

To Whom It May Concern:

Thank you for taking time to view my material. My goal has always been to work in public/community service and the opportunity you offer is terrific. I have spent my entire career with the hope of taking all I learn and bringing it back to the field. I have worked in recreation in many levels from University recreation where I worked with students, faculty, staff and community; building programs for diverse populations. These programs have ranged from youth outreach to programs designed for disabled staff and enhanced learning for students of the curriculum. I have also worked in recreation and fitness within destination ski and golf resorts, leading groups of guests on various recreational activities from wall climbing/rappelling to snow shoe treks and mountain biking trips. During this time I was responsible for staff budgeting and payroll to ensure a financially sound department. Outside of the field directly I have been in charge of staffs of over 30 employees and often, sub-contractors. I have maintained financially viable projects and departments throughout my career.

During this time, there was admittedly something missing; I was not directly involved in my passion of public service and community enhancement. The position you offer is exactly what I have been hoping for and preparing for. I would work daily to improve and offer my best effort in all situations.

I am: creative, compassionate, caring, insightful and hopeful. I am also determined to represent you well and work hard to help develop programs within an environment we can all take pride in and watch it grow as a public servant and as a community member in the city of Creede, which I hope to call home for a long time.

Sincerely,  
Dennis Bias

# Dennis Bias

• E-mail Dennis. [REDACTED]

## Education

**Southeast Missouri University Cape Girardeau , Missouri .  
*Bachelor of Science in Health Management Fitness and Sports Medicine (exercise science).***

***University of West Florida. Masters of Science/Exercise science/business emphasis***

G.P.A. 3.4 in major course work

Continuing education. Seminars/webinars from Harvard Business School and eCornell on leadership and management.(over 80 hours) and computer programming and networks.

Named to Deans list as student employee with G.P.A. above 3.5 and carrying 18 hours of course work.

CPR, AED and First Aid

## Employment

**Aug 2012 to Aug 2016\*\***

**Argo management and consulting. Sustainable and Renewable energy sub-contractor, development.**

**Preparation of grant request for renewable energy and general construction for set-aside consideration. Submission of requests to appropriate govt. agencies. Sales and networking with local contractors, supervision of contractors for specific project. SEO and general marketing of services via cold call and warm leads. Maintain accurate PO's and general financial reports for accounting submission.**

**2009-2012 Fairmont Heritage Place Franz Klammer Lodge. An upscale private residence club. Housekeeping assistant manager.**

Budgeting, forecasting, P and L.

Arrival/Departure scheduling, inspection and management

Vendor and sub-contractor negotiations and interviewing.

Consistently exceeded goals of owner satisfaction, budgeting and colleague engagement scores per Gallup evaluation.

Department received 100% of incentives based on goals of owner approval, employee engagement and financial expectations.

Contractor and vendor proposal analysis. Profit/Loss analysis and corrective action if needed. Productivity analysis, inventory control. Time edits, payroll, scheduling. Organization of proposals presented to the executive committee regarding purchases, upgrades and necessities.

**1999, 2001-2003, 2005-2008 The Peaks Resort and Golden Door Spa. Telluride, Colorado. (Multiple management positions)**

Food and beverage outlets manager, valet manager/bell captain/Guest Relations supervisor, Exercise Physiologist, personal trainer, Spa/Fitness internship , I was approached to manage several departments within this facility and this property was managed by a number of different companies (Doral, Carefree, Wyndham, LXR, Blackstone) during my tenure.

**Telluride Ski and Golf. Restaurants manager.(during refurbish of Peaks Property) 2005/06**

**Completed 480 hour internship in exercise science which involved programing, leadership of trainers, recreation and fitness instructors.** Sport specific program design, development and implementation of classes, hiring and interviewing of trainers, sales of PT and mentorship of trainers in regard to reaching numbers. Community outreach and involvement.

**2000-2001**

**Lodge of Four Seasons,**

Fitness director/Golf/recreation manager.

This was a spa opening. Negotiated all costs of equipment including software. Designed, implemented and taught a number of classes for various demographics.

**July 1997 – September 1999**

**Southeast Missouri state University**

**Recreation and Fitness**

Events supervision, community involvement.

Assisted in the design and implementation of Student recreation, personal training and trainer manager programs.

Assisted in development and implementation of: S.E.L.F (students exercising for life long fitness) A program designed to mentor students of the exercise science curriculum.

Officiated with various intramural sports including: Flag Football, Volleyball, softball, kickball and basketball.

Oversaw student rock climbing wall and provided instruction.

Worked as Ralph Lauren's personal trainer as well as wife Ricky and son David.  
Developed a golf training program called "back on track", for golfers addressing the common back problems associated with aging and increase in Golf play while observing and speaking with Jack Nicklaus during his building of our Golf Course.

