

## CHERIE S. SINTES-GLOVER ~ PHR, PHR-CA

Cell: [REDACTED], CA [REDACTED] <https://www.linkedin.com/in/cheriesintesglover>

March 29, 2023

California Apiary Advisory Board  
Apiary Protection Program, Integrated Pest Control Branch  
California Department of Food and Agriculture, Plant Health Division  
1220 N Street, Sacramento, CA, 95814

Dear Advisory Board Members,

Greetings! I am reaching out to you regarding board appointment for the open Public Member position of the California Apiary Board, and would like to submit my letter of interest and application for your consideration.

My interest in beekeeping began as a child, as my father kept a small number of colonies for pollination in his extensive garden in New Zealand. Now, as a hobbyist beekeeper in adulthood, I have further developed my interest in beekeeping and volunteer time to educating beekeepers in our community. I feel I would bring a collaborative perspective with familiarity of both the hobbyist and commercial aspects to beekeeping in our state, and I would welcome the opportunity to participate as a Public Board member.

In 2019 I began a successful hobbyist beekeeping Guild in the San Joaquin region, which has grown in size and promotes beekeeping to both adults and youth alike. Our meetings attract both hobbyists and commercial beekeepers because of our securing excellent speakers from the industry. For the past two years, we have facilitated sold-out beginning beekeeping workshops and have established a strong partnership with local news media.

My experience as a leader and as a community volunteer spans 25 years, and includes:

- 4-H Youth Development Program – County/Foundation Board Officer (San Joaquin County)
- San Joaquin County Fair – Barn Chair
- Leadership Lodi Program Facilitation – Lodi Chamber of Commerce
- Foothill Community Parks & Recreation - Director on the Board (Calaveras County)
- Big Valley Beekeepers Guild – Founding Director

Further, my demonstrated competencies include:

- Approachability - I spend the extra effort needed to put others at ease to build rapport quickly.
- Composure - I am cool under pressure; I am not easily knocked off balance by the unexpected.
- Functional/Technical Skills – I have the functional and technical knowledge and skills to serve in this role well.
- Organized - I manage priorities and decisions effectively and timely.
- Energetic and enthusiastic – My positive attitude and cheerful personality engages others.

I would welcome the opportunity to answer any further questions you may have about my abilities or experience.

Thank you so much for your time and consideration,

Cherie S. Sintes-Glover

**CALIFORNIA DEPARTMENT OF FOOD AND  
AGRICULTURE CALIFORNIA APIARY ADVISORY BOARD  
PROSPECTIVE MEMBER APPOINTMENT  
QUESTIONNAIRE**

**APPLICANT PERSONAL INFORMATION**

Name: Chérie Sintes-Glover

Date: March 29, 2023

Mailing Address: \_\_\_\_\_  
Telephone Number: \_\_\_\_\_ Email: \_\_\_\_\_

**PROFESSIONAL INFORMATION**

Name of Company: Human Resource Professional – Project Manager and Consultant

How long have you participated in this industry? 20 Years (Please see attached CV/Resume)

List names and dates of industry, trade, associations, and/or programs you are/and or have been associated with:

- ✓ Medical Diagnostics – Danaher Corporation (Cepheid & Beckman Coulter), 2020 to 2023
- ✓ Agricultural Banking - Farmers & Merchants Bank of Central California, 2016 to 2020
- ✓ CRG, LLC (Capital Feed, Nobel Trucking, Gateway Logistics, CBTO), 2015 to 2016
- ✓ Non-Profit (Girl Scouts – Heart of Central California), 2013 to 2015
- ✓ PHR Certification, nationally certified as a Professional in Human Resources
- ✓ PHR-CA Certification, California specialization as a Professional in Human Resources
- ✓ Crucial Conversations – Certified in Open Dialogue, Resolving Disagreements, Increased Accountability, Creating Alignment, Improving Decisions

**ADDITIONAL INFORMATION**

Check one. Indicate which member position you are seeking to fill and answer the associated questions.

