disclosure Form, and any supporting documentation or materials referenced herein or submitted herewith, is true and correct to the best of my knowledge, information and belief and affirm that I have not given, directly or indirectly, any gratuity to any elected official, employee or appointee (including spouse and immediate family members) that has not been disclosed and I affirm that I have not violated the provisions of the Shelby County Government Code of Ethics.**

Davida M. Crutthird
Signature

1-28-09
Date

Davida M. Crutthird
Print Name

A copy of your completed form will be placed on the Shelby County Internet website.

Davida M. Cruthird

5262 Chatfield Drive ♣ Memphis, TN 38116 ♣ (901) 260-3709 /281-2577
cruthirddavida@yahoo.com

Professional Objective
Use executive level position, with a stable organization, to drive work contributions of dedication, knowledgeable work applications, and values-based competencies for positive impacts on organization's market and customer performance.

Skills Profile
Leader/manager with a record of successful, personnel recruitment and placement, job sourcing, mentorship, life-skills development, labor and employee relations, and performance-based compensation planning. Creative solutions-finder with a demonstrated ability to organize, direct and staff program components to achieve organizational objectives. Uses innovation to inform and drive program capacities, resource allocations and client services deliverables.

- Leadership/Management – experienced cultivator of strategic partnerships of benefit to clients, staff, community organizations, area businesses, and services contractors. Proficient planner and organizer to enable successful project execution. Managed annual operations budgets to deliver training and development services, project planning and administration, enrollments tracking and monitoring, and overall operations goal attainment.

- Team Building – skilled assembler of people from diverse backgrounds and work orientations into a singularly focused force for program goal achievement. Balanced provider of direction and guidance to subordinates and colleagues. Adopted service, growth and integrity as the values for measuring effective market and customer performance.

- Communication – conceptualized and directed print and visual media to facilitate enrollments, contract compliance, client services, customer relations, and community support for work and market initiatives. Strong listening skills to complement ease in displaying public speaking skills and interactions with people, regardless of educational background, social status or economic wherewithal. Perceptive nurturer who values continuous learning, high quality outcomes, and execution excellence.

Experience
Supervised, selected, developed staff personnel; Executed and devised competitive recruitment plans; Identified and recruited candidates from other states for management, mid-level and general level positions. Staffed executive leaders for corporations ranging from $17 M to $27M; Staffing responsibilities included attracting senior management candidates, conducted prescreens; Coordinated and participated in career fairs, university fairs, medical fairs, and national conferences; Coordinated panel interviews and interview guidelines: Strategic staffing implementation plans and selection tools to be consistent in best practice; Usage of traditional and out of the box recruitment methods.

BRIDGES: WORKBRIDGE Inc., Memphis, TN
Workforce Development Department

Director of Staffing Services	January 2008-Present
Director of Job & Business Development	January 2008-July 2007
Job Development Manager	December 2006-July 2007
Job Developer	July 2005-November 2005

Nursing Innovations, Inc., Memphis, TN
Corporate Human Resources Division

Director of Human Resources	December 2002-December 2004
Human Resources Manager	June 2001– December 2002
Human Resources Generalist	March 2001– June 2001

BRIDGES: The Work Place, Inc., Memphis, TN
Department of Workforce Services
Human Resources Manager — February 2000-March 2001

University of Tennessee at Martin, Martin, TN — July 1999 – February 2000
Department of Housing
Director of Residence Life: Browning Hall

The Peabody Hotel, Memphis, TN 38103 — May 1999 – May 2000
Human Resources Department
Recruitment Manager

Memphis Urban League, Memphis, TN 38104 — February 1998 – May 1999
Workforce Development Department
Lead Job Developer

Memphis & Shelby County Memphis, TN 38103 — August 1997 – February 1998
Office of Planning & Development: Private Industry Council
Employment Specialist

Education
Bachelor of Science Degree: Political Science
University of Tennessee at Martin, Graduation 1994

