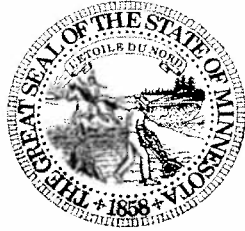


STATE OF MINNESOTA



**MARK DAYTON**  
**GOVERNOR**

**RECEIVED**

OCT 24 2012

President of the Senate

NOTICE OF APPOINTMENT

**Marit Brock**

74 Garfield Street  
St. Paul, MN 55102  
County of Ramsey  
Congressional District 4

Because of the special trust and confidence I have in your integrity, judgment, and ability, I have appointed and commissioned you to have and to hold the office of:

**PUBLIC MEMBER**

**BOARD OF HIGH PRESSURE PIPING SYSTEMS**



Effective: October 29, 2012

Term Expires: December 31, 2013

This appointment carries with it all rights, powers, duties, and emoluments granted by law and pertaining to this position until this appointment is superseded or annulled by me or other lawful authority or by any law of this State.

IN TESTIMONY WHEREOF, I have hereunto set my hand and caused the Great Seal of the State of Minnesota to be affixed at the Capitol in the City of Saint Paul, October 29, 2012.



  
\_\_\_\_\_  
Governor  
  
\_\_\_\_\_  
Secretary of State

Replacing: Mary DesJarlais

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STATE OF MINNESOTA  
OPEN APPOINTMENTS APPLICATION FOR SERVICE ON  
STATE AGENCIES, BOARDS, COUNCILS, COMMISSIONS or TASK FORCES OCT 24 2012  
All information on this form is available to the public upon request.

Part I - Tell us about the Position to which you are applying  
Required Information (MN Stat § 15.0597, Subd. 6.)

President of the Senate

Agency Name: Board of High Pressure Piping Systems  
(Name of board, council, commission or task force.)

Position Sought: Public Member  
(Membership position sought or enter "member".)

By request, this application will be made available in alternative format (for example, braille, large print, audio tape, or computer disk.)

Part II - Tell us about Yourself

Required Information (MN Stat § 15.0597, Subd. 5.)

Applicant Name:

Marit  
(First Name)

Brock  
(Last Name)

Preferred Phone: (612) 290-9332

E-MAIL: maritbrock@gmail.com

Preferred Mailing Address:

74 Garfield St.  
(Preferred Mailing Address)

County: Ramsey

Saint Paul  
(City)

MN  
(State)

55102  
(Zip)

MN House of Rep Dist: 65B US House of Rep Dist: CD4

Find your districts by using the Poll Finder at:

<http://pollfinder.sos.state.mn.us/>

Have you ever been convicted of a felony:  
Yes \_\_\_\_\_ No X

Did the Appointing Authority suggest you submit your application? Yes \_\_\_\_\_ No X

Please attach a cover letter, current resume, or other information that you feel would be helpful to the Appointing Authority.

Part III: OPTIONAL STATISTICAL INFORMATION

The following information is optional and voluntary (MN Stat § 15.0597, Subd. 5.)

Information is collected for, and compiled in, the annual report on the open appointments process pursuant to MN Stat § 15.0597, Subd. 7.

Sex: Female  Male \_\_\_\_\_

Age: 44

Disability: Yes \_\_\_\_\_ No

Political Party:  Democratic-Farmer-Labor  
\_\_\_\_\_ Independence  
\_\_\_\_\_ Republican  
\_\_\_\_\_ No Party Preference  
\_\_\_\_\_ Other \_\_\_\_\_

Hispanic, Latino, or Spanish origin? Yes \_\_\_\_\_ No

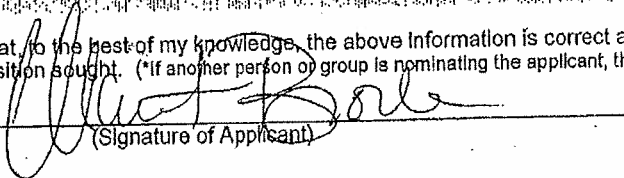
Race: (Pick as many as apply)

\_\_\_\_\_ African American or Black  
\_\_\_\_\_ American Indian or Alaska Native  
\_\_\_\_\_ Asian or Pacific Islander

White or Caucasian  
\_\_\_\_\_ Other Race \_\_\_\_\_

Part IV: Signature and Submittal Instructions

I swear that, to the best of my knowledge, the above information is correct and that I satisfy all legally prescribed qualifications for the position sought. (\*If another person or group is nominating the applicant, the applicant's signature indicates consent to nomination.)