# CITY OF CREEDE, COLORADO

## Employment Application

We are an Equal Opportunity Employer

### City of Creede City Promotes a Drug and Alcohol Free Workplace

Please mail or bring your completed application to: City of Creede Town Hall, 2223 N. Main  
PO Box 457  
Creede, CO 81130

- Do not change the format or layout of this form.
- Type application or print neatly.
- Answer all questions completely and sign the application and all other forms.
- **Resumes may be attached but will not be accepted in lieu of a completed application.**
- Read all information/disclaimers on this application.
- If you have any questions or need assistance, please contact Clyde Dooley at (719-)658-2276.
- **Please use your full, legal name each time you submit an application.**

Job Data			
Job Title: Recreation Director		Date you will be available for employment: 8/25/2016	
Personal Data			
Name: Last: bias	First: dennis	Middle Initial:	
Address: 415 mountain village			
City: telluride		State: colorado	Zip: 81435
Phone	Days: 850-832-3679	Evenings:	Alternate: 970-708-5123
All applicants who are offered employment must provide documents which establish their identity and employment eligibility for authorization to work in the U.S. Are you a U.S. citizen? <input checked="" type="radio"/> Yes <input type="radio"/> No If no, do you have the legal right to work in the U.S.? Please explain:			
Date of birth:		11/01/1969	
Have you ever worked or volunteered for the City of Creede? <input type="radio"/> Yes <input checked="" type="radio"/> No			
If yes, please give dates:			
Driver's License No. & State: missouri [REDACTED]		Class: f	Expiration: 11/01/2022
Have you had any traffic convictions or accidents in the last three years? <input type="radio"/> Yes <input checked="" type="radio"/> No			
If yes, please list:			
Conviction or Accident		Date	
Conviction or Accident		Date	
Commercial Driver's License No. & State:		Class:	Endorsements:
Expiration:			
Have you been convicted of any crime? <input type="radio"/> Yes <input checked="" type="radio"/> No If yes, please give details including dates, charges, and disposition. Convictions are not an absolute bar to employment. Consideration is given to the offense and its relationship to the position for which you are applying.			
Have you ever been discharged from a position or resigned to avoid being discharged? <input type="radio"/> Yes <input checked="" type="radio"/> No			
If yes, please explain:			

## Employment Application

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<b>Education</b> <i>Note: Complete this application in its entirety; an incomplete application will not be accepted. Resumes may be attached but will not be accepted in lieu of a completed application.</i>				
<b>Did you graduate from high school or do you have a G.E.D.?</b> <input checked="" type="radio"/> Yes <input type="radio"/> No		<b>High School Name:</b> fayette high school-missouri <b>Location:</b>		
<b>Name of School, College(s) or University</b>	<b>Major</b>	<b>Credit Hours</b>	<b>Degree</b>	<b>Year*</b>
southeast missouri state	Health management-fitness and recreation	145	bachelors	2000
<b>*Proof of degrees from an accredited College/University will be required upon hire.</b>				
<b>Name of Trade/Technical/Business or Other School(s) Attended</b>		<b>Course of Study</b>	<b>Diploma &amp; Year</b>	
<b>List license (date &amp; number), professional registrations (date), certificates and professional memberships:</b>				
<b>List honors, awards, fellowships:</b> recreation leader university recreation. vice president of sports medicine club. Dean's list.				
<b>Skills Overview</b>				
<b>Approximate typing speed in words per minute:</b>		40		
<b>List computer software with which you are familiar:</b> office (excel, work, powerpoint, outlook). recreation software, fitness softwar, adp, rdp, tri-fit				
<b>Fluent in a language other than English:</b> <input type="radio"/> Yes <input checked="" type="radio"/> No	<b>Language(s):</b> spanish	<b>Speak:</b> some	<b>Read:</b> some	<b>Write:</b> some
<b>Please summarize relevant skills and experience that exemplify your qualifications for the above position:</b> 2.5 years in student recreation and fitness, developing and leading various programs for all ages. Youth leadership and coaching. Recreation group leader for resorts. Parks youth coach.				
<b>Tools and machines you can use and operate:</b> all office machines. construction/hand tools, wood working and maintenance.				
<b>Light or heavy motor vehicle equipment you can operate:</b> lawn care, atv, trucks of all sizes,				
<b>Summarize volunteer services work including dates:</b> habitat for humanity, spring 1997. red cross spring 1999, health south 2000, invasive weed 2009, trails maintenance 2015				
<b>Summarize leadership roles:</b> managed staff of 30 recreation and fitness in student recreation. managed staff of 10 personal trainers and recreation staff as fitness director, managed staff of 40 while food and beverage manager, managed staff of 25 as asst. housekeeping manager				

