

## Judy Oates

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**From:** Job Link Sonoma <admin@joblinksonoma.org>  
**Sent:** Friday, January 5, 2024 1:57 PM  
**To:** Judy Oates; SonomaWIB  
**Subject:** New WIB Application for Review

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<b>Briefly describe your interest in the Workforce Investment Board and tell us a little about yourself. What strengths will you bring to our board?</b>
<p>I've been a Sonoma County resident for my entire life (42 years). My parents still live in Rohnert Park, while my family and I have settled in Cotati. As a member of the community, I've attended many of our local schools and worked for many of our local employers. In that 42 years, at times I've been employed in a myriad of roles and sectors:</p> <p>IT sector: programmer, web developer, technical support, network administrator; Manufacturing sector: assembly person, warehouse worker, forklift driver, inventory manager, purchasing agent, demand planner, purchasing management, supply chain management, and operations management; and Legal sector: General Counsel.</p> <p>I've worked for many of our small businesses (some of which may no longer exist): West Coast Online in Rohnert Park, GCT-US in Rohnert Park, EP Studios in Petaluma, Cafe Louise in Cotati, Agilent Technologies in Santa Rosa, CompUSA in Santa Rosa, JDSUniphase in Santa Rosa, and LEMO USA in Rohnert Park. In 2016, I returned to school to study law at Empire College, from which I graduated valedictorian in 2019. More recently, I completed a post-doctorate Master of Laws degree at George Mason University in Economics and Antitrust Law.</p> <p>In my current roles, I serve as Director of Operations and General Counsel at LEMO USA (Rohnert Park), and simultaneously serve as General Counsel for our sister-subsiidiary, Northwire, with locations in Wisconsin, New Mexico, along with a third site being opened in Mexico. In my Operational role, I manage eight departments, and am responsible for the overall execution of the business strategy. In my legal role, I direct the organization's legal affairs, negotiate complex commercial agreements, mitigate risks, manage liabilities, and advise on matters relating to corporate governance and compliance.</p> <p>The strengths I would bring to the board: I've worked for decades within this community as an employee--from the bottom-most</p>

corporate structures to the top-most of those structures--and decades as an employer, developing local talent to reach their maximum potential. Sonoma County's remaining manufacturing industry is facing a substantial shortfall of skilled labor, and I'd like to be a greater part of helping to bridge that gap.

**The WIB is committed to building and maintaining a diverse board and proactively recruits a wide range of groups for opportunities to serve on the board. Please explain your commitment to diversity, racial equity, and inclusion both personally as well as within your company or organization. Please provide examples.**

I work for a Swiss-owned enterprise that has subsidiaries in more than twenty countries. Our success is the combined success of myriad peoples from many different ethnic, cultural, and social strata. Worldwide, we employ over 2,000 people. In Sonoma County, we employ roughly 150, with large percentages coming from Latin and South American countries, and many others coming from the Asian nation of Laos, while still others from India, Portugal, and Russia. We're committed to diversity, equity, and inclusion. LEMO's Global Code of Conduct can be found at:

[https://web.lemo.com/img/resources/quality/Code\\_of\\_conduct\\_LEMO.pdf](https://web.lemo.com/img/resources/quality/Code_of_conduct_LEMO.pdf)

Our Code of Conduct outlines our commitment to inclusivity.

Personally, I'm the son of a German immigrant whose family fled World War 2. Most of our extended family is European. I have an older brother and younger sister-in-law that are part of the LGBTQ+ communities. Having grown up in Sonoma County, I can't separate the importance that diverse peoples and perspectives has had on my upbringing and education--it's intrinsically part of who I am.

**Please upload your resume here.**

- [Resume-Chris-Van-Nuys.pdf](#)