

Austin Osborne

Austin Osborne, M.Ed., PHR, SHRM-CP

██████████
Virginia City, NV 89440
██████████
██████████

January 26, 2019

Subject: Cover Letter for Storey County Manager Position

Dear Honorable Storey County Commissioners:

The County Manager position intrigues me because of the strong focus Storey County has on economic development and improving the quality of life for Storey County and Northern Nevada residents and businesses. Storey County's goals are closely aligned with my experience for the past 13 years with the Storey County team.

Snapshot: HR Generalist; SHRM-CP; PHR; land-use planning generalist; 5 years in HR with 10 years in management; University of Nevada, Reno graduate with Master's Degree in organizational leadership field.

Management Profile: Director of HR and Planning for Storey County performing the full-range of administrative, operational, and leadership duties of both functions; strong experience in general county administration, budgets, economic development, land development, and project management.

I am available to interview by any means that works best for you. Once you have reviewed my attached resume, you will see that I am well-qualified to lead the Storey County team to a successful future. I look forward to an opportunity to share with you my experience and qualifications for this position.

Respectfully submitted,


Austin Osborne, M.Ed., PHR, SHRM-CP

Enc.: 9 Letters of Recommendation

STOREY COUNTY

EMPLOYMENT APPLICATION

An Equal Opportunity Employer

Original Application must be received by the closing date listed on the job posting.

Faxed, e-mailed and post-marks are NOT acceptable.

If you believe you require an accommodation during the selection process, please contact us to make appropriate arrangements.

Name Austin Osborne Date 01/26/19

Address [REDACTED]

City Virginia City State NV Zip Code 89440

Telephone(s) Home [REDACTED] Cell [REDACTED] Work [REDACTED]

Email address: [REDACTED]

Position Applied for: Storey County Manager

How did you hear about this position? ☒ Advertisement ☐ Walk-In ☐ Referral (by whom?)

☐ Other (explain) Internal

If offered employment, when can you be available to begin? Immediately after two weeks of notice.

What type of employment will you accept? ☒ Full-Time ☐ Part-Time ☐ Temporary

Will you be available for shift work? ☒ Yes ☐ No

Will you be available to work weekends and/or holidays if necessary? ☒ Yes ☐ No

Have you been given a job description or had the requirements of the job explained to you? ☒ Yes ☐ No

Do you understand the job requirements? ☒ Yes ☐ No

Can you perform the requirements of this job with or without reasonable accommodation? ☒ Yes ☐ No

To qualify for employment, applicants must be at least 18 years of age unless otherwise specified in the job announcement. If offered employment, can you furnish proof of age? ☒ Yes ☐ No

After an offer of employment, can you submit verification of your legal right to work in the United States? ☒ Yes ☐ No

List other names, if any, you have used. None

EDUCATION RECORD

Did you graduate from high school or receive a GED certificate? ☐ Yes ☐ No

School Name	Location	Hours Earned	Diploma, Degree, or Certificate	Major Field of Study
Business/Technical/Vocational				
1.				
2.				
College/University (Undergraduate)				
1. University of Nevada, Reno	Reno, Nevada	150	Bachelor of Science (BS)	Education and Computer Literacy
2.				
Graduate School				
University of Nevada, Reno	Reno, Nevada	36	Master of Education Leadership (M.Ed.), School Business Administration	

AUSTIN OSBORNE

STOREY COUNTY

LICENSES (Optional, unless required for the position for which you are now applying.)

List current licenses, certifications, or registrations required for the position for which you are applying. Indicate types, state license numbers, and expiration dates.

SHRM-CP (Society of Human Resources Certified Professional, (PHR) HRCI Professional of Human Resources,
licensed K-12 Nevada State Public School Administrator, licensed 7-12 Nevada School Teacher,
(CPO) Certified Public Official

Answer only if position requires.

Do you possess a valid driver's license? ☒ Yes ☐ No

If so, license expires 02/07/22 Class C Restrictions (if any) Glasses

For positions that require typing: I certify that I can type at a speed of 50 WPM.

In addition to English, list any other language abilities you possess.

Verbal fluency in None

Written fluency in None

List any special skills you possess and/or equipment or office machines you can operate.

Windows and IOS; Microsoft Word, Excel, and Outlook; Adobe Pro; Pictometry; ESRI Arc Info GIS; Tyler Systems;
Pages; full-range of standard office machines; emergency radio systems used by Storey County.

OTHER INFORMATION

Have you ever been disciplined in your employment related to workplace violence? ☐ Yes ☒ No

If yes, please explain.

