

## Michael Alfred Background

Mike Alfred is a 5<sup>th</sup> generation Texan who has called Tarrant County home since 2004, living first in Fort Worth and Arlington for over 10 years, and then in Colleyville for the last 8 years. Married to Caety for 21 years, they are the proud parents of a daughter, Lizzy, who is a senior at Fort Worth Christian; and a son, Colt, who attends Colleyville Middle School. Mike graduated from the University of Texas at Austin in 1995 and graduated with honors (top 10% of his class) from Southern Methodist School of Law in 2000. In 2001, he clerked for the Honorable John H. McBryde, United States District Judge for the Northern District of Texas, Fort Worth Division.

After working for a large, downtown law firm for over 20 years, Mike started his own boutique law firm in January 2023 with offices in Colleyville and Austin, Texas. His focus is on large, complex business, construction, and healthcare matters where he brings a unique skill set that includes tackling the tough cases, problem solving and simplifying complicated issues. Mike has been recognized since 2020 as a Texas Super Lawyer – an honor only given to the top 5% of practicing attorneys in Texas.

Mike's commitment to his community includes coaching youth baseball and football in Colleyville from 2017 to 2023 and serving on Leadership GCISC!, a Leadership Committee for the Grapevine Colleyville Independent School District. Mike and his family attend both The Hills Church in Keller, Texas and Legacy Church of Christ in North Richland Hills, Texas.



Alan Blaylock

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City of Fort Worth Councilmember Alan Blaylock is a dedicated community leader who has significantly contributed to his hometown, Fort Worth, Texas. In his short time as council member, he has achieved significant victories that have positively impacted the lives of families and businesses in the area. With an unwavering commitment to serving the public, Alan has personally addressed constituent concerns and continues to be a staunch advocate for the needs and well-being of those he serves.

A strong advocate for public safety, Alan has taken decisive actions to strengthen the Police and Fire departments. Alan voted to fund new positions and provide essential training to ensure the community's safety. Under his leadership, the number of unfilled public safety positions significantly decreased, contributing to a safer environment for residents. The Fort Worth Police Officers Association and the Fort Worth Professional Firefighters Association recognize Alan and endorse his initiatives.

Recognizing the burden of property taxes on Fort Worth taxpayers, Alan emerged as the leading proponent of responsible fiscal policies. As a council member, he has supported the "no new revenue rate," a crucial measure to prevent taxes from rising with appraisal values. His commitment to preserving and improving neighborhoods and infrastructure was evident in his efforts to revise Transportation Impact Fees, secure the establishment of the first H-E-B Grocery in Fort Worth, and pass the Short-Term Rental Ordinance to safeguard the community's residential areas. Alan continues to play an active role in Zoning. He diligently strives to maintain harmony between development projects and neighborhood interests.

Homelessness and city management are equally critical areas of focus for Alan. He secured substantial funding to enhance the city's capabilities and staff in addressing homelessness and its associated challenges, including panhandling. His efforts to implement measures, such as "no panhandling" signs, the Shopping Cart Ordinance, and the purchase of street sweepers, reflect his commitment to maintaining a clean and safe city.

Before being elected into office, Alan served as Senior Product Manager at Nokia for several years, previously holding Lead Software Developer and Project Manager positions at Owen Oil Tools.

As a family man deeply connected to Fort Worth, Alan's love for the city is evident in his actions and decisions as a city council member. He prioritizes delivering tangible results rather than engaging in political grandstanding. His business insight enables him to cut wasteful spending and identify efficiencies, ensuring taxpayer money is utilized effectively without compromising essential city services. Alan is committed to improving the quality of life for his constituents, focusing on infrastructure and roads, public safety, and lowering taxes.

Alan and his wife, Mindy, are proud parents of two daughters and active supporters of The Children's Miracle Network and The Leukemia & Lymphoma Society.

Alan has a record of community service, participating in the following:

- Heritage Homeowners Association Board
- Crime Control and Prevention District Advisory Committee
- Public Improvement District Advisory Committee
- Arts Council of Fort Worth Advisory Committee
- Eagle Ridge Elementary Parent Teacher Board (PTA)
- Foundation of a Regional Youth Swim Team

Currently, he holds positions on several vital committees and boards within the City of Fort Worth:

- CFW – Audit: Chair
- CFW – Mobility: Infrastructure & Transportation: Member
- RTC – Regional Transportation Council: Member
- CFW – Research & Innovation Local Government Corp.: Board of Directors
- CFW – Fort Worth Local Development Corporation: Board of Directors, Vice President
- CFW – Central City Local Government Corporation: Board of Trustees
- CFW – Lone Star Local Government Corporation: Board of Directors, Vice President
- CFW – Fort Worth Housing Finance Corporation: Board of Directors, Director
- CFW – Crime Control & Prevention Board: Board of Directors

Furthermore, Alan is actively involved in several Tax Increment Financing Districts (TIFs) and continues to lead Public Improvement Districts (PIDs), holding the following positions:

- TIF 2 (The Speedway): Chair
- TIF 10 (Lonestar): Vice Chair
- PID 7 (Heritage): Currently, ex officio member (Advisory Board President) serving in the role in overseeing and supporting the functions of the PID for the benefit of the community.

As a fiscally responsible and community-oriented leader, Councilmember Blaylock leads oversight responsibilities for financial matters, while remaining dedicated to ensuring Fort Worth's improvement and its residents' overall well-being.

Wendy Burgess is your Tarrant County Tax Assessor-Collector and has served since being elected in November 2018 and again in November 2020. Tarrant County is the 15th largest county by population in the US and currently has an approximate population exceeding 2.2 million people with over 1.9 million tax accounts. She is rolling off the TAD board on December 31st.