Master's Degree: Public Administration
University of Memphis, 2006

Master's Degree: Business Administration
University of Phoenix Graduation, Pending Graduation 2009

Davida Marie Cruthird

Awards & Recognitions
Continuing Education

Date	Conferring Organization	Type Award/Recognition	For
July 8, 1997	Orange Mound Collaborative, Inc.	Leadership Orange Mound Class of 1997	Nomination: Leadership Orange Mound, 4th classes series
February 15, 1998	Orange Mound Collaborative, Inc.	Certificate of Completion	Leadership Orange Mound - 4th leadership seminar series
February 15, 1998	U. S. Congress	Certificate of Special Congressional Recognition	Meritorious Achievement
February 15, 1998	Tennessee House of Representatives Henri E. Brooks, State Rep District 92	Appointment: Honorary Member of the House of Representatives	Outstanding service to the state and extraordinary interest in Government processes
February 15, 1998	Memphis City Council	Certificate of Appreciation	Outstanding contribution to the community
June 18, 1998	Memphis City Council	Certificate of Recognition	Urban League Volunteer Outstanding Contribution to the community
May, 1999	Memphis Business Journal - News of Record	Media Announcement/Publication	Hiring - Recruitment Manager The Peabody Hotel Group
July 28, 1999	The Peabody Hotel Group - Memphis	Management Incentive Compensation	Contributions to corporate success through creative managerial efforts to positively impact company finances, human resources issues and guest services experiences
November, 1999	The Peabody Hotel Group - Memphis	Award - check, plaque, gift, awards luncheon, and certificate	Leader of the Fourth Quarter
December, 1999	The Commercial Appeal Newspaper and Memphis Woman Magazine	Media Announcement/Publication	Hiring - Recruitment Manager The Peabody Hotel Group

Date	***Conferring Organization***	***Type Award/Recognition***	***For***
December 15, 1999	The Peabody Hotel Group - Memphis	Certificate of Completion	Phase One: Service Excellence
February 22, 2000	The Work Place, Inc.	Certificate of Achievement	Participation/Successful Completion of Leadership Development Training
Fall 2000	University of Tennessee at Martin Office of Housing	Plaque	Most Improved Hall
March 24, 2001	University of Memphis Institute for Executive Education and SHRM-Memphis	Certificate of Completion	**Human Resource Certification Preparation Course**
August 6, 2001	The Work Place, Inc. Computer Learning Center	Training Seminar Certificate	Excel 2000 Introduction
September 21, 2001	The Work Place, Inc. Computer Learning Center	Training Seminar Certificate	PowerPoint 2000 Introduction
October 18, 2001	The Work Place, Inc.	Certificate of Completion	Self-Defense/Safety Class
November 11, 2002	Memphis Business Journal Shelby County Mayor-elect A C Wharton, Jr. Memphis City Council President Marshall U of M Exec MBA Program Director	6th Annual ***Top 40 Under 40*** Awards Process	Executive Leadership and Community Service Award
Continuing Education			
October 12, 1999	John-Carroll-Ellis, LLC	Seminar - 4 contact hours	Tennessee Employment Law: Inside Out
Spring 2000	Crichton College	1 CEU	Labor Law
October 10, 2002	Executive Leadership Institute	Senior Executive Networking Venue	Leadership/Professional Development Training
March 3-4, 2003	Goals for Memphis	Leadership Development Class	Emerging Leadership Development Intensive
January 2006-April 2008	Memphis Leadership Academy	Leadership Development Class	Leadership Fellows Program

References

Bob Booth
Former Chamber Board Member
4780 Princeton Road
Memphis, Tennessee 38117
(901) 219-7230

Barbara Knight
President/CEO
Right Resource Management Group (RRMG)
P. O. Box 1402
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(901) 634-2296

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President/ CEO
Universal Commercial Real Estate, LLC
50 Peabody Place, Suite 365
Memphis, Tennessee 38103
(901) 503-5917

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Executive Director
Memphis Tomorrow
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Memphis, Tennessee 38103
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