None

Do you presently use illegal drugs? ☐ Yes ☒ No

Have you ever been employed by Storey County? ☒ Yes ☐ No

If yes, please provide the following information:

Department Human Resources and Planning Position Title Administrative Officer/HR Director and Planning Director

Dates of Employment 2008 - present Reason for Separation Still employed. Seeking promotion.

Are you related to anyone who is currently employed by Storey County? ☐ Yes ☒ No

If yes, please provide the following information:

Related person's name None Department None

Relationship None

STOREY COUNTY

EMPLOYMENT HISTORY

Provide information regarding all paid, military, and volunteer work and how it may be related to the position for which you are applying. Describe your most recent position first; then list other positions in order held, beginning with the most recent. Use a separate block for each position, even if with the same employer. Use additional sheets if necessary. Do NOT use references such as "See Résumé" in place of completing this section.

May we contact all employers listed? (Attach a list of any exceptions with an explanation.)... ☒ Yes ☐ No

Present Employer Storey County Present Position Administrative Officer/HR Director; Planning Dir.
Address P.O. Box 176 From (Mo/Yr) 02/2013 To (Mo/Yr) Present
City Virginia City ☒ Full-Time (30+ hrs/wk) ☐ Part-Time (<30 hrs/wk)
State Nevada Zip Code 89440 Salary [REDACTED]
Supervisor's Name/Title Patrick Whitten, County Manager Telephone (775)847.0968
Related Duties

Manager of Storey County with full-range of leadership duties.

Reason for Leaving Still employed. Seeking promotion.

Employer Storey County Position Senior Planner
Address P.O. Box 526 From (Mo/Yr) 09/2008 To (Mo/Yr) 02/2013
City Virginia City ☒ Full-Time (30+ hrs/wk) ☐ Part-Time (<30 hrs/wk)
State Nevada Zip Code 89440 Salary [REDACTED]
Supervisor's Name/Title Dean Haymore, Community Development Director Telephone (775)847.0966
Related Duties

Building Official, Planning Administrator, Direct Supervisor

Reason for Leaving Promoted to position within the employer.

Employer Lyon County School District (Dayton High School) Position Teacher
Address 335 Old Dayton Valley Road From (Mo/Yr) 07/2005 To (Mo/Yr) 09/2008
City Dayton ☒ Full-Time (30+ hrs/wk) ☐ Part-Time (<30 hrs/wk)
State Nevada Zip Code 89403 Salary [REDACTED]
Supervisor's Name/Title Wayne Workman, Principal Telephone [REDACTED]
Related Duties

Full-range of site principal duties and supervisor.

Reason for Leaving Began new career with Storey County.

STOREY COUNTY

Employer Storey County Position Planning Commissioner
Address P.O. Box 176 From (Mo/Yr) 05/2005 To (Mo/Yr) 09/2008
City Virginia City ☐ Full-Time (30+ hrs/wk) ☒ Part-Time (<30 hrs/wk)
State Nevada Zip Code 89440 Salary [REDACTED]
Supervisor's Name/Title Board of Storey County Commissioners Telephone [REDACTED]
Related Duties

Advisory commission to hear and recommend land-use applications.

Reason for Leaving Began career in Planning with Storey County. Required to avoid conflict of interest.

REFERENCES

Name Pat Whitten, Storey County Manager Phone# [REDACTED]
Address P.O. Box 176 Virginia City, Nevada 89440
Name Jeff Nevin, Storey County Fire District Chief Phone# [REDACTED]
Address P.O. Box 603 Virginia City, Nevada 89440
Name William "Bill" Maddox, Senior District Court Judge Phone# [REDACTED]
Address [REDACTED], Carson City, Nevada 89701







Please state below any other information that would be helpful in determining your qualifications for this position. You may include significant accomplishments, previous career highlights, or any other relevant information that is not requested in this employment application.

Please see attached resume.

STOREY COUNTY

ACKNOWLEDGMENTS

Please **READ ALL** of the following statements and **INITIAL EACH** of the lines to indicate you have read and understand each of the statements. If you have any questions, contact Storey County Human Resources Department at (775) 847-0968.