Burgess owned and operated a successful auto repair business for over 16 years. Later, she ventured into running her own IT company. She proudly served 6 years on Mansfield City Council, served her Rotary Club for 16 years, is a 2 time Paul Harris Fellow, and was Chairman of the Mansfield Chamber of Commerce after serving on the board for 7 years.

Wendy brings business experience and an understanding of the complexities of leading a current staff of over 215 employees and 8 countywide offices with an annual budget of \$18 million to benefit the people of Tarrant County. This office collects a total of \$6.5 billion annually in total revenue. The Tax Office collects for 86 taxing entities in Tarrant County and the State Comptroller predominately through property taxes, state motor vehicle sales tax, and vehicle registration. Complex accounting and reporting are critical in her operations as it is the most audited office in the county and has a stellar audit reputation. In 2023, her office was the first large county to achieve Gold recognition in the TxDMV Performance Review Process. This year-long audit focused on best practices, innovation, operational efficiencies, customer experience, and fraud prevention. Her office has become known for its #ServiceWithaSmile provided to customers in 8 branch locations throughout Tarrant County.

Tax Assessor-Collector Burgess understands the unique symbiotic relationship between the entities and taxpayers. She is eager to listen to industry experts and navigate difficult discussions related to the legal actions this board may consider. Big decisions should be made after thoughtful analysis recognizing the myriad of potential factors impacting all stakeholders.

Burgess is the longest-serving member on the TAD board and is the only subject matter expert currently proposed to serve the entities with the 4 highest designations available to Assessor-Collectors and is a Certified Property Tax Instructor. The entities know Ms. Burgess because they work with her on the collection side, where she runs a highly efficient

operation that collects \$5 billion in property tax on their behalf. The entities will recall when, after being in office for only 5 months, Ms. Burgess solved a decades-long cash flow problem for them related to recalculations, refunds, agreed judgments, and litigation that started at \$15 million and has now reached an astounding \$90 million a year. This is money that, by law, must be refunded by the Tax Office on behalf of the entity within 60 days of certification by the Chief Appraiser. In many cases, the entities have received and spent this money years ago, which is why this solution was hailed as a saving grace by so many entities over the past 5 1/2 years. This is one example of why entities need Wendy Burgess on the TAD Board.

# Fred Campos Jr.'s Bio



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## Candidate for Tarrant Appraisal District Board

### Profile:

Fred Campos is a lifelong resident of the Fort Worth area. Raised in Grapevine, he eventually settled with his family in the Hurst-Euless-Bedford (HEB) community. After graduating from Grapevine High School, he pursued Computer Science at the University of North Texas. Early in his career, Fred developed a payment processing software that was later acquired by Jack Henry & Associates. Over the next 13 years, he implemented large-scale payment systems for city and county accounting departments' integration.

Following the sale of his business, Fred turned his focus to supporting small businesses in the digital realm. He now manages DFW Website Designers, based in Bedford, which services nearly 1,000 local clients. Fred and his wife Karen, an educator, live in Bedford with their three children. Since 2015, Fred has served as a trustee on the HEB ISD School Board, where he focuses on advancing technology and strengthening school finances.

### Professional Experience:

#### **DFW Website Designers: *Top Geek***

2010—Current

- Chief sales evangelist and supporter of websites for nearly 1000 local small businesses.
- Speaker and presenter of social media small business marketing classes ranging from conferences, training, seminars, webinars, and teleseminars.

#### **Jack Henry & Associates Inc./AudioTel Corp./Remit Plus Software Inc.:**

1996—2009

- Chief evangelist and payment integrator of remittance applications in more than 400+ cities, counties, churches, and other accounting and billing systems. Product expert in payments & remittance. Sales support for the entire organization.

### Community Involvement:

- ***Hurst-Euless-Bedford ISD Trustee Place 7***  
Publicly elected volunteer position serving 20 hours a week for the 28 schools that make up the HEBISD public school district in the five cities of Arlington, Bedford, Colleyville, Euless & Hurst.
- ***Member of the HEB Chamber of Commerce***  
Serve and participate in a dozen or so community events ranging from Burgers for Books, Night of Hope, Back to School Backpacks etc.

### Education:

- ***Computer Science Major/Business Information Systems Minor***  
University of North Texas, Denton, TX 1991.
- ***Platforms:*** PC, Windows, DOS, UNIX, OS2, Wordpress, Hubspot, Hootsuite, CRM, IBM, Adobe
- ***Languages:*** Pascal, C, C++, Assembler, Delphi, VB, PHP, HTML



**Mattie Peterson Compton**

Mattie Peterson Compton, a native of Fort Worth, served 40 years as an Assistant United States Attorney for the Northern District of Texas, Fort Worth Division. During her tenure in office, she served as a line assistant, Deputy Civil Chief, and the Deputy Criminal Chief of the Asset Recovery Unit. Prior to working in the U.S. Attorney's Office, Compton clerked for the late Honorable David O. Belew, U.S. District Judge for the Northern District of Texas, and as an Assistant City Attorney for the City of Fort Worth. A member of the Tarrant County Bar Association, Compton chaired the Tarrant County Bar Foundation, is a Life Fellow of the Texas Bar Foundation, and is the 2017 recipient of the Tarrant County Bar Association's Blackstone Award, its highest honor.

Throughout her career she has also led a number of non-profits in the Fort Worth community. Among them are Easter Seals of Tarrant County, Multi-Cultural Alliance, L. Clifford Davis Legal Association, and Legal Aid of Northwest Texas (formerly West Texas Legal Services). She serves on the Board of Trustees of Smith College in Northampton, MA where she is a Vice-Chair of the Board.

