



# ERIE COUNTY LEGISLATURE

**HON. JOHN J. MILLS**  
CHAIRMAN OF THE LEGISLATURE  
11<sup>TH</sup> DISTRICT LEGISLATOR

July 18, 2016

Hon. Mark Poloncarz  
Erie County Executive  
95 Franklin Street – 16<sup>th</sup> Floor  
Buffalo, NY 14202

Dear Executive Poloncarz:

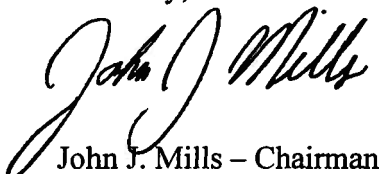
Attached please find Ms. Sharon Randaccio's resume and letter of interest regarding service on the ECIDA Board of Directors.

As you know there is a vacancy on the Board of Directors and after being notified of Ms. Randaccio's interest and after several conversations with her I feel she would be an excellent candidate for the ECIDA Board.

Pursuant to General Municipal Law §891-a County Executive and the Chairman of the Legislature have joint appointments to the seats on the ECIDA Board. Ms. Randaccio's skills and experience will be a benefit to the Board and to all residents of Erie County. I trust you will agree with me on Ms. Randaccio's qualifications and I hope to see your joint approval of her appointment shortly.

I look forward to your anticipated cooperation.

Sincerely,

  
John J. Mills – Chairman  
Erie County Legislature



Sharon D. Randaccio  
172 Rivermist Drive  
Buffalo, NY 14202

July 18, 2016

The Honorable John Mills  
Chairman, Erie County Legislature  
92 Franklin Street  
4<sup>th</sup> Floor  
Buffalo, NY 14202

Dear Chairman Mills,

Thank you for taking the time to speak with me last week. As we discussed, I am greatly interested in serving on the Erie County Industrial Development Agency's Board of Directors.

This is an exciting time for our community with New York State investing heavily to help rebuild our local economy. As a Western New York native and local business owner, I see the ECIDA as a tool to help continue the momentum of the Buffalo Billion by promoting private sector development in Erie County.

Given my professional background and involvement in the community, I feel I would make a strong board member. I have experience serving in leadership roles or boards of a variety of private and community organizations, including 43North, University at Buffalo School of Management Dean's Advisory Committee, the Buffalo Zoological Society, and the United Way of Buffalo & Erie County. Serving on the ECIDA Board of Directors would provide me with a new way to give back to my community.

Again, thank you for speaking with me regarding the open Board position. Understanding this is a jointly appointed position between the Erie County Legislature Chairman and the Erie County Executive, I look forward to discussing the position and my qualifications in greater detail.

Sincerely,

A handwritten signature in cursive script that reads "Sharon D. Randaccio".

Sharon D. Randaccio

# Sharon D. Randaccio

sharon@performancepros.net |

Buffalo, NY 14202 | office: 716-204-2590; cell:

## SUMMARY

Corporate Executive/Entrepreneur with over 15 years of senior management experience at high performing regional banks. Expertise in Strategic Planning, M&A, Finance, P&L management and Leadership. A business advisor and executive coach who works with organizations to improve individual, team and corporate performance. A community leader committed to making Buffalo a better place to work, live and play.

## EXPERIENCE

### RedSiren, Buffalo, NY.

2015-present

*Opened the first retail boutique in Harborcenter to support economic development at Canalside*

### Performance Management Partners, Inc., (PMP) Buffalo, NY

1999-present

*A boutique management and human resources consulting firm that provides insight and practical solutions in the areas of strategy, people and execution.*

### Founder, President & CEO

Responsible for driving strategy and business growth.

- Worked with over 150 organizations to acquire top talent and improve overall performance.

### M&T Bank, Buffalo, NY

1991-1999

*A \$20B regional commercial bank.*

### President, M&T Foundation

1992-1999

- Created and managed annual charitable contributions budget, criteria and process; granted \$1m+ annually

### Administrative Vice President for In-Store Banking

1998-1999

- Led launch and managed in-store banking channels throughout New York State, which included over 20 offices

### Administrative Vice President for Bank at Work

1996-1998

- Launched new retail banking channels to add convenience to mass-market customer segment

### Administrative Vice President, Human Resources and Organizational Development

1991-1995

- Implemented M&T succession planning and management training program
- Created learning & development department, including all curriculum and delivery
- Implemented culture survey and leadership development initiatives.