-  All offers of employment and all information regarding compensation and other terms and conditions of employment will be made in writing. Verbal statements may not be relied upon.
-  This application is the property of Storey County and will become part of my personnel file if I am hired.
-  I authorize Storey County to contact any employer or individual that I have listed on my employment application and/or résumé or mentioned during job interviews to obtain from them any relevant information regarding my previous employment, military service, criminal history, characteristics or traits necessary for job performance, or other relevant qualifications for employment and/or continued employment with Storey County. In addition, I authorize Storey County to conduct a background search which includes criminal history and military history. In addition, if the position for which I am applying requires driving a vehicle, I authorize Storey County to conduct a Department of Motor Vehicles (DMV) search. If the position for which I am applying involves contact with minors or with any persons having diminished capacity to care for themselves, a search of government sex offender registries may be conducted. I further authorize Storey County to contact any institution and/or licensing authority to verify my possession of education, licenses, and/or certificates which may qualify me for employment.
-  In exchange for Storey County consideration of my employment application, and/or any continued employment with Storey County, I authorize anyone possessing information to furnish it to Storey County upon request, and I release the organizations and all individuals providing the information or acquiring the information, including Storey County, from all claims, liability, and damages whatsoever claimed to be related to furnishing, obtaining, or using said information. This release applies to, but is not limited to, claims for defamation, libel, slander, infliction of emotional distress, and interference with current or prospective economic relations.
-  I further understand this consent will apply during the entire course of my employment with Storey County should I obtain such employment. I understand and agree this consent shall remain in affect indefinitely.
-  I hereby certify that all statements made in this application are true. I understand that any false statement of material facts herein may cause forfeiture on my part of all rights to any employment with Storey County. I understand that any misrepresentation, falsification, or material omission of information may result in my failure to receive an offer, or if I have been hired, in my dismissal from employment regardless of length of employment. I understand that neither this document nor any offer of employment from Storey County constitutes an employment contract unless a specific contract document to that effect is executed. I agree to undergo any job-related physical examination and drug screening upon conditional offer of employment. I further understand and agree that this paragraph applies to any information supplied by me at a later date as part of this application.

Additionally, my signature below certifies that the information provided is true and correct to the best of my knowledge.

Signature of Applicant

Date

01/29/19

NOTE: This Page **MUST** have original initials and signature.
Photocopy or typed versions not acceptable.

STOREY COUNTY MANAGER

1. Diverse Storey County experience in HR, planning, budgets, and operations.
2. Dedicated to economic development, lean government, and customer service.
3. Effective leader with elected officials, employees, civic and community groups, and public.
4. 13-year servant to Storey County citizens, businesses, and stakeholders.
5. Promoted historic preservation, responsible growth, and rural community defense.

EXPERIENCE

2013 to Present (Storey County)

Administrative Officer / Human Resource Director / Planning Director (concurrent)

Leadership

- Framed Storey County Master Plan with meaningful community contribution
- Led team in restructure following veteran department head retirements
- Managed "360 HR investigations" increasing morale and productivity
- Influenced landmark TRIC development agreement amendments
- Influential member of annual budget team
- Balanced mining, community, and cultural resources in codes and permits
- Earned credibility and trust, and helped build employee-centric HR
- Enhanced inter-agency relationships resulting in community projects
- Effective leader with county commission and planning commission
- Advocate for community stakeholders and businesses

Labor Relations

- Chief labor contract negotiator, labor relations manager, and EEO officer
- Negotiated reduced dependent healthcare costs in all three CBAs
- Honor and fairness in all employee-employer issues
- Defended county in spurious labor disputes

Operations

- Realigned compensation plan to control accelerating staffing costs
- Reduced premiums by influencing high-deductible/HSA health plan enrollment
- Firm with carriers to reduce premium increases
- Launched RFPs to seek better services with reduced costs
- Wrote and administered federal grant for countywide energy upgrades
- Applied analytics and due diligence to policy and budget decisions
- Reduced workers' comp. losses by seeking stronger contractor services
- Lobbied and testified in Nevada Legislature
- Worked with Congressional representatives and federal agencies for lands bills

- Streamlined regulations and increased entitlements in codes, policies, and plans
- Project managed Courthouse parking lot construction
- Worked regularly with construction, business, and development firms
- Served with team attracting and retaining businesses
- Coordinated transportation improvements with regional agencies
- Proposed building improvements increasing productivity and safety
- Represented county in the court of law on wide-range of issues
- Considered and implemented good ideas brought up by others

2008 - 2013 (Storey County Community Development)

Senior Planner

- Full-range of land-use planning duties
- Supervised planning division staff

2005 – 2008 (Lyon County School District)

Dayton High School Teacher

- Taught Government, Economics, U.S. History, World History, World Issues
- Coached soccer, National Honor Society, junior and senior class council