She is the longtime chair of the Harriet Tubman Scholarship at Texas Christian University, Texas Wesleyan University, and Baylor University. She also has served in various capacities on the boards of a number of other non-profit and civic organizations, including United Way of Tarrant County, All Church Home (now ACH), Women's Center, and Child Study Center to name a few. She is a member of Fort Worth Rotary, where she will assume the position of Secretary of the Board of Directors on July 1, 2023.

Compton co-chairs the ACT (Acknowledge, Confess, Transform) Council at Broadway Baptist Church where she is a past chair of the Board of Deacons. She is a member of Fort Worth (TX) Chapter of The Links, Incorporated. During her 38 years of membership in that organization, she has served in a number of leadership positions at the local, area, and national levels. She is also a co-organizer of Fort Worth Dallas Metroplex (TX) Chapter of Chums, Incorporated, where she served as national parliamentarian from 2008-2021.

The recipient of an A.B. in African American studies from Smith College in Northampton, MA, Compton earned her J.D. degree at the University of Michigan School of Law in Ann Arbor, MI. She is licensed to practice law in Texas, and Michigan.

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## Eric Crile

Eric has been a resident of Texas for 17 years. Prior to his arrival in Texas, he was raised in a small rural town in southwestern Pennsylvania. After graduating college, he decided to expand his horizons and moved to south Florida where he resided for 6 years before making his way to the great State of Texas. During the past 17 years he has lived almost exclusively in Tarrant County. This is where he met his wife, Jennifer. They were married in the summer of 2021. They are proud residents of the rapidly expanding Fort Worth/Alliance corridor. He has a beautiful stepdaughter, Jillian, who is a freshman at Eaton High School. Eric and his wife welcomed their first child together, Quintyn, this past May. They are excited for the journey ahead.

Being a strong supporter of public safety, Eric has served the citizens of Dallas for the past 17 years as a firefighter and paramedic for Dallas Fire Rescue. Prior to becoming a firefighter, he worked for the Miami-Dade State Attorney's Office-Child Support Division enforcing adjudicated court orders for child support. He looks forward to showing up for work every day, pulling up his boots, and tackling the ever-changing tasks that lie ahead.

Public education is of the utmost importance to a thriving community, and Eric strongly believes in it. His wife works for a local ISD; she is constantly talking about the funding challenges that her district faces. He has first-hand knowledge of how rapid decisions with incomplete data can have unintended consequences.

Service to the citizens of Fort Worth is also something Eric takes pride in. As a member of the Crime Control and Prevention District, Partners with a Shared Mission Initiative Community-Based Program, a sub advisory board to Fort Worth's Crime Control and Prevention District, Eric can give back to his community in a meaningful way by evaluating effective crime reduction strategies from strategic partners with limited funds to which the board has access.

On the ultimate level of local service, Eric served on his HOA board for the Parks at Willow Ridge. Recently, when the community was in an uproar over the placement of pedestals in everyone's front yard from an internet provider laying fiber optic cable, Eric engaged the provider and negotiated for the installation of inground vaults that were able to meet the aesthetic needs of the community as well as the needs of the provider.

In his free time, when his infant son allows for it, he is an avid movie watcher as well as a member of the DFW Curling Club, the only true sport on ice. As opportunities present themselves, Eric loves to travel. Not long ago he was able to cross off a bucket list item and traveled to Pamplona Spain where he participated in the annual running of the bulls. His advice, if you ever get a chance to visit the San Fermin festival, do it! What an experience!

Eric believes in hard work and realizes that is what it will take to accomplish success at the appraisal district. He wants Tarrant County to be the best at all it does. Eric wants to help create an appraisal district, with its new reality, that works for everyone: Taxpayers, Tax Entities, and the district itself.

He has developed a 5-point plan he believes can serve as a guide for him and the other directors to achieve this goal

1. Fix the Computer Assisted Mass Appraisal (CAMA) data
2. Community Education about TAD's role in tax bills
3. Legislative outreach to work toward solutions for all of TAD's partners
4. The creation of a Tax Entity Liaison
5. A pragmatic approach to problem-solving. Be proactive, not reactive

Eric is a problem solver. He has spent the last 17 years solving problems in rapid succession while realizing that rapid success is the product of a well thought out and well researched plan that takes time to develop and correct data to formulate. Eric believes in you and asks that you believe in him.

**DARYL DAVIS** [9216 Vineyard Lane, Fort Worth, TX 76123]

Mr. Davis is a native of Fort Worth and father of two. Mr. Davis has served on the School Board of Crowley ISD since 2022 and serves as the executive pastor of Inspiring Temple of Praise Church in Fort Worth. Davis has a bachelor's degree in business management and master's degree in education. He also is a graduate recruiter in Texas Christian University's Neeley School of Business and worked as a Dallas College adjunct professor. He is a member of Alpha Phi Alpha Fraternity Inc., the board chair for the Presbyterian Night Shelter, and CFO of Integrity Community Development Corporation, a group working to find solutions for homeless veterans.

**PHYLLIS GRISSOM** 3661 Jockey Drive, Fort Worth, TX 76244

A lifelong resident of Tarrant County, Ms. Grissom graduated from Eastern Hills High School in FWISD. She holds a bachelor's degree in journalism from Southern Methodist and a master's degree counseling from the University of North Texas. She has family ties to both Fort Worth ISD and HEB ISD and has served within the Northwest Independent School District on several committees over the last 15 years. From 2018-2024 she also served on the Fort Worth Library Advisory Board. She has also served as the National President of Tri Delta, a national women's organization, from 2012-2016. She and her husband have been married for 24 years and live in North Fort Worth where their children attend Northwest ISD.