BEEKEEPER     PUBLIC MEMBER     SUBJECT MATTER EXPERT

Do you have a financial interest in the sales or marketing of bees, pollination or other apiary products and/or services?  YES     NO

Name: Chérie Sintes-Glover Date: March 29, 2023

Mailing Address: [REDACTED]

Telephone Number: [REDACTED] Email: [REDACTED]

**Briefly list your credentials related to entomological science, apiary breeding, or general beekeeping:**

- Founding Director and Educational Coordinator of successful hobbyist beekeeping club (Big Valley Beekeepers Guild, non-voting member of the California Beekeepers Association) serving the greater San Joaquin region (Sacramento valley, lower foothills, central valley). Guild was created in 2019, meets monthly utilizing both hybrid and in-person educational meetings, and hosts speakers from across the country, such as Randy Oliver, Dr. Elina Nino, Bernardo Nino, Dr. Meghan Milbrath, Bob Binnie, Stephen Rapasky, and more. Our Guild seeks out educational opportunities and participates in events such as Ag Venture.
- Instructor, Big Valley Beekeepers and El Dorado Beekeepers: Beginning Beekeeping classes, both classroom and field demonstrations.
- Hobbyist Beekeeper of 5 years, 7 hives
- Volunteer Project and County Leader (20 years) – both 4H Youth Development Program, San Joaquin County – Beekeeping Project and Lockeford Grange Beekeeping Project
- UC Davis – Master Beekeeper Program – Apprentice Certified in 2020
- Radio/Podcast Guest on Beekeeping and Chickenkeeping: iHeart Radio/KFBK/KSTE, Get Growing with Fred Hoffman

/s/ Cherie Sintes-Glover

3/29/2023

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SIGNATURE

DATE

Send questionnaire to: [Jennifer.Berger@cdfa.ca.gov](mailto:Jennifer.Berger@cdfa.ca.gov)

# CHERIE S. SINTES-GLOVER, PHR, PHR-CA

## HUMAN RESOURCES PERFORMANCE MANAGEMENT | LEARNING AND DEVELOPMENT INSTRUCTOR

Dynamic and accomplished HR professional with a passion to lead, inspire, and develop others. Proven track record of motivating and influencing teams to deliver effective results. Navigates current labor regulations and applies best practices while being practical about today's workforce needs, using a "can-do" approach and a professional, approachable style. Demonstrated skills as a communicator with people of all levels and with diverse backgrounds. Passionate about driving organizational success, managing risk and solving problems creatively. Adept in navigating both federal and state employment law.

### AREAS OF EXPERTISE

Learning & Development Strategist | Critical Thinking & Communication | Talent & Performance Management | Employee Relations  
Organizational Operations | Strategic Planning | Forecasting | Program Management | Leadership | Facilitation

### SIGNIFICANT EXPERIENCE

#### **Danaher Corporation (Beckman Coulter and Cepheid Operating Companies)**

**2020 – 2023**

**Manager, Human Resources Business Partner**, Beckman Coulter - North America/Canada, Remote

Functioned as a key business partner, supporting the North America Commercial Operations Service organization as related to organization design, leadership development, change management, workforce planning, associate development/retention and D&I.

- Provided coaching and guidance on topics such as leadership effectiveness, engagement of associates and performance management to multiple levels of leadership - from Sr. leadership (VP/Director) to front line leaders (Supervisor/Manager) increasing people leader effectiveness and maintaining compliance across the organization.
- Vectored strategic hiring surge to meet demand for top technical talent in highly competitive market.
- Applied Qualtrics and Danaher Business System (DBS) concepts alongside operational goals to determine best HR strategies and design effective roadmap plans to deliver sound solutions and counter measures.
- Worked as a collaborative partner with cross-functional and key stakeholders through all people processes and programs under both Danaher and Beckman Coulter enhancing experiences with problem resolution techniques.
- Built and implemented a holistic people strategy based on needs analysis to enhance both organization and leadership effectiveness using full performance cycle (P4G, D4G, OTA, Calibration, and compensation planning).

#### **Human Resources Business Partner**, Cepheid - Lodi, CA

Partnered with regional HR and on-site leaders to support a molecular technological manufacturing facility with 500+ associates. Advised and coached assigned client groups, implementing HR initiatives in a fast paced and rapidly growing work environment.

- Provided hands-on human resource expertise and coaching in the areas of employee relations, performance management, engagement, compensation, staff retention, driving actions plans to accelerate problem resolution.
- Improved associate and leader development experiences by using instructional design skills to create and deliver key learning opportunities.
- Evaluated, analyzed, and revised standard work based on client group objectives improving current standards.
- Anticipated the need for change during an unprecedented expansion directive; applied strategic staffing and recruitment planning to prepare for increased workplace demands.
- Directed and managed contractor support for contingent workforce using weekly targets, accountably through daily management, and partnership building improving communication and workflow.
- Guided managers and associates through relationship building to resolve conflict and build trust.

