



daniels.du.edu/iecase

2011 Executive Judge Biographies

Gint Baukus, Senior Vice President of Global Talent Management, Western Union

Gint Baukus is Western Union's Senior Vice President of Global Talent Management. Gint and his team have responsibility for all Staffing, Learning, as well as Organizational and Leadership Development activity throughout the global Western Union footprint. The Talent Management Group provides their services to over 6,000 employees in over 50 countries.

Gint joined Western Union in April of 2008. Prior to that, Gint has held senior human resources roles as a generalist and learning and development leader with major organizations including, National City Bank, Comark, Robert Bosch, Baxter and Beatrice Inc.

Gint earned his Master of Science and Bachelor of Science degrees from Loyola University of Chicago. He is active in numerous organizations and currently resides with his family in Greenwood Village, Colorado.

Lawrence J. Scicluna, Retired Vice President, Human Resources, Ball Packaging Products, Americas

Ball Corporation History

- 2002-2011; vice president, human resources, Ball Packaging Products, Americas
- 2000-2002; sr. director, administrative and support services, Ball Corporation, Colo.
- 1994-2000; director, continuous pursuit of excellence, packaging, Westminster, Colo.
- 1993-1994; manager, organizational development and safety, packaging, Colo.
- 1991-1993; manager, human resource development and safety, Ball Packaging, Ontario
- 1990-1991; manager, training, metal beverage container, Whitby, Ontario
- 1985-1990; manager, human resources development, Westminster, Colo.
- 1983-1985; manager, technical training, Westminster, Colo.
- 1980-1983; supervisor, training, metal beverage container, Fairfield, Calif.
- 1979-1980; maintainer, production, metal beverage container, Fairfield, Calif.
- 1977-1978; maintainer trainee, metal beverage container, Fairfield, Calif.

Previous Work Experience

- Vegetable Oils PTY, Ltd.; Melbourne, Australia; assistant production superintendent

Awards/Recognitions

- 2010; Women's Vision Ally Of The Year award
- 2003; Ball Corporation Quarter Century Club
- 1999; Franklin Covey, Facilitator of the Year
- 1988; Ball Corporation's Award of Excellence
- 1973; Elected honorary life member to Footscray Institute of Technology's Student Council

Education

- 1973; electrical engineering, Footscray Institute of Technology (FIT), Melbourne, Australia

Personal

- Born in Valletta, Malta
- Wife: Debbie, Daughters: Heather and Ashley

Anthony Graves, Director of Government and Community Affairs, Visit Denver

A product of the Colorado experience, Anthony graduated from East Denver High School, obtained his B.A. in History from DePauw University, and an International M.B.A. from Daniels College of Business at DU. Professionally Anthony has spent most of his career in private industry. He has held senior roles in international operations, project management, marketing, strategic planning and development and has managed revenue opportunities in domestic and foreign markets. He has managed teams of 50 employees, budget responsibility of \$2M and exceeded revenue goals of \$22M. Anthony is dedicated to community outreach and served on several boards for non-profit organizations – Rocky Mountain Children’s Law Center, French American Chamber of Commerce, Kappa Housing, Sun Microsystems Foundation, Capitol Hill United Neighborhoods. In 2009, Anthony was appointed by former Governor Bill Ritter, Jr. to the Utility Consumer Board to advise the Office of Consumer Counsel on pricing and regulatory issues for electricity, phone and broadband service across the state. Former Mayor John Hickenlooper appointed Anthony to the Denver Community Health Board. In 2009, Anthony received the University of Denver’s Community Service Award bestowed by the Chancellor and was added to the Alumni Wall of Honor. Anthony and his wife Sakari enjoy walks at City Park and reading together in their spare time.