### Goldome Bank, Buffalo, NY

1985-1991

### President, Goldome Foundation

1983-1991

### Senior Vice President, Human Resources

1987-1991

- Oversaw recruiting, training, compensation, benefits & HRIS for \$2B regional retail bank.
- Implemented "Goldome University"
- Implemented Incentive Compensation and Stock Option programs after IPO

**Vice President for Retail Banking**

1986-1987

- Provided leadership and oversight over 30 branches and 700 employees, generating over \$100m in deposits, loans and insurance products

**Vice President for Mortgage Origination**

1985-1986

**Vice President for Corporate Planning**

1983-1985

**Branch Manager**

1981-1983

**Management Development Program**

1979-1981

**EDUCATION & TRAINING**

- **B.S., Accounting**, State University of New York at Buffalo (UB)
- **M.B.A.**, State University of New York at Buffalo (UB)
- **Program for Management Development**, Harvard Business School

**BOARDS & COMMUNITY INVOLVEMENT**

*Current involvement:*

Director, Buffalo Niagara Partnership

Director, United Way of Buffalo & Erie County

Director, prior President, SUNY Buffalo School of Management Dean's Advisory Committee

Director, Buffalo Zoological Society

Steering Committee, 43North

Instructor, Harvard Business Club of Buffalo

*Past involvement:*

Director, First Niagara Bank & First Niagara Foundation

Chair, Finance Committee

Chair, Compensation Committee

Director, New Buffalo Shirt Factory

Director, LoVullo Insurance

Director, Catholic Health

Chair, Finance & Operations Committee

Director, Girl Scouts of Western New York

Director, Computers for Children

Director, Junior Achievement

Director, YMCA

Director, EPIC (Every Person Influences Children)

**AWARDS**

Buffalo Business First "Women of Influence"

Buffalo Business First "40 under 40"

SUNY Buffalo School of Management "Achievement Award for Service to the School"

SUNY Buffalo Distinguished Alumni

Amherst Chamber of Commerce "Woman of Distinction"



**Sharon D. Randaccio**  
**President and CEO**  
*Performance Management Partners, Inc.*

Sharon Randaccio is President, CEO and Founder of Performance Management Partners Inc., a talent management company based in Upstate New York. The firm helps clients make better organizational and people decisions to improve bottom-line performance. PMP's affiliation with BlessingWhite, a global research firm, provides clients with "best practice" thought leadership in the areas of employee engagement and leadership development. Other services provided include executive coaching, change management, strategy development, retained search, talent assessments, succession planning, and team building. Clients range from start-ups to multi-billion dollar corporations and represent all industry sectors.

Randaccio is described as ambitious, adventurous, intuitive, focused, confident, formidable, influential and a life-long learner. She has 15 years of executive management experience at high performing large regional retail and commercial banks where she led M&A, Retail Banking, Strategic Planning, Accounting, Human Resources and Sales and Marketing. She has significant P&L and turnaround experience.

As a business advisor and executive coach, Randaccio works with "top notch" leaders to implement people strategies which improve individual, team and corporate performance. She facilitates strategic conversations, leads projects, acts as a "sounding board", expresses her opinion and makes complex decisions with unwavering conviction. She also has a "soft spot" for working with young, smart, and aspiring professionals to help them discover their potential.

Sharon served as a Director of First Niagara Bank during its top performing years, and as Chair of the Compensation Committee, Chair of the Finance Committee and member of the Executive Committee. She served on several advisory boards including New Buffalo Shirt Factory, Inc. a printed apparel manufacturing company and LoVullo Associates, Inc., a certified managing general insurance agency. She recently opened the first Retail boutique in Buffalo's Harborcenter, the RedSiren.

As a community builder, she is committed to economic and workforce development and to making Buffalo a better place to work and live. She is a Director of the Buffalo Niagara Partnership, United Way of Buffalo & Erie County, Zoological Society of Buffalo and the Dean's Advisory Council for the University of Buffalo, School of Management. She is also passionately involved in 43North. She served as President of both the Goldome and M&T Charitable Foundation.

Sharon is a Business First '40 under 40' award winner and a recipient of the "Women of Influence" honor. She received the Distinguished Alumni Award from SUNY Buffalo and received the 'Woman of Distinction' award from the Amherst Chamber of Commerce.

Sharon received her B.S., Accounting and MBA from the State University of New York at Buffalo and graduated from the Program for Management Development at the Harvard Business School. She currently teaches at the Harvard Business School of Buffalo and has been an instructor for the SUNY Buffalo MBA Program.