

## Rob Howard

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**From:** John Gibbs  
**Sent:** Friday, July 7, 2023 1:44 PM  
**To:** Joe Moss; Sylvia Rhodea  
**Subject:** FW: Senior Exec Aide Position

FYI:

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**From:** John Gibbs  
**Sent:** Friday, July 7, 2023 1:33 PM  
**To:** Marcie VerBeek <mverbeek@miottawa.org>  
**Cc:** Patrick Waterman <pwaterman@miottawa.org>  
**Subject:** RE: Senior Exec Aide Position

Hi Marcie,

Thank you for sharing your feedback.

At your earliest convenience, please move forward with the next steps in hiring Jordan Epperson.

Thank you,

**John Gibbs | County Administrator**  
12220 Fillmore Street | West Olive, Michigan 49460 | 616-738-4642



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**From:** Marcie VerBeek <[mverbeek@miottawa.org](mailto:mverbeek@miottawa.org)>  
**Sent:** Friday, June 16, 2023 1:51 PM  
**To:** John Gibbs <[jgibbs@miottawa.org](mailto:jgibbs@miottawa.org)>  
**Cc:** Patrick Waterman <[pwaterman@miottawa.org](mailto:pwaterman@miottawa.org)>  
**Subject:** RE: Senior Exec Aide Position

John,

Hello. I have concerns about moving forward with Mr. Epperson. I would strongly recommend we get the hiring committee back together to discuss. I put together a basic chart of the requirements (below) from the job description that was posted for the position. Jordan does not meet the minimum requirements of the position. Also, in all the categories, Mr. Kimball meets the requirements more fully than Mr. Epperson. In addition, I have concerns about tools that we started using in the hiring process, that were not fully vetted (ex. writing exercises, Kolbe/Disc partially finished). I also have concerns regarding the comments you made in front of the interview panel about the ages of the candidates and your ability to “boss” Mr. Epperson around easier because he is younger. I am concerned of the liability

of the possibility of violating our Equal Employment Opportunity policy if we were to move forward with Mr. Epperson at this time.

I would like to request to meet with the hiring committee to discuss options prior to moving forward with the hiring process.

<b>Final Candidates</b>		Jordan Epperson	Ryan Kimball
<b>Required Education, Training &amp; Experience: As listed on Job Description</b>			
Masters in Business Administration		No Masters Degree	Masters Degree
Experience in Strategic Management, Innovation, Marketing/Branding		Some	Some-more year
Dean's List or Honor Roll		Unknown	Yes, on both Ma listed
Undergraduate in analytical or engineering discipline (strongly preferred)		No-CJ	No-Psychology &
Experience working internationally at the non-profit level		No	Yes, covered in c
	Exp	Began FT work 2023	Began FT work in
2 years experience serving on a major board		No	Yes
<b>Additional Information:</b>			
National Guard		Yes-2021 start	Yes-2011 start; P
			& Battalion Offic
Management Experience		No	Yes, up to 26 dir
Finance Experience		No	Yes
C-Suite Experience		Yes	Yes, more years

## Marcie Ver Beek

Human Resources Director

12220 Fillmore Street | West Olive, MI 49460

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**From:** John Gibbs <[jgibbs@miottawa.org](mailto:jgibbs@miottawa.org)>

**Sent:** Thursday, June 15, 2023 3:57 PM

**To:** Marcie VerBeek <[mverbeek@miottawa.org](mailto:mverbeek@miottawa.org)>

**Subject:** Senior Exec Aide Position

Hi Marcie,

After much deliberation, I have decided to move forward with the next steps in the process for hiring Jordan Epperson for the Senior Executive Aide position. Please let me know how to proceed.

Also, what would be the earliest possible start date?

Thank you,

**John Gibbs | County Administrator**

12220 Fillmore Street | West Olive, Michigan 49460 | 616-738-4642



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