  
(Signature of Applicant)

9/18/12  
(Date)

MAIL OR SUBMIT IN PERSON:  
Office of Secretary of State  
Open Appointments  
180 State Office Building  
100 Rev Dr Martin Luther King Jr Blvd  
St. Paul, MN 55155-1299

Phone: (651) 297-5845  
Email: [open.appointments@state.mn.us](mailto:open.appointments@state.mn.us)  
Online application:  
<http://www.sos.state.mn.us/index.aspx?page=5>

Applicants will not receive an acknowledgement of submitted applications; the appointing authority will notify you if an interview is desired.

FOR OFFICE USE:  
Sub by AA: \_\_\_\_\_  
AA: \_\_\_\_\_  
Trans Date: \_\_\_\_\_

Rev.09-2011

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OCT 24 2012

President of the Senate

## Marit A. Brock

74 Garfield Street ✧ Saint Paul, MN 55102 ✧ Res: 651.343.3840 ✧ Cell: 612.290.9332  
maritbrock@gmail.com

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September 18, 2012

Office of the Secretary of State  
Open Appointments  
180 State Office Building  
100 Rev. Martin Luther King Jr. Blvd  
Saint Paul, MN 55115-1299

RE: Board of High Pressure Piping Systems

Dear Representative:

Attached please find my application to be a Public Member of the Board of High Pressure Piping Systems. I believe my experience in the private sector business world as well as my experience on my local District Council board will allow me to be a productive member of the Board of High Pressure Piping Systems.

Thank you for your time and consideration.

Sincerely,

Marit A. Brock, SPHR, CMPE

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OCT 24 2012

## MARIT A. BROCK, SPHR, CMPE

74 Garfield Street ♦ Saint Paul, MN 55102 ♦ Res: 651.343.3840 ♦ Cell: 612.290.9332

[mbrock@mngastro.com](mailto:mbrock@mngastro.com)

<http://www.linkedin.com/in/maritbrock>

President of the Senate

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Innovative, solutions-driven executive with comprehensive corporate experience in the direction of all HR disciplines, including development of policies and procedures, communications, employee relations, workforce planning, compensation, benefits, recruiting, and staff development; hold Senior Professional and Professional in Human Resource certifications and certification as Medical Practice Executive.

- ♦ Demonstrated expertise in strategic planning to align HR with corporate strategies during periods of rapid company growth, utilizing innovative and creative tactics to achieve organizational success.
- ♦ Trusted consultant able to identify the root of potential problems and open opportunities to engage staff and physicians in developing lasting solutions.
- ♦ Adept in team leadership, culture change, and infrastructure development, as well as process streamlining, staffing programs and policies.
- ♦ Skilled in the application of electronic systems and management tools to improve processes and fully utilize the analytical talents within the organization.

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### EXPERIENCE

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MINNESOTA GASTROENTEROLOGY, P.A., St. Paul, MN • 1/99 - Present

Successively promoted to positions of increased responsibility based on consistently exceeding goals and expectations at this privately owned specialty medical group with 59 Gastroenterologists, 6 outpatient surgery centers, 7 clinics, an internal Pathology Lab, infusion centers, and 450 employees.

**Chief Human Resources Officer • 3/03 - Present**

Report to President/CEO and originally charged in 1999 with establishing and staffing HR infrastructure after merger of 3 smaller firms. Direct employee relations, staff and leadership development, staff and physician recruiting, benefits administration, compensation, safety, payroll, risk management, and quality management with a staff of 12, including 5 direct reports: Director of Training and Education, Human Resources Manager, Payroll/HRMS Analyst, and medical staff services employees. Oversee department budget of more than \$1.5M, and over \$5M in insurance contracts.