EDUCATION & CREDENTIALS

- M.Ed. – Master of Education Leadership (School/District Business Administration)
University of Nevada, Reno - 2005
- B.S. – Bachelor of Science in Education
University of Nevada, Reno - 2002
- Professional in Human Resources (PHR) certified
- Society of Human Resources Management-Certified Professional (SHRM-CP) certified
- Licensed Nevada State K-12 School and District Administrator, and 7-12 Teacher

ENGAGEMENTS

- Board – Nevadaworks Local Elected Official, LEO (former chair)
- Board – State Land Use Planning Advisory Council (SLUPAC) (former chair)
- Board – Carson Water Subconservancy District (CWSD), Carson River Watershed Committee
- Board – Comstock Community Television Board of Directors
- Committee – Truckee River Flood Management Authority, Technical Advisory Committee
- Committee – CWSD Legislative and Regional Water System committees
- Member - Society of Human Resources Management (SHRM)
- Member - American Planning Association (APA)
- Member – Comstock Classics Car Club
- Former – Storey County Planning Commissioner (2005-2008)



STOREY COUNTY FIRE PROTECTION DISTRICT

145 North C Street
P.O. Box 603
Virginia City, NV 89440
(775) 847-0954 Phone • (775) 847-0987 Fax

January 15, 2019

Re: Recommendation for Austin Osborne

To whom it may Concern:

It is with great pleasure that I write this letter of recommendation for Austin Osborne for the position of County Manager for Storey County. I have known him for several years and worked with him professionally for the last 5 years.

In the time I have known Austin he has displayed a high degree of integrity, and responsibility. He is definitely a go-getter and very knowledgeable in the leadership and operations of Storey County Government. Austin has a keen sense of humor and brings a refreshing outlook and demeanor to everything he does.

Austin has been very involved in the governing and managing of Storey County since his very first involvement as a Planning Commissioner 15 years ago. From that moment, he has thrown himself into the inner workings of this county. As you may well know, Austin wears many hats in this organization, from Administrative Officer to Human Resources Director to Planning Director, as well as anything else that comes his way.

As a new fire chief, I have taken advice from Austin on issues dealing with hiring, employee issues, internal investigations, department morale, and most things in between. Austin is a wealth of knowledge on many levels and is very well educated. He has been a voice of reason and logic for me. We have negotiated a recent collective bargaining contract together, and have worked hand in hand on numerous other projects such as job reclassifications and policy adjustments. Austin exhibits honor and fairness with every project and assignment he leads or is involved in. He has brought a unique environment to Human Resources to make it inviting for employees to bring issues forward and not have intimidation or fear about it.

Austin was the driving force to rewrite the Storey County Master Plan, he engaged both community members and leaders from the entire county. He has taken an important role in economic development in Storey County and is part of the team that brings all of the large well-known, as well as the small start-up companies here to call our county home, he has traveled to other countries to tour facilities to make sure they are the right fit for our county. Austin works with state and national leaders to make sure the voice of Storey County is heard about decisions that are being made which directly affect us.

Austin has been a leader in providing the most cost effective and comprehensive health insurance to county employees while working to reduce costs for both the county and employees. He has worked effectively to bring agencies together to work as one on many projects both in the county



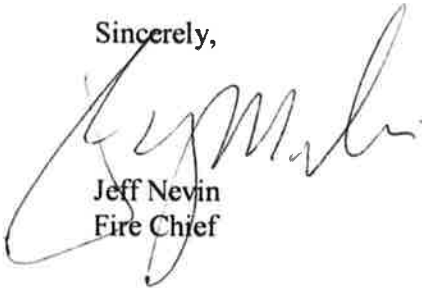
STOREY COUNTY FIRE PROTECTION DISTRICT

145 North C Street
P.O. Box 603
Virginia City, NV 89440
(775) 847-0954 Phone • (775) 847-0987 Fax

and with our neighbors. Austin has been able to restructure job classifications to improve morale and proficiency along with compensation while reducing redundancies. He continues to rewrite zoning ordinances and make amendments to codes as necessary.

Austin works hard for this county, its residents, visitors, and employees. It is not uncommon for him to work twelve to fourteen hours a day to see a project or plan to completion. He is the definition of due diligence. It is my honor to write this letter and give my full and unwavering endorsement to Mr. Austin Osborne to be selected as the next Storey County Manager.

Sincerely,



Jeff Nevin
Fire Chief

Jason Wierzbicki
5805 Lightning Ct.
Sun Valley, NV 89433

01/28/19

To whom it may concern:

My name is Jason Wierzbicki and I have known Austin Osborne for several years. I am the Public Works Director for Storey County. I supervise a staff of 19 to 30 depending on the season.