Cathey McClain Finlon, President, Denver Art Museum and Retired Owner, McClain Finlon Advertising

Cathey McClain Finlon served as chair and CEO of McClain Finlon Advertising, and built it into one of the top 50 agencies in the country. Ms. Finlon also co-founded Linhart McClain Finlon Public Relations. In 2009, she was named president of the Denver Art Museum. She began her career at the Philadelphia Museum of Art; the Academy of Natural Sciences, Philadelphia; and the Denver Art Museum. Ms. Finlon is the chair of the board of The Children’s Hospital and a past chair of the boards of the Denver Metro Chamber of Commerce, Junior Achievement and the Denver Advertising Foundation (DAF). She has served on the boards of the Denver Art Museum, Colorado Outward Bound School, the Alliance for Contemporary Art, the World Trade Center, the Denver Public Schools Foundation and the American Association of Advertising Agencies. Ms. Finlon was named by BtoB magazine one of the top 100 most influential business-to-business leaders in America. She has received the DAF Lifetime Achievement Award and Professional of the Year Award, the Denver Business Journal Outstanding Woman in Business Award, and the Girl Scouts Woman of Distinction Award. In 2009, she was inducted into the Colorado Business Hall of Fame. Ms. Finlon holds a master's degree in English from Pennsylvania State University and a bachelor's degree in fine art from the College of Wooster.

Karen Padgett, President and CEO, Novus Biologicals

Karen Padgett is the founder and CEO of Novus Biologicals. Novus was founded in 1996 to license, produce and sell antibodies to support niche scientific research. Novus now offers over 100,000 products to support proteomics research worldwide. Novus has been honored as a Colorado Company to Watch, as well as making the list of Inc 5000 fastest growing companies 4 years in a row. Karen earned her BS in Microbiology from Indiana University and an MBA in Marketing from the University of Chicago. Karen is married and has three teenagers. She serves on the Kent Denver Board of trustees, as well as the AMC Cancer Fund Board.

Kevin Reddy, CEO, President & Chairman, Noodles & Co.

Kevin Reddy began his impressive 25+ year restaurant career as a cook at McDonald's as a young teen and now runs one of the most successful fast casual concepts in the country. He joined Noodles & Company as president in April 2005, was named CEO in May 2006 and chairman in May 2008. During his tenure at Noodles, the company has more than doubled in size and today, Kevin provides leadership for more than 255 company and franchise owned restaurants in 18 states and growing. In fact in March 2011, Noodles & Company was ranked as one of the top 10 fastest-growing restaurant chains by Technomic, Inc., the "go-to" source for food and foodservice industry data and intelligence. Prior to joining Noodles & Company, Kevin was Chipotle Mexican Grill's chief operating officer, chief operations officer and restaurant support officer. He was the company's first hire when it had just 13 locations in one major market after McDonald's purchased a majority stake in 1998. Kevin was instrumental in designing and building the infrastructure and culture to propel Chipotle to 420 units in 22 states in just seven years. Kevin began his professional career with McDonald's in 1983 where he began as regional controller and moved into positions of escalating responsibility, including domestic field management, international staff management and home office operations positions. While at McDonald's, Kevin served as a Senior Regional Manager responsible for more than 310 restaurants representing more than \$420 million in sales.

Kevin's distinguished career and achievements have been recognized most recently by being named a 2010 Ernst & Young Rocky Mountain "Entrepreneur of the Year Award" winner and receiving *Nation's Restaurant News'* prestigious, editor's choice "Golden Chain Award". The publication also named him a 2010 and 2011 "Top 10 Who to Watch" executive. At the end of 2009, Kevin also was named *Restaurant Business* magazine's "Entrepreneur of the Year".

Alma Vigo-Morales, Senior Manager of Diversity and Development, Kaiser Permanente

Alma Vigo-Morales joined Kaiser Permanente in January of this year, to lead the company's Diversity Development strategy in Colorado. Before joining Kaiser Permanente, Alma spent the previous 15 years as Director of Diversity and Organizational Effectiveness at MWH, a global environmental engineering firm; and as Director of Global Diversity at Agilent Technologies. Her accomplishments as a corporate diversity leader were preceded by management roles in the fields of human services, human rights, and health education. Being born and grown up outside USA's mainland in San Juan, Puerto Rico has provided Alma with a unique cross-cultural experience and perspective. This experience continues to influence her deep understanding and strong commitment to diversity; for encouraging culturally mindful and respectful behaviors; for the inclusion of all voices; and for helping leaders develop critical skills to effectively operate in multicultural environments. Alma's academic background is in the areas of Psychology, Sociology and Women's Studies. She studied at the University of the Sacred Heart in San Juan, Puerto Rico and at Colorado State University in Fort Collins, Colorado. She has also studied extensively at the Institute for Intercultural Communication in Portland, Oregon; and with renowned interculturalist Lillian Roybal Rose in Santa Cruz, California. Alma lives with her family in Northern Colorado.