# Lee Henderson

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## Highlights

Over a dozen years of political campaign and issue advocacy experience.

Leadership Roles: Director at Moms Demand Action / Everytown for Gun Safety & Texas Statewide Campaign Manager

Data Team for: President Obama's 2012 re-election, 2013 Planned Parenthood Affordable Care Act Enrollment Project, 2014 National Democratic Senate Campaign Committee, Michigan & 2014 Planned Parenthood Texas Votes PAC

As CFO of Micrin, established banking relationships, accounting & ERP systems, negotiated purchase & financing for capital equipment & real estate. Prepared forecasting models and analysis of trends, including authoring business plans for start-up ventures.

## Experience

### **Director of Data Analytics and Engineering Everytown for Gun Safety / Moms Demand Action – 2016 to Present**

Electoral and Grassroots Political Strategy; managing a team of employees, contractors and vendors.

Portfolio includes management of Applied Data Science, Staff and Consultants for Data Warehousing and Analytics, Collaborating with colleagues on: Field and Electoral Programs, Digital Fundraising, Direct Mail Fundraising, Digital Campaigning, Developing Targeting Universes for Electoral IE Work within Budget Constraints, Message Testing and Polling.

Deployed into March for Our Lives Campaign 2018; the movement begun by the Marjory Stoneman-Douglas High School Students of Parkland, Florida

- Assists in the management of the department; plans, directs, coordinates, and reviews the work plan for assigned staff; assigns work activities, projects, and programs; reviews and evaluates work products, methods, and procedures; meets with staff to identify and resolve problems.
- Serves as a technical authority on data structure for the department, and provides value-added expertise in engineering subjects and projects.
- Manages and participates in the preparation and review of a variety of reports; conducts studies and prepares reports for current and long-range engineering projects.
- Assist with the development of a result oriented engineering team to service the organization's business and its customers.
- Identifies needs that are not being addressed by current projects and heavily contributes in the development of new projects.
- Identifies and implements innovative processes for tracking baseline performance in a number of operational areas.
- Must demonstrate an ability to thrive in environments with multiple stakeholders, frequent change, and diverse objectives.
- Must demonstrate excellent strategic thinking, operations, quantitative, and qualitative skills.
- Monitors and evaluates the efficiency and effectiveness of service delivery methods and procedures; recommends, policy, appropriate service and staffing levels.
- Manage the design, build, and maintenance of data pipelines for data ingest and reporting using clean, replicable and scalable Python, R and/or SQL.
- Manage the design, build, and maintenance of Salesforce databases for organization needs, and the integration of that data into other systems as needed.
- Manage the work with the Digital Team on the data integrations necessary for execution of digital products, such as campaign websites, mobile apps, and partner data exchanges.
- Support the needs of other departments in specialty data acquisition needs, and data science infrastructure.
- Manage the data pipelines roadmap, balancing multiple priorities by working with staff throughout the organization; make design decisions that give staff and members the power to use data themselves
- Manage staff to contribute documentation for new infrastructure and contribute to the Data Team's documentation at large.
- Design the data systems architecture and manage staff that run projects to support the maintenance and building of that design.
- Maintain a security-first mindset across all facets of the job, ensuring organization's data is handled with the utmost safety and care.
- Mentor staff in professional development of skills.

### **Political Campaigns & Non-profit Advocacy Consulting & Contracting – 2010 to 2016**

Working for a number of clients and contract positions in all facets of political and non-profit campaigns, including specialty in campaign data. Many projects required custom software development. Other specific experience transferable to business: Budgeting, Recruitment, Marketing, Vendor Management.

## **Highlighted Projects:**

### **Intern Human Resources Management System (DSCC) - 2014**

Utilizing Amazon Redshift (AWS Cloud Big Data), Python, PHP, & PostgreSQL: system for prospecting, recruiting, performance & dispositioning of campaign interns. Essentially highly specialized HR Software.

### **Historic Volunteer Data Mining Software Engineering (DSCC) - 2014**

Utilizing Amazon Redshift (AWS Hosted Big Data) & Python, Project parsed confidential volunteer activity data obtained from immediate past two Presidential Campaigns and apply a data model to score & prioritize volunteer recruitment prospects.

### **Field Goal & Progress Data System (Obama) - 2012**

Utilizing Vertica, MS Access, .NET, and Google Docs. Rapid development project to define goals, update goals and analyze granular performance data of field staff for voter contact programs based on data models, historic performance, volunteer team strength acceleration & early voting progress.

### **Campaign Manager at Lon Burnam for Texas Railroad Commissioner – Fort Worth, Texas – 2015 to 2016**

Brought up Campaign from scratch in 10 weeks over Christmas Holidays. Recruited and directed all staff hiring and all facets of statewide Democratic Primary campaign; Super Tuesday. Handled all Press Relations directly.

### **Deputy Data Director at Planned Parenthood Texas Votes PAC – Austin, Texas – 2014**

Designing Voter Contact Universes. Analysis of Voting Patterns, Polling & Geographic Targeting of Direct Voter Contact Designing & implementing reporting systems. Supporting & mentoring Regional Data Team members.

### **Data Director at Michigan Democratic Coordinated Campaign – Detroit, Michigan – 2014**

Dual reporting to Coordinated Director and *Democratic Senate Campaign Committee* ( DSCC) National Data Director. Managing and consulting on all facets of campaign startup. Designing & implementing automated reporting systems. Mentoring of colleagues. Pioneering use of Amazon Redshift for analytics and modeling, as a more scalable and affordable substitute for Vertica. Modeling on Obama campaign data to assign scores to previous activists for re-engagement.