I am writing to recommend that you consider Austin Osborne for the position of County Manager for Storey County. In all my years of experience, some people stand out for their great qualities and Austin Osborne is one of those people. He is well known for his intelligence, work ethic, positive attitude, teamwork mentality, leadership, diligence, etc. He is well respected throughout the organization for his ability to get things done, for meeting short deadlines, for accomplishing tasks, etc. Throughout the time I've known him, he has shown me time and again that he is a positive, motivated leader with amazing potential.

During his time here, he has played an important role in the County as Administrative Officer, Human Resources Director, and Planning Director.

In summation, due to his great attitude, dedication and excellent potential, I would heartily recommend that you accept Austin Osborne for County Manager. I am sure that he would not let you down and would be a great asset to Storey County as County Manager.

Please don't hesitate to contact me if I can be of further assistance. I can be reached at Public Works or 775-229-9920 or at Jwierzbicki@storeycounty.org.

Sincerely,

Jason Wierzbicki
Storey County Public Works Director

A handwritten signature in black ink that reads "Jason Wierzbicki". The signature is written in a cursive, flowing style with a large, prominent 'J' and 'W'.

January 24, 2019

Storey County Board of Commissioners
P.O. Box 176
Virginia City, NV 89440

Honorable Board of Commissioners,

As your former Public Works Director, it is my absolute pleasure to recommend Austin Osbourne for the position of Storey County Manager. I have known Austin for several years, having worked with him for over ten years as part of the Storey County team.

I have come to know Austin as a truly valuable asset to Storey County. He is honest, dependable, well educated and incredibly hard-working. His vast knowledge of federal, state and county government operations would most certainly be a gigantic advantage in the position as County Manager.

Many times over the years that I have worked with Austin, he has put his skillset to work and accomplished many important milestones for the benefit of Storey County. A few that come to mind include his excellent abilities in the area of labor relations. He represents the county as its chief labor negotiator for the counties three bargaining unions, always exhibiting honor and fairness. He also shows that he most certainly has the leadership and operational skills necessary to adequately perform the duties as our County Manager. He has shown his effectiveness in these areas, especially in the framing of the updated Storey County Master Plan, reaching out to the various areas in the county to gain community contributions necessary for the plan to be successful. He also continues to use his analytical skills in performing due diligence to make sound policy and budgetary decisions. He is an impressive problem solver who is always able to address complex issues with strategy and confidence. Austin is inspired by challenges and is never intimidated by them.

Along with his undeniable talents, Austin has always been an absolute joy to work with. He is most definitely a team player and always manages to foster positive discussions and bring out the best of other employees.

Austin is also involved with the community, serving on many boards at the state and local level.

Without a doubt, I confidently recommend Austin Osbourne for the position of Storey County Manager. As a dedicated, knowledgeable and all-around great person, I know he is the right choice for this important position.

Please feel free to contact me at (775) 745-4354 should you like to discuss Austin's qualifications and experience further. I'd be happy to expand on my recommendation.

Sincerely,

A handwritten signature in dark ink, appearing to read "Michael E. Nevin". The signature is fluid and cursive, with the first name "Michael" being the most prominent part.

Michael E. Nevin

William A. Maddox

Senior District Court Judge

Carson City, Nevada 89701

January 23, 2019

Linda Ritter Consulting
4250 Hobart Road
Carson City, NV. 89703

Re: Austin Osborne

The purpose of this letter is to recommend Austin Osborne to you for the position of County Manager of Storey County, Nevada. In the various positions that I have occupied over the last forty years, I have been asked to write many letters of recommendations. Writing a letter recommending Austin Osborne is the easiest letter that I have had to write.

I have been a lawyer in Nevada for 40 years. In that time, I have been the elected District Attorney of Carson City and Storey County, Nevada; the presidentially appointed United States Attorney for the District of Nevada and a general jurisdiction judge in the First Judicial District Court of Carson City, Nevada. I practiced law privately for ten years and I am presently a Senior District Court Judge. I have worked with a number of administrators. I have represented the Carson City Board of Supervisors, the Carson Tahoe Hospital, the Storey County Commission, the Storey County Planning Commission and the Storey County School Board.