<b>Employment History</b> <i>Note: Complete this application in its entirety; an incomplete application will not be accepted. Resumes may be attached but will not be accepted in lieu of a completed application.</i>		
<b>Current or most recent employer:</b> argo management		<b>Phone:</b> 970-708-5123
<b>Address: (street, city, state)</b> tex ave		
<b>Your title:</b> sales, marketing, grants and proposals (family owned business), site supervision		
<b>Employment dates</b>	<b>From (month/year):</b> aug 2012	<b>To (month/year):</b> current
<b>Supervisor's name/title:</b> self		
<b>Starting salary:</b> 35000	<b>Present/Ending:</b> 20000	<b>Hours per week:</b> 50
<b>Work performed:</b> general contractor negotiations, sales, inspection of work performed, grant submission related to type of entity.		
<b>Reason for leaving:</b> in the process of closing due to economical sustainability		
<b>May we contact this employer if you are considered for the position?</b> <input checked="" type="radio"/> Yes <input type="radio"/> No		
<b>Employer:</b> fairmont resorts		<b>Phone:</b> 97-728-3129
<b>Address: (street, city, state)</b> mountain village blvd		
<b>Your title:</b> asst housekeeping manager		
<b>Employment dates</b>	<b>From (month/year):</b> jan/2009	<b>To (month/year):</b> aug/2012
<b>Supervisor's name/title:</b> christina lujan		
<b>Starting salary:</b> 43500	<b>Ending:</b> 45000	<b>Hours per week:</b> 45
<b>Work performed:</b> scheduling, preparation of duty assignments, payroll, inventory, budgeting, forecasting, p and l, training, interviewing, general contractor interviews and supervision, created productivity reports. performed employee reviews and assisted with improvement plans of action.		
<b>Reason for leaving:</b> change of career goals and overall change of management of departments		
<b>May we contact this employer if you are considered for the position?</b> <input type="radio"/> Yes <input checked="" type="radio"/> No		
<b>Employer:</b> peaks resort and spa		<b>Phone:</b> 970-728-6800
<b>Address: (street, city, state)</b> country club lane		
<b>Your title:</b> exercise physiologist, fitness and recreation intern, recreation leader, food and beverage manager, valet manager		
<b>Employment dates</b>	<b>From (month/year):</b> 1999, 2001, 2005	<b>To (month/year):</b> varied. 2003, 2009
<b>Supervisor's name/title:</b> john bennet, zabe james, depended on position I held		
<b>Starting salary:</b> 10 p/h	<b>Ending:</b> 40000 annual	<b>Hours per week:</b> up to 55
<b>Work performed:</b> lead groups for recreation including biking, hiking, snow shoe, class instruction, taught wall climbing, top roping, performed fitness evaluation and designed fitness programs, prepared schedules for recreation and fitness instructors, inventory control, payroll, budgets, forecasting.		
<b>Reason for leaving:</b> stability.		
<b>May we contact this employer if you are considered for the position?</b> <input checked="" type="radio"/> Yes <input type="radio"/> No		

<b>Military Service</b>		
Have you ever served on active duty in the U.S. armed forces? <input type="radio"/> Yes <input checked="" type="radio"/> No		
<b>Dates:</b>	<b>From:</b>	<b>To:</b>
<b>Branch:</b>		
<b>Primary duties:</b>		

<b>Conditions of Consideration for Employment</b>
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All information contained on the application is subject to verification. The City of Creede may conduct background checks including, but not limited to, credit history, work references, driving records, criminal background records and educational attainment.

I understand an employment offer is may be contingent upon successful completion of a pre-employment alcohol/drug test, any applicable medical examinations, review of work references, and result of a background check.

I understand that specific positions at the City of Creede may require me to provide evidence of an acceptable driving record.

If employed, I agree to provide proof of identity, relevant licensure or credentials, and authorization for employment in the United States.

If employed, I agree to abide by all policies, regulations and guidelines established by the City of Creede.

When advised, reasonable accommodations will be made in order for an “otherwise qualified applicant” with a disability to participate in any phase of the recruitment process (Americans with Disabilities Act of 1991).

I certify that all the information provided herein is true and complete to the best of my knowledge. I agree and understand that omissions, misstatements, and falsifications will cause forfeiture on my part of all eligibility to any employment with the City of Creede and may be cause for rejection of this application, removal of my name from eligibility lists, or discharge from Town service.

In addition, I give the City of Creede the right to investigate and verify any information obtained through the application process. Permission is granted, and I release from any and all liability any employer, agency or individual providing the City of Creede relevant, job related information that will assist in this process.

I have read and understand the “Conditions of Consideration for Employment.” Please acknowledge by checking the box:

Yes     No

<b>Signature:</b>	<b>Date:</b> 8/25/2016
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