### **Regional Data Manager at Planned Parenthood Federation of America – Dallas, Texas – 2013 - 2014**

ACA Outreach paid canvass project of Planned Parenthood Federation of America. Full suite of data management duties, campaign wide special projects, leadership positions, mentoring other regions' new staff. Includes training and recruitment of canvassers.

Skills Practiced: MS Access, Data Warehouse, PostgreSQL, ETL, SQL, Scripting, MS Excel, NGP VAN, Python, UNIX, GIS, DBA

### **Organizer at Stand with Texas Women – Austin, Texas - 2013**

As a board officer of the ACLU of Texas, organized from the genesis of a coalition, through the filibuster, bus tour, rallies & marches. Worked with Planned Parenthood, NARAL, Democratic Party & other coalition organizations. Included Media Relations, Digital Organizing, Ground Organizing & relations with elected members & capitol administration staff.

### **Campaign Manager at Ashley Paz for Fort Worth ISD Board – Fort Worth, Texas - 2013**

Campaign required marshaling a 5 week runoff community funded campaign and rapidly planning & executing a full campaign encompassing media relations, direct mail, field - dials & knocks & block captains, social media, fundraising, events, and voter protection. Defeated a 13-year incumbent in a race with challenging regional politics.

### **Deputy Data Director at Obama for America / Organizing for America - New Mexico Headquarters - 2012**

Voter file management (VAN), supported reporting to National HQ, supported & trained staff, analyzed statewide data for the grassroots campaign to re-elect President Obama. Created custom daily early vote report & developed field planning visualization tools in combination with data from voter contact models for state leadership, identifying areas where strategic resource re-allocation was required. Worked with Analytics on Election Day modern "bellwether" tools using intraday voting data from new Voter Convenience Centers. Team delivered a vote margin of 11.9% in a battleground state.

### **Campaign Advisor at Kathleen Hicks for Congress - Fort Worth, Texas - November 2011 - March 2012**

Provided general consulting support in an exploratory phase up the filing for office. Continued with representing the client, issuing guidance on the Texas Redistricting process, interviewing and selecting vendors, office setup, FEC guidance, planned events, recruited interns, and successfully transitioned duties to a on-staff campaign manager and finance director.

### **Technology Director at Tarrant County Democratic Party - February 2008 - December 2011**

Provided expertise as both a contractor and volunteer to support the communications & technology efforts of the Tarrant County Democratic Party, including voter file management, telephone systems, written communications, online presence & social media.

### **Field & Political at Bill White for Texas - Fort Worth, Texas - June 2010 - November 2010**

Mayor of Houston, Bill White, ran a well-funded Democratic campaign for Governor of Texas.

Served as North Texas Regional Deputy consisting of a 40-county area. Later, Field Organizing based in Dallas headquarters and served as a targeted campaign liaison. Every countywide elected office won; including close D.A. and County Judge races.

### **Executive Consultant at Micrin - Irving, Texas - April 2009 - April 2010**

Provided consulting services in operations, strategic planning, execution, information systems, finance and equipment acquisition.

### **Professional Experience Prior to Political Career**

#### **Chief Financial Officer at Micrin - Irving, Texas - May 2003 - March 2009**

OEM Manufacturer with portfolio of technologies in wireless radio and cellular industries, diversified into metal fabrication & automotive accessories. Responsibilities for Financial Compliance, Real Property Project and Capital Equipment Financing, Long Term Planning, Financial Projections and Analysis of Business Trends.

- During tenure, took company from \$750,000 to \$17 million revenue. Board of directors. Led company strategic planning.
- Directed Cash Control, Accounting Procedures, Period Reconciling, Tax Compliance & Business Process Development.
- Executive charged with a wide variety of operations requirements, including HR policies, benefits, hiring & compensation.
- In addition to Micrin's overall business management, understanding of engineering principles and manufacturing processes; maintained a significant role in formulating long-term business and marketing strategies, and shop process improvements.

#### **Senior Developer at Bravo Zulu Interactive - Houston, Texas - March 2000 - April 2003**

New media company servicing Fortune 500 customers for integrated marketing, web presence, branding & interactive media.

- A mentor for other developers at company. Recognized for excellent consulting skills with clients.
- Heavy exposure to advertising, oil & gas, and legal industries.
- Developed several in-house software solutions, including user intelligence profile matching, CRM, Content Management, & Student Loan Processing front-end web portals.
- Also completed implementations of enterprise software for content management at client sites. Accomplished DBA (relational database administration & development.)
- Known for expertise in advanced data-query construction and set-based problem solving.
- Became fluent in a wide variety of languages, including SQL, C, C++, Java, JavaScript, PHP, ASP/VBScript, Assembly.
- Systems administration and requirements planning for deployments: UNIX, Windows & heterogeneous environments.
- Adept at graphic design principles, content development, and branding development process as team member for projects.