I got to know Austin Osborne after I became District Attorney in Storey County. He and I worked closely together for the four years I was in Storey County. He does an excellent job as the Planning Director and the Human Resources Director. He was the person who everyone, including me, looked to if there was a problem to be solved or if there was a project that needed to be done. He gets along well with everyone with whom he works. He is professional but not overbearing. Finally, Austin is constantly either attending classes or training to improve his already impressive qualifications. He is in my opinion the most qualified person to be the Storey County Manager. Nobody works harder than Austin Osborne.

I have a rule that I never write a letter of recommendation that is longer than one page. It is difficult to write in one page everything good that I might have to say about Austin Osborne, so if you have any questions please feel free to call me.

Sincerely yours,

William A. Maddox
William A. Maddox

Community Chest, Inc.

PO Box 980
Virginia City, NV 89440
(775) 847-9311
(775) 847-9335

January 28, 2019

Re: Letter of Recommendation for Austin Osborne

Dear Honorable Storey County Commissioners:

I am happy to submit this letter of recommendation for Austin Osborne for consideration as the next County Manager for Storey County. Please keep in mind that this recommendation is not intended to be a slight against any other candidate – indeed, Mr. Osborne is the only one I've heard who is applying – but an affirmation of belief in Austin's character, abilities, and results-oriented style of engagement.

With respect to his character, Mr. Osborne has only ever proven himself to be a man of integrity and honesty, a man of his word, a man of humility. At the same time, he is a fierce and committed servant of the people of Storey County who will log whatever miles and work whatever hours it takes to get the task done.

As to abilities, not only has Mr. Osborne proven time and again that he is able to take the most complex of tasks – i.e., soliciting and pulling together input from all sectors of the community for the most recent overhaul and update of the county's master plan – but he has also proven himself an adept speaker and presenter. This is a man who has that most rare of valued skills: an ability to work with a wide variety of people and personalities, as well as an ability to manage the minutiae (i.e., budgets and county code) needed to do the job.

And, finally, as to results, Mr. Osborne has consistently been a positive influence and advocate for Community Chest, Inc. As Planning Director, Mr. Osborne and his team assisted our organization in obtaining necessary land and county permits that allowed it to expand the Virginia City Community Center. Additionally, for the past decade Mr. Osborne has served on the Nevadaworks Adult Dislocated Worker and Youth Out of School RFP committees, and his influence and active engagement on these committees has assisted in CCI *annually* receiving approximately \$300,000 for its two programs qualified under Workplace Innovation and Opportunity Act (WIOA). Mr. Osborne has also provided CCI assistance with workforce development and retention programs at the Tahoe-Reno Industrial Center.

CCI prides itself on serving the needs of communities throughout Storey County and Northern Nevada, and we deeply appreciate the hard work, dedication, and active support that Mr. Osborne brings to our organization each year. For these reasons, we ask that Mr. Osborne be considered as Storey County's next County Manager.

Please do not hesitate to contact me anytime with questions.

Sincerely,



Erik Schoen, Executive Director



Coordinating Workforce Development for Northern Nevada

January 9, 2019

Ms. Linda Ritter
Linda Ritter Consulting
4250 Hobart Road
Carson City, Nevada 89703

Dear Board of Storey County Commissioners,

It is my absolute pleasure to recommend Austin Osborne for the position of Storey County Manager.

Austin and I have had a working relationship for over eight (8) years. He is the Storey County representative on the Nevadaworks Board and a member of the Nevadaworks Local Elected Officials Board. In addition, he serves on the Executive Committee for the Board and the Executive Council of the Local Elected Officials. Over the years he has served as both the Vice-Chair and the Chair of the Local Elected Officials.

Over the years, I have thoroughly enjoyed working with Austin. I have come to rely on his knowledge of Northern Nevada and of Storey County, in particular. Austin brings his knowledge of the local workforce, his budgetary experience, and his understanding of governmental procedures and processes to each discussion. Throughout the years he has been an active member of many funding proposal committees which require extensive review and evaluation.

Austin is always prepared for every Nevadaworks meeting, bringing information and insight into the activities and needs of Storey County, driving discussions related to Nevadaworks' activities throughout the 13 Northern Nevada counties, and offering suggestions and comments regarding Nevadaworks' policies and procedures.

Working with Austin in the professional capacities mentioned above has also allowed me to know him on a personal level. I find Austin to be a positive person, with the ability to look at and evaluate all sides of an issue. Austin has a straight forward approach during discussions and is always open to hearing the opinion of others. He is incredibly hard working and dependable, and I find him to be an asset to Nevadaworks.

I am confident Austin will bring all his skills to the position of Storey County Manager, and I highly recommend him for this position.

