

# Pascall Palette



Published for Tampa Bay Area Companies  
Seeking to Create and Maintain  
a Culturally Diverse Workplace

## Pascall Targets Diversity Candidates for Tampa Bay Area

Tampa Bay gained a unique human resources services firm when The Pascall Company, LLC, was launched in August, offering area firms distinctive support in human resources consulting, recruiting, financial education and training and internet productivity training.

### Diversity Recruitment: A key focus area

Identifying, attracting and retaining quality diversity personnel can be a significant challenge for many companies in the Tampa Bay area. Through **Selected Executives Tampa Bay<sup>SM</sup>**, Pascall helps companies develop and maintain a culturally diverse workplace by recruiting diverse professionals and executives locally and nationwide. Pascall's experts also design and manage successful diversity recruitment programs.

Many companies in our area recognize the need for diversity recruitment and many have programs in place. But just how successful are these programs? Companies typically fall into one of several categories when it comes to diversity recruitment programs – (a) don't value it, (b) don't know how to start or develop one, (c) have a program that yields poor results, (d) have limited resources of their own to establish a successful ongoing program or (e) have limited outside resources to help them design a successful program.

Pascall can help! Recognizing the variety of needs that Tampa Bay companies have, Pascall provides targeted services to assist companies in developing, assessing, or re-energizing their existing diversity recruitment efforts to yield positive results. Our aim is to help companies become self-sufficient and successful in this area.

*Pascall Palette*, published quarterly, will serve as a resource for Tampa Bay companies seeking to create and maintain a culturally diverse workforce.

## Embracing Diversity Doesn't End with Recruitment

As the diversity of our population continues to increase, rapidly transforming our labor force, it is imperative for business leaders to be proactive in ensuring an organizational structure that capitalizes on these changes. Much has been said about the business case for diversity and the bottom line results that can be gained from a workforce that reflects the clients served.

Strong diversity recruitment is a start, but building a diverse workforce is not enough. To be successful, modern organizations must create cultures that transmit inclusive values, respect, and an appreciation for human differences. This goes beyond policies and procedures. As organizations implement personnel guidelines and grievance processes that will provide for

equitable treatment for all employees, they must also create opportunities to increase personal awareness and understanding of co-workers. It is in helping employees find strengths in their differences that the true pay-off will begin and where NCCJ can help.

Margarita Sarmiento, Director of Corporate Initiatives  
The National Conference for Community and Justice, Tampa Bay Region  
(727) 568-9333 – www.nccjtampabay.org

## Partnering with Organizations to Attract Candidates

The Pascall Company has formed valuable partnerships with various organizations to recruit quality diversity candidates. We participated in several important events this fall.

**National Black MBA Association** The NBMBA, a non-profit organization established in 1972, is comprised of nearly 6,000 African-Americans holding masters in business administration degrees as well as business professionals, students and entrepreneurs.

More than 11,000 business professionals and students attended the NBMBA's 25th Annual Conference and Exposition Sept. 23-27 in Philadelphia. The annual event is known as the largest employment and business conference for African-Americans nationwide, attracting more than 300 of the Fortune 500 companies recruiting top-notch talent. The Pascall Company attended, promoting Tampa Bay and area companies.

**Women for Hire** Women for Hire events enable Pascall to recruit a coveted pool of bright, talented female candidates in all disciplines. These high-caliber recruiting events are designed specifically for professional women, as well as college seniors and graduate students in almost every field.

Women for Hire career expos occur in six major markets throughout the year: Atlanta, Boston, Chicago, Dallas, New York and Washington DC. Pascall is represented at each of these events.

**Diversity Recruiting Events** Pascall participated in several diversity recruiting events in major markets this year, including: New York, Boston and Chicago.

Pascall will continue to take part in these and other selected events around the country to recruit the best candidates for Tampa Bay area companies.

**Networking** Ongoing networking with established professional minority and women's associations locally and in key markets across the United States to attract candidates to the Tampa Bay area is an essential component of Pascall's success.

# Candidate Profiles

Diversity candidates available to Tampa Bay employers.

To learn more about any of these candidates, other candidates not listed, or to request a complete resume, contact Teddy Pierre at (813) 961-4344, or send an email to: [diversity@thepascalcompany.com](mailto:diversity@thepascalcompany.com). Be sure to include candidate code number.

## Engineering

### ASIC Engineer/ASIC Design Engineer

Years Exp. 5+  
 Industry Technology, Manufacturing  
 Profile A published and accomplished ASIC engineer with experience as a chip lead consultant. Implement, build, design and layout chip.  
 Degree BS, MS  
 CODE ENG-832

### Process Engineer

Years Exp. 6+  
 Industry Food & Beverage Manufacturing  
 Profile Project management, process control, technology selection and personnel training in the water and wastewater industry.  
 Other Fluent in Spanish and Italian  
 Degree BS, MBA  
 CODE ENG-478

## Finance

### Foreign Exchange

Years Exp. 10+  
 Industry Finance  
 Profile Senior executive with background in business, financial risk management, sales operations, electronic trading and new product development.  
 Other Foreign currency and electronic trading business plans including marketing, sales.  
 Degree BA, MBA  
 CODE FIN-614

### Treasury/Finance/Capital Markets

Years Exp. 10+  
 Industry Finance  
 Profile Executive with experience in global capital markets, financial risk management. Treasury operations; cash management, cash forecasting, pension investment management, foreign exchange and interest rate risk.  
 Other Series 7, 24, 63  
 Degree BA, MBA  
 CODE FIN-615