### **Education**

The University of Texas at Dallas, B.S. Computer Science  
SMU Caruth Institute, Entrepreneurship Certificate Program, 2007

### **Public Service, Honors and Awards**

City of Fort Worth – Plan Commissioner 2023-Present

Volunteer Committee Chair, Fort Worth Food + Wine Festival 2022  
Immediate Past President, American Civil Liberties Union of Texas  
Eagle Scout, Troop 326, Fort Worth

SteerFW Civic Engagement Founding Member 2011 - Present  
Webby Award for client Marathon Oil Corporation 2002  
Kinko's: Highest Profit Store in Company: 1998

## Selected Campaign & Management Training

Numerous Professional Management Trainings

**2006, Summer** - Wellstone Campaign Management Training

**2007, Spring** - SMU Caruth Institute, Entrepreneurship Certificate Program

**2014, Spring** – New Organizing Institute Data Boot Camp Coach

## Selected Campaign Projects

**2006** – State Representative Campaign Manager (Democratic Challenger)

**2008** – Tarrant County Democratic Party – Candidate Recruitment Committee

**2008 General Election** – Tarrant County Democratic Party. Technology Support and Organizing

**2009** Texas Democratic Gubernatorial Debate as Lead Planner & Organizer, Hosted at Texas Christian University: Participating: Tom Schieffer, Hank Gilbert, Felix Alvarado. Kinky Friedman. Also Featured: Barbara Ann Radnofsky

**2010** Bill White for Texas. Deputy Regional Director for North Texas (42 County Region). Transitioned to Dallas Headquarters Organizer. (Dallas County Only)

**2011, Spring** – Organized a large coalition of neighborhood associations & business associations to present and plan a Fort Worth mayoral runoff debate.

**2011, Spring** – Partnered with Tarrant County Democratic Party & Jim Lane for Mayor on Democratic Voter Turnout project. Member of campaign cabinet for runoff.

**2011, Fall** - Tarrant County Democratic Party Chairman's Brunch Annual Fundraiser – Finance Director & Event Planning, local elected Democrats as speakers, Sen Davis included.

**2011, Fall** – Spring 2012 Kathleen Hicks Congressional Campaign Manager, Dallas/Fort Worth, Texas

**2012, Spring** - Tarrant County Democratic Party Senate District Gala – Finance Director & Event Planning. Gilberto Hinojosa & Sen. Kirk Watson, speakers.

**2012, Fall** - Organizing for America / Obama for America – Deputy Data Director for state of New Mexico

**2013, Spring** - Ashley Paz Campaign Manager for Fort Worth ISD Trustee challenger to 13 year incumbent. Win.

**2013, Summer** - Stand with Texas Women

Began lobbying efforts with ACLU of Texas prior to “citizens filibuster” and continued organizing and providing support to the coalition through the end of the vote. Included one bus stop tour as advance.

**2013, Summer** - Wendy Davis Campaign

Special projects in the Fort Worth campaign office.

**2013, Fall to 2013, Spring** - Planned Parenthood Federation of America/Community Connect

Affordable Care Act Outreach. Directed a paid canvass to put people through the ACA Application process at the door. Data Management for regional organizing & events.

**2014, Spring** - Primary GOTV Data Director & Election Fraud Investigation Campaign Manager for a Texas State Representative

**2014, Summer** - Data Director Michigan Democratic Coordinated Campaign / DSCC

**2014, Fall** - Deputy Data Director for Planned Parenthood Texas Votes

**2015, Spring** - Municipal Election Clients as Campaign Advisor & Strategist in DFW area.

**2015 – 2016** – Campaign Manager for top of the ticket Texas Statewide, with Contested Primary falling on Super Tuesday.

**2016 – Present** – Director for Everytown for Gun Safety / Moms Demand Action for Gun Sense in America



Hello, I'm Scott Lindgren, and I am running for the Tarrant Appraisal District (TAD) Board of Directors.

I retired from AT&T after 29 years, starting as a technician and retiring as Director of Field Operations, where I managed teams of over 2,000 employees and oversaw a capital and expense budget exceeding \$250M annually. Additionally, I served as AT&T's Chief Information Officer for the AT&T Emergency Operations Center (EOC), directing disaster recovery efforts. Currently, I own and manage two small businesses and am actively involved in their daily operations.

I have served on the Haltom City Planning and Zoning Commission since 2018, including two years as chair. I am also currently serving as Place 4 on the Haltom City Council. My community involvement extends to serving on the Boy Scouts of America Fort Worth Council Board from 2009 to 2023, with a current role on its Advisory Board. Furthermore, I served on the Board of Directors for 1-800-DIG-TESS (811 for Texas) from 2007 to 2008. I have additional experience serving on various subdivision and non-profit boards. I hold two patents through AT&T Labs and have been honored with the Silver Beaver Award by the Boy Scouts. I served as lead for many mentoring circles and internships through the years, and I am an absolute believer in Servant Leadership.

My wife, Sue, and I have been longtime residents of Haltom City. Our children attended Keller School District, and two of them remain local. We frequently babysit our grandchildren and are longtime members of Milestone Church in Keller, where our children work.

I respectfully ask for your consideration in electing me to the TAD Board. Tarrant County is a wonderful place with outstanding schools, city services, and dedicated police and fire departments. I've witnessed the county's growth and the substantial increase in property values over the years. I also understand how property values impact school budgets, city budgets, hospitals, and other institutions affected by TAD decisions.

This year presents unique challenges, such as funding for school resource officers and significant changes to Tarrant County EMS. I believe the current TAD board has not fully put the forethought needed in these and other pressing issues. I bring a strong background in business and finance, as well as the perspective of a resident and property taxpayer in Tarrant County for over 24 years.

Thank you for your time and consideration.