Please feel free to contact me via email at jthurman@nevadaworks.com or by phone at 775-284-1342 if you would like to discuss Austin's qualifications and experience in further detail. I am happy to expand upon my recommendation.

Sincerely,

John H. Thurman
CEO
Nevadaworks

6490 South McCarran Blvd., Building A, Suite 1, NV 89509-6119
www.nevadaworks.com 775-337-8600 Fax 775-337-9589

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January 21, 2019

Board of County Commissioners
Storey County
PO Box 176
Virginia City, NV 89440

Dear Commissioners,

It is my honor to recommend Austin for the position of County Manager. As a colleague, I have worked with Austin over the past eight years on various Workforce and Economic Development efforts. Not only has he been a Local Elected Official key player on the Nevadaworks Board, he has become a trusted liaison and advisor.

While Austin has found much success in his current and concurrent roles as Administrative Officer, Human Resource Director and Planning Director aiding in the economic growth and expansion of Storey County, he is looking to maximize his leadership for which he is qualified. Austin is poised to step into the role of County Manager.

When I think of Storey County, I think of your great Ambassador that is Austin Osborne. Austin can visualize, plan, and continue to create vitality for your community. He is beyond knowledgeable of the day-to-day business of the County. He is strategic thinker with his finger on the pulse economic trends throughout Northern Nevada and recognizes the benefit of thinking regionally.

Austin has proven skill in the arena of relationships. He is an effective leader able to bring members of government, business, civic and community groups, staff and residents together to accomplish goals. Austin is exceptional at hearing and considering all sides and opinions, ensuring everyone has their due time and feels heard. His successful involvement, with the Storey County Master Plan, Reno Industrial Center, Mining and Manufacturing industries, land use, department reorganizations, labor relations, are just a few examples of his leadership, communication and negotiation abilities. Additionally, Austin's obligation to fiscal and efficiency due diligence shows in his Operational accomplishments to date.

In addition to his professional qualifications, Austin has personal qualities that make him a well suited to leadership. He naturally falls into the role of "point person" in so many different circles in which we have worked together. He is not afraid to share his opinion and offers direction and solutions. My experience is that when Austin has something to say, people are genuinely interested and hold his opinion in high regard. Austin's is a person with a highly reputable reputation.

Headquarters Office: 716 N. Carson Street, Suite B, Carson City, NV 89701
(775) 461-3930 Fax (775) 461-3933 www.join.org

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Austin has my highest recommendation for the position of County Manager with Storey County. I am excited to see the direction in which Storey County grows under Austin's leadership. Please feel free to contact me for any further information.

Sincerely,

A handwritten signature in dark ink that reads "Denise L. Castle". The signature is written in a cursive style.

Denise L. Castle
CEO
dcastle@join.org

Headquarters Office: 716 N. Carson Street, Suite B, Carson City, NV 89701
(775) 461-3930 Fax (775) 461-3933 www.join.org

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Scott Jolcover
P.O. Box 1298
Carson City, NV 89702-1298

RE: Austin Osborne

January 22, 2019

To whom it may concern:

It has been brought to my attention that Mr. Osborne is applying for the Storey County Managers position. I have been blessed with knowing Mr. Osborne for well over twenty years. Let me list the qualities Austin has that would support Austin in his role as a County Manager. Honest, Moral, Organized, Fair, Balanced, Truthful, Educated, EXPERIENCED, Polite, Open minded, Firm, Thoughtful, EXPERIENCED, Local, Community Involved, County Involved, State involved, Nationally involved, did I mention EXPERIENCED ? Austin does not just talk the talk, he walks the walk. His actions speak volumes compared to idle words. And it does not matter which side of the fence or isle you are on. He can see both positions clearly and lands on the side of the laws and regulations that are on the books. He is CAN DO not CAN'T DO. Storey County is one of the most unique Counties in the State of Nevada if not the whole United States. It is so important for the County to hire someone from within who understands the Comstock, the culture, the County and the Northern Nevada Region. Austin has been present for the lean times and the exponential growth of the TRIC industrial park in the County and has grown with the County. While the shoes of the current Storey County manager are way too big to fill with anyone overnight, Austin is mature enough and young enough (but not too young) to tackle the hard issues in the years to come and eventually fill those shoes. So why should you even give any weight to my "words".