#### **F&M Bank (Farmers & Merchants Bank of Central California) - Lodi, CA**

**2016 – 2020**

**Assistant Vice President, Manager of Human Resources**

Conducted ongoing guidance and mentorship to more than 70 managers and 355 employees through performance and talent management. Supported the SVP, Director of HR with strategic objectives and planning. Partnered with stakeholders to develop compliant policies and initiatives that supported organizational goals.

- Provided consultative services and solutions to management regarding employee relations, regulatory requirements, succession planning, and acquisition integration.
- Worked closely with executive leadership to enhance working relationships and develop solutions in key areas of the Bank; conducted investigations and worked with counsel to implement new strategies.
- Implemented employment branding initiative by developing a job posting campaign and employee referral program.
- Partnered with key vendors to manage employee health benefits, workers compensation, and insurance contract renewals to ensure full cycle benefits for employees.
- Designed and administered new training and development initiatives improving performance management.

**CRG, LLC (Capital Feed, Nobel Trucking, Gateway Logistics, CBTO) - Stockton, CA****2015 – 2016****Manager of Human Resources**

Created a functional and intuitive HR office from the ground up. Developed a robust HR program to assist the company's transition from a small, family-operated operation of fewer than 30 employees to almost 100 employees in less than eight months' time.

Company positioned for acquisition.

- Facilitated teamwork and engagement to successfully weather a significant cultural change into a complex work environment.
- Initiated new and creative strategies within transportation, manufacturing, and agricultural production improving production.
- Recruited professional and industrial labor, as well as Class A licensed truck drivers on an on-going basis ensuring staffing needs were met in a timely manner.
- Coached collaboratively both employees and managers on performance and appraisals increasing engagement.
- Developed new documentation and record retention processes; established much needed methods of consistency, compliance, and communication.

**Girl Scouts, Heart of Central California Council – Sacramento, CA****2013 – 2015****Director of Human Resources**

Implemented fundamental processes in a unique not-for-profit environment. Served as a key member of the leadership team and partnered with Executive Director and Chief of Operations to establish operational goals, effectively manage staff, and provide strategic direction during a tremendous phase of organizational change. Acted as a change catalyst while supporting 25 managers, 140 employees, and the Board of Directors.

- Facilitated compliance and accountability at the leadership table; created and deployed learning & development experiences with limited resources.
- Managed employee performance issues and conflict resolution collaborating with department supervisors boosting satisfaction.
- Performed successful benefits renewal as a prime negotiator and oversaw enrollment administration.
- Offered technical and hands-on expertise to get processes (such as talent acquisition, retention strategies, and program delivery) to a high performing level.
- Established new and influential team relationships after a previous long-term HR presence had ended, re-structuring and re-vitalizing a troubled HR system.
- Developed innovative revenue and sponsorship initiatives alongside a passionate and mission-driven leadership team; used skills in marketing and public relations to raise awareness through special events.

**ADDITIONAL EXPERIENCE****RPM Company – Lodi, CA****Human Resource Manager****Robert Half, Office Team - Stockton, CA****Interim Human Resource Consultant/Generalist on Assignment****Delta Radiology Medical Group, Inc. - Lodi, CA****Human Resource Manager/Physician Liaison****PROFESSIONAL AFFILIATIONS**

Society for Human Resource Development (SHRM) – Member

San Joaquin Human Resource Association – former Member and Volunteer VP Membership

Lodi Chamber of Commerce - Leadership Lodi, Class Graduate and Volunteer Facilitator

San Joaquin County 4-H Youth Development Program – County and Club Level Volunteer

Lodi Police Department and San Joaquin County Sheriff's Office – Graduate, Citizens Academy

**CERTIFICATIONS AND PROFESSIONAL DEVELOPMENT**

**PHR** Certification, nationally certified as a Professional in Human Resources

**PHR-CA** Certification, California specialization as a Professional in Human Resources

**SHRM-CP** Prior Certification as a SHRM Professional in Human Resources

**Crucial Conversations** – Certified in Open Dialogue, Resolving Disagreements, Increased Accountability, Creating Alignment, Improving Decisions, by Vital Smarts - Stacy Nelson

**Investigator** - EEO Unlawful Harassment certified by Shaw Valenza LLP

**Trainer** - Sexual and Unlawful Harassment certified by Shaw Valenza LLP

**EDUCATION**

**Bachelor of Science, B.S. Degree** in Business with concentration in Marketing, University of Phoenix, Elk Grove, California