Sincerely,

Scott Lindgren

# Gary M. Losada

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Southlake, Texas

214-405-1416  
glosada@sbcglobal.net

## EXPERIENCE:

- Testified before Texas Senate Property Tax Reform Committee Hearing April 27, 2016
- Tarrant County Appraisal Review Board
- President of Office Liquidation Center and Aztec Glass
- Served on Blue Chip Review Committees for Arlington Independent School District
- Director of Human Resources, LTV Kentron International
- Assistant to Superintendent, Santa Rosa City Schools, Santa Rosa, California
- Assistant to City Manager Palo Alto, California

## EDUCATION:

- M.A. Degree Education /Organization Administration, Stanford University 1974
- B.A. Degree Sociology/ Business Minor, University of San Francisco 1973

## Residences:

- Southlake, Tx 2013 – Present
- Arlington, Tx 1990 – 2013

### **Tarrant Appraisal District – Board of Directors**

**2020-2021, 2024**

Governing body for Central Appraisal District

### **Tarrant Co. Appraisal Review Board**

**2009 – 2015**

Served as hearings committee chair all six years. Responsible for conducting hearings between Tarrant Appraisal District and taxpayers. Included residential, commercial and personal property taxes.

Opined on various exemptions and valuations of real estate.

### **President – GMPL Corporation**

Purchased raw land for development. Presented various planned developments to city government/council and planning and zoning.

### **President – Office Liquidation Center/Aztec Glass Company**

Purchased and sold new and used office furniture. Purchased and distributed wholesale glass imported from Mexico to florists and grocery chains.

### **Director of Administration – Dallas Area Rapid Transit**

Hired in second year of operation in order to organize and establish various departments such as human resources, purchasing, data processing, building and office management as well as policy development.

### **Director of Human Resources – LTV Kentron International/Oil States Ind.**

Chief Labor negotiator, responsible for corporate wide staffing and training.

### **Assistant to Superintendent – Santa Rosa City Schools, Santa Rosa, California**

Responsible for pupil transportation, data processing, Board policy implementation and labor relations.

### **Assistant to City Manager – Palo Alto, California**

Responsible for budget preparation, policy implementation public relations, special assignments by City Manager.

September 2023

## A. Gloria Peña



### **Experience:**

Retired with 37 years of service, US Army Corps of Engineers, Southwestern Division, 2012.

Began as Student Aide at 16 years of age working at White Sands Missile Range, NM Training & Doctrine Command until 1983, with a 2-year federal break working at the University of Texas at El Paso's Contracts & Grants Office.

Employed with the US Army Corps of Engineers in 1983 in various programs, which include:

- Program Analyst, Military and Environmental Programs

- Program Analyst, Civil Works Program

- Budget Analyst, Resource Management

- Financial Analyst, Construction and Operations

- Program Specialist, Operations, Water Supply Business Line Manager

### **Education:**

Northwood University, BBA, Management (Magna Cum Laude)

### **Community Involvement (past):**

Secretary, Society of American Military Engineers (Dallas)

President, Vice President, Secretary of Arlington Independent School District Board of Trustees

Director, Texas Association of School Boards

Secretary, Mexican American School Board Association of Texas

Founding and Charter Member, Arlington Hispanic Chamber of Commerce

Charter Member, Arlington Classics Academy

Founder & President, IMAGE de Arlington

Charter Member, MPAC of Arlington

Vice President, United Hispanic Council of Tarrant County

Treasurer, Child Protective Services of Tarrant County Board

Chairman, City of Arlington Youth and Families Board

Vice President, Girls, Inc. of Arlington Board

Member, Boys & Girls Club of Arlington Board

Member, Latino Peace Officers Association

Youth Services Director, Rotary Club of Arlington

Education Chair, Community Relations Commission for the City of Arlington

Arlington Chamber of Commerce, Scholarship Sub-committee & Partners In Education Committee

President, Rotary Club of Arlington Foundation

... and many more

### **(current):**

Rotary Club of Arlington, Webb Scholarship Sub-committee

Director, Water From The Rock

Member, St Vincent de Paul Women's Guild



## Vince E. Puente, Sr.

Owner & President – Sales & Marketing

**SOS Plaza** • PO Box 612248 • D/FW, TX 75261-2248

(817) 255-8624 • [vincepuente@sostexas.com](mailto:vincepuente@sostexas.com)



### Bio – September 2024

Vince Puente is a proud native and resident of Fort Worth, Texas. He is a small business owner, who understands the balance of creating value for his clients, teammates and the community. He understands the importance of making payrolls, timely payments to his vendors and a respectable bottom-line to invest in the future. More importantly he believes the Lord and family come first and foremost.

Mr. Puente received his formal education via Fort Worth ISD and the University of Texas at Arlington. Early in his career, Mr. Puente immersed himself in education related to his skill set and industry field. It soon became apparent that this pursuit of education would be one of his ongoing, lifetime passions. As he took on additional responsibilities within **SOS**, he pursued personal education in each area. One prime example is that of marketing and advertising. With no formal education in these areas, it is safe to say Mr. Puente has built the **SOS** "brand", resulting in **SOS** being one of the most recognizable companies in North Texas. In addition, **SOS** has received national recognition within its industry and the business community.

Mr. Puente is one who believes in active participation within his community. Currently he serves as Chairman of the **Tarrant Appraisal District** (TAD) and **Texas Values** Board of Directors. He recently rolled off the Board of Directors of the **Finance Commission of Texas** (Governor Abbott appointee), **YMCA of Metropolitan Dallas** and **Congresswoman Kay Granger's** Hispanic Advisory Council. Mr. Puente has been previously named as Businessman of the Year for the Texas Association of Mexican American Chambers of Commerce, an Aflac Civic Leader, an Honoree for The Father of the Year Awards and State of Texas Small Business Champion.