Serve as advisor to board during CEO transition period with objective to increase transparency and engagement of shareholders and staff. Serve as administrative chair of Board Committees – Organizational Health and Peer Review committees, member of the Executive Leadership Team and the Board Finance Committee. Provide advice and counsel to Board of Directors and management staff regarding people processes and strategies:

- ♦ Engaged staff and physicians to develop a first-ever customer service program designed to be infused into the organizational culture and provide market differentiation for company service.
- ♦ Responsible for the turnaround of the under performing Quality Management function, a mission-critical function in today's healthcare environment.
- ♦ Successfully implemented market leading health plan programs resulting in reduced medical costs of up to 25% and increased satisfaction with benefits package.
- ♦ Developed physician and executive leadership program designed to increase organizational effectiveness and increase bench strength for leadership positions. Resulted in 100% participant satisfaction after first year and board approval to expand the scope of the program during the recession.
- ♦ Introduced front line leadership development program resulting in filling over 75% of available leadership positions with internal candidates in the first two years of the program compared to less than 30% in prior years.
- ♦ Reduced nursing turnover to nearly 0%, improved staff satisfaction with compensation program, and increased productivity by redesigning the on-call pay for nursing staff.
- ♦ Increased effectiveness of physician recruiting processes and materials to exceed goal of recruiting at least 3 new Gastroenterologists each year for 8 consecutive years.
- ♦ Reduced costs by more than \$60K in one year through improved employee retention activities.
- ♦ Linked HR functions to strategic company goals allowing for accelerated growth and success. Developed ongoing metrics to measure success of HR activities compared to strategic objectives.

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OCT 24 2012  
Page Two

Marit Brock, SPHR

**Director - Human Resources • 1/99 – 3/03**

Reporting directly to the CEO, challenged to establish, obtain input, sell, and operate a single HR infrastructure for 3 merged companies, each with own culture and high turnover rate. Set policies and procedures, and ensured flexible infrastructure to meet company needs, future growth, and support corporate strategies. Started with a part-time payroll employee as only direct report, and developed a department of 6 with payroll and education staff as direct reports.

- ◆ Conceived and implemented a recruiting and training program that reduced staff turnover rate of 140% to less than 10% for the Procedure Scheduling staff, a key revenue source. Program was identified by the CEO as one of the single most important accomplishments that allowed the company to focus on patient care and revenue goals.
- ◆ Reduced turnover from 38% to less than 20%, improved internal relationships among staff; collaborated with the President / Chairman of the Board to implement a company-wide culture change program.
- ◆ Assessed and implemented HRMS system designed to meet the needs of corporate and satellite offices.

SOUTHWEST FLORIDA REGIONAL MEDICAL CENTER, FORT MYERS, FL • 5/97 – 12/98

**Human Resources Manager**

Turned around a troubled HR function during a difficult business time at this 400 bed for-profit hospital and affiliated clinics with more than 2K staff. Developed collaborative relationships with department managers, a sense of responsiveness and accountability among HR staff, and updated infrastructure resulting in a department viewed as credible, effective and fully supported by the hospital executive team. Reported to COO with relationship to Corporate HR Manager of parent company located in Nashville, TN. Directed 3 staff within 12-person HR department.

- ◆ Advised Senior Management group regarding large-scale employee actions including reductions in workforce.
- ◆ Created effective systems for managing immigration documentation for nursing staff from other countries.
- ◆ Effectively handled the after effects of an FBI raid of the hospital resulting in charges of Medicare fraud for large parts of the company.

Career Note: Details of prior positions available on request.

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**AFFILIATIONS**

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Board member, American Society for Healthcare Human Resources Administration (ASHHRA)  
Vice President, Board member, Career Solutions Inc., St. Paul, MN  
Board member, Fort Road Federation, St Paul MN  
Chair, Communications Committee, Minnesota Medical Group Management Association (MMGMA) 2011-2012  
Board member, Healthcare Human Resources Association of Minnesota (HHRAM) 2007-2011  
Outstanding Chapter Achievement Award 2007 & 2009 (ASHHRA)  
Outstanding Communications Award 2010 (ASHHRA)

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**CERTIFICATIONS**

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Certified Medical Practice Executive (CMPE), American College of Medical Practice Executives • 2009  
Senior Professional in Human Resources (SPHR), Human Resources Certification Institute • 2001  
Professional in Human Resources (PHR), Human Resources Certification Institute • 1998

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**EDUCATION**

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Master of Arts, Clinical Psychology, Pepperdine University, Los Angeles, CA • 1996  
Bachelor of Arts, Sociology, University of Minnesota, Minneapolis, MN • 1990