### Asset Management, Capital Markets

Years Exp. 10+  
 Industry Finance, Financial Services  
 Profile Executive with extensive experience in client management and business development.  
 Other Foreign exchange, Trade, CFA  
 Degree BS, MBA  
 CODE FIN-078

## VP Finance

Years Exp. 10+  
 Industry Finance, Financial Services  
 Profile Executive skilled as Business Analyst, Strategic Planner and Program/Project Manager with successful track record of increasing revenues, profitability and market share.  
 Other Six Sigma Champion  
 Degree BS, MS, MBA  
 CODE FIN-052

## Sr. Business Analyst, Finance

Years Exp. 10+  
 Industry Consumer Products, Natural Resources/Energy  
 Profile Experienced financial professional – Business Analyst, Audit Specialist, Financial Advisor.  
 Degree BS, MBA  
 CODE FIN-693

## Sr. Financial Analyst, Accounting/Finance

Years Exp. 7+  
 Industry Finance, Technology  
 Profile Finance professional with experience in accounting, portfolio management, asset management, research and analysis.  
 Degree BS, MBA  
 CODE FIN-091

## Human Resources

### Compensation, Executive Compensation

Years Exp. 10+  
 Industry Technology, Finance, Energy  
 Profile Executive providing value-added solutions in the areas of executive compensation, employee compensation, HRIS, recruitment, mergers/acquisitions and employee relations.  
 Degree BS  
 CODE HR-194

### VP Human Resources

Years Exp. 10+  
 Industry Financial Services, Technology  
 Profile Senior human resources professional with global experience. Skilled at delivering value-added HR solutions. Expertise in: staffing and recruiting programs organizational development, employee relations/staff development, fixed and variable compensation programs, EEO/diversity management, and instituting reward, recognition and retention strategies.  
 Degree BA  
 CODE HR-685

## Information Technology

### Sr. Network Engineer

Years Exp. 7+  
 Industry Pro Sports Association, Manufacturer, Financial Services  
 Profile Professional skilled in network engineering, design, configuration, hardware, software, client training, and corporate strategic projects. Diagnostics and troubleshooting in an enterprise LAN/WAN environment. TCP/IP, Internet security, multi-layer switching, and routing protocols.  
 Other Cisco Pix Firewall Checkpoint Firewall 3.x/4.x/NG  
 Degree BA  
 CODE IT-003

### Director, Managing Director

Years Exp. 10+  
 Industry Telecommunications, Utility, Government  
 Profile Accomplished business executive with demonstrated expertise in strategic planning and analysis, professional services consulting, program/project management, product and business development, plus corporate and government customer relationship management.  
 Other Languages – German, Spanish  
 Degree BS, MS  
 CODE IT-319

### Network Specialist, Analyst

Years Exp. 10+  
 Industry Education, Consumer Products, Technology  
 Profile CCNP, CCDP, CCNA, CCDA, MCSE, MCSE+ Internet, MCP, Cisco Internetworking design, Cisco WAN/MAN Router and Catalyst LAN Switching Technologies, Cisco Wireless LAN implementation.  
 Other Languages – Chinese, Spanish  
 Degree BS  
 CODE IT-036

### Oracle Database/Systems Admin.

Years Exp. 10+  
 Industry Education, Consumer Products, Medical, Defense  
 Profile Implement and manage information systems resources, administering DB/MS technologies. Oracle Certification Professional OCP, Client/Server Development Programming, Sybase, SQL Server, MS Access, Java, Excel, Visual Basic. ERwin, ERP.  
 Other Languages - Spanish  
 Degree BS, MS  
 CODE IT-830

## Software Engineer

Years Exp. 10+  
 Industry Technology, Telecommunications  
 Profile Extensive experience in design, development and maintenance of distributed applications. Logical and physical database design. Java, C++ and Oracle development, system analysis, design and delivery, database tuning and optimization, triggers and stored procedures.  
 Other Java, SQL, ESQ, PL/SQL, XML, XSLT, UML, C/C++, Perl  
 Degree BS, MS  
 CODE IT-155

## Network Manager

Years Exp. 10+  
 Industry Financial Services, Software, Restaurant  
 Profile Experienced professional in managing Novell networks in Windows environment.  
 Degree BS  
 CODE IT-062

## Sales and Marketing

### Business Development

Years Exp. 10+  
 Industry Manufacturing, Technology  
 Profile Expertise in channel sales, systems engineering, managerial, and marketing. Highly skilled in all aspects of pre/post sales processes, including needs analysis, proposal development, vendor/business partnerships, and technical training.  
 Other Adept at managing/presenting to executive echelons of civilian federal, state, military, and Fortune 500 clients.  
 Degree BA, MBA  
 CODE SM-877

## Other

### Urban Design/Development

Years Exp. 10+  
 Industry Public & Private Sector, Education  
 Profile Dynamic professional planner with years of experience in urban design and urban development, in public sector, private sector and academic institution. Worked with all Planning Divisions, Economic Development to Zoning and Building Permitting.  
 Other Languages – French  
 Degree BS, MS  
 CODE OT-312

## Selected Partners and Resources



The Pascall Company, LLC  
 is a certified Minority  
 Business Enterprise



## Recruitment Schedule

Visit our website at  
[www.thepascalcompany.com](http://www.thepascalcompany.com)  
 to see our upcoming schedule.