When asked what accomplishments he feels represent his vision for excellence, one he will cite is **SOS Plaza**. This is the home of his companies, Southwest Office Systems, Inc. and Puente Brothers Investments. It is a 39,000 sq. ft., Class A facility on 2.5 acres across from the American Airlines World HQ. The document technology industry considers **SOS Plaza** to be one of the best in the nation. But what is truly amazing is that his companies and **SOS Plaza** are entirely debt-free.

However, Vince is not all business. He will tell you it is his **wife, Mona, and his kids, Vincent, Jr. and Lindsay, of which he is most proud.** His family is far more important to him than any business accomplishment he could ever desire. Vince and Mona are active members of their local Church and engaged in multiple organizations that touch our community throughout Tarrant County and the Great State of Texas!

*Please see the following page*

**Principal Owner of:**

- Southwest Office Systems, Inc.  Puente Brothers Investments, LLC  Harvison / Puente ETAL

**Current Areas of Service:**

- Tarrant Appraisal District (TAD) – Chairman - *Board of Directors*
- Texas Values – *Board of Directors*

**Prior Areas of Service:**

- Finance Commission of Texas – *Commissioner, Governor Abbott Appointee*
- YMCA of Metropolitan Dallas – *Executive Board of Directors*
- Congresswoman Kay Granger - *Hispanic Advisory Council*
- Dallas Regional Chamber – *Director/Executive Committee; Chair Small Business Initiative*
- Greater Irving Chamber of Commerce - *Director/Executive Committee, Chair Education Committee*
- North Dallas Chamber of Commerce – *Board of Directors*
- Big Brothers Big Sisters Lone Star – *Executive Board of Directors*
- Tarrant County Christian Prayer Breakfast - *Board of Directors, Secretary*
- Fort Worth Chamber – *Director/Executive Committee, Chair Local Business Development Committee*
- Texas Christian University – *Chancellor’s Advisory Council*
- Casa Mañana Theatre – *Board of Directors*
- Camp Thurman – *Board of Directors and Immediate Past-President*
- Mercy Med-Flight – *Board of Directors*
- Congressman Joe Barton – *Hispanic Advisory Council*
- Fort Worth Hispanic Chamber of Commerce – *Board of Directors and Past Chairman*
- Greater Dallas Hispanic Chamber of Commerce – *Chair, Entrepreneur Investor Partner Committee*
- Texas Association of Mexican American Chamber of Commerce (TAMACC) – *Delegate*
- North Texas Commission – *Board of Directors*

**Personal Recognition:**

- Father of the Year Awards - *Honoree*
- Aflac Civic Leaders Award
- Texas Association of Mexican American Chambers of Commerce - *“Business Man of the Year”*
- Jewish Council for Public Affairs – *Israel Institute for Hispanic American Leaders*
- ESCR Bosslift – *Military Base Tours*

**Company Recognition:**

- Plains Capitol - *Well Managed Family Business of the Year Award*
- US Small Business Administration - *“Director’s Choice” Award*
- Greater Dallas Hispanic Chamber of Commerce - *“Q & E Entrepreneur of the Year” Award (large company)*
- Fort Worth Chamber of Commerce - *“Small Business of the Year” Award (large company)*
- North Dallas Chamber of Commerce - *“Small Business of the Year” Award*
- NCTRCA – *“MBE Business of the Year” Award (Gold Level)*
- Sharp Electronics - *“Hyakuman Kai Elite” Award – Received four (4) times*
- OfficeDEALER - *“Elite Dealer” Award – Received two (2) times*
- TXU/Vistra Energy - *“Gold Star Supplier” Award*

# Sayeda Bilqees Syed

Colleyville TX

Cell: (817) 913-0474  
E-mail: syed4tad@gmail.com

## Experience:

- **Tarrant County Appraisal Review Board (TARB)**, Member (January 2019 – March 2021). Served as a full board member, conduct protest hearing between Tarrant Appraisal District (TAD) and property owners including residential, commercial and business personal property and Mineral accounts.
- **Flood Control Engineer**, Trinity Watershed Management, City of Dallas.
- **Executive Engineer**, Progressive Manufacturing Department, Hino Motors Limited, Pakistan.
- **Program Engineer**, Army vehicle project for United Nations.
- **Lecturer, Visiting Faculty Member**, Mechanical and Manufacturing Engineering Department, N.E.D. UET.

## Education:

- **ME, Mechanical Engineering** (Specialization in Manufacturing Engineering); (2005) N.E.D. University of Engineering & Technology.
- **BE, Mechanical Engineering** (2002) N.E.D. University of Engineering & Technology.

## Residence:

- Colleyville, TX 2013 ~ Present
- Fort Worth, TX 2009 ~ 2013
- Bedford, TX 2007 ~ 2009

## Professional Association:

- Member, American Society of Mechanical Engineers (ASME), West Texas Division, since 2012.
- Member, Society of American Engineers (SAE) International, Since 2012.

## Colleyville Community Volunteer Experience:

- Planning & Zoning Commission / Capital Improvement Advisory Committee (Sept 2019 ~ Present).
- Metroport Teen Court Advisory Board (Nov 2017 ~ Present).
- Architectural Review Commission (Feb 2018 ~ Nov 2020, Commission dissolved by Colleyville City Council)
- Zoning Board of Adjustment / Sign Board of Appeals (Oct 2018 ~ Oct 2019).

## Personal Information:

Born in Pakistan, migrated to United States in 2007 and proudly became US Citizen in 2011. My husband of 18 years, New York native Dr. Adnan Syed, who is a Clinical Pharmacist, he moved to Texas in 2005. Our two children, 11 years old Son Senan Syed and 9 years old daughter Safa Syed are enrolled in Grapevine Colleyville ISD.