I will tell you why. I have worked in Storey County and owned property in Storey County for over 30 years. I have served as Board Member, Vice-Chairman and Chairman of the Virginia City Tourism Commission. I donated the first piece of land to the Tri-County Railway Commission many years ago to kick start the V & T Reconstruction project from Carson City to Gold Hill. I serve on the Northern Nevada Development Authority Design and Construction Committee, and am a member of the Board of Nevada Works. I built and own a tourist attraction in Virginia City. I work locally in the community for a local mining company. I have interfaced many many times over the years with ALL levels of Government and particularly Storey County Government.

Austin is one of the first people to open the doors in the morning at the Courthouse and one of the last to leave. He is dedicated, loyal, hard-working, knows the system and would be an excellent choice.

A handwritten signature in black ink, appearing to read 'Scott Jolcover', with a stylized, cursive script.

Scott Jolcover

775-742-9694



January 22, 2019

Mr. Carmona, Mr. McBride and Mr. Gilman
Storey County Human Resources

RE: Storey County Manager

Gentlemen,

It is a pleasure to first acknowledge the superior accomplishments of Storey County and its Quarterback, *Mr. Pat Whitten*, for the past decade, since I moved to Nevada, and established my trade and business here. Having worked internationally, nationally and regionally, I can represent, first hand, that this County represents a model for public-private partnerships, citizen government and socially responsible business and community. I have never witnessed or experienced a more capable, dedicated government, for the people and by the people's representatives. This could never be accomplished without serious and dedicated governors (that is, you, our County Commissioners), your delegees (an incredibly knowledgeable and competent Planning Director and Planning Commission) and the enforcers of our laws (our independently elected District Attorney, Sheriff and Justice of the Peace). We don't always agree on all issues, but we all care about the County and its success, above our own. It's remarkable and very uncommon. I am blessed to work and reside here with such a dedicated, interdependent County team within an incredibly successful public service "system." This alignment, knowledge and capability "Is Not Luck" and could not succeed without the dedication of the whole team.

The County could neither succeed without such a caring, vested, dedicated team to execute its master and strategic plans, operate the government on a day to day basis, and relentlessly drive for what is right, ensuring our decisions are not only good for the County, its businesses and visitors, and its people, and their children and our children's children. This selflessness has been our differentiation and must continue to define our standards. The Patriots could not have won 5 Superbowls and 9 American League Championships, without a fully vested owners, a dedicated coach and an outstanding quarterback, who all believes in collaborating as a broader team, selflessly, tirelessly and with full dedication. I know I have just described the Storey County system and its quarterback Pat Whitten, but I am also describing the backup quarterback, our own Austin Osborne.

I understand that Mr. Austin Osborne is applying for and is a candidate for the Storey County Managers position. I have worked directly with Mr. Osborne, on some of the most critical, contentious, complex and severest issues facing the County, and I have always found him dedicated and determined to innovate, collaborate and achieve the best, right and most sustainable answer, for the County and its future. I cannot emphasize enough, how critical the

Corrado DeGasperis, Executive Chairman & CEO
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experience, knowledge, and remarkable strength of character for always doing the right thing, for the County, and all of its citizens, is to the County Manager position.

I believe there could be other qualified candidates, but I am doubtful anyone could have the knowledge, fortitude, commitment and relentless (and seemingly) tireless dedication that Austin has always committed for doing the right thing for Storey County. In this assessment, Austin is a 10 out of 10, more likely an 11. Where do we find "11's"? Any other assessment should be secondary, for without these characteristics, we will lose too much and put our incredibly prosperous and complex opportunities, that immediately in front of us, at risk. Tourists, entrepreneurs, industries and residents all come to visit, work and live in Storey because of its unique history and culture, its commitment to its character, its enterprising spirit but most importantly, its relentless commitment and refusal to compromise on all of the above. *Austin has been a critical cog in this big machine and only those seeing it from the inside out can truly appreciate that!* His tireless "Can DO" attitude and capability is truly extraordinary.

I know the County's attitude is not changing, but the capability on the ground will most certainly change without the continued leadership that the County and Pat have established and Austin has supported and can continue leading us forward, tirelessly, without missing a step.

I could not make a stronger recommendation for Storey County's next County Manager than for Mr. Austin Osborne. He is vested in this Storey, it's his home, and we are blessed to have him.

Sincerest Regards,

A handwritten signature in dark ink, appearing to read "Corrado DeGasperi". The signature is fluid and cursive, with a large, stylized "C" at the beginning and a long, sweeping underline.

Corrado DeGasperi

Executive Chairman, Comstock Mining Inc.

Chairman, Virginia City Tourism Commission

Chairman, Comstock Foundation for History and Culture

Chairman, Comstock Real Estate Inc. (Owner of the Gold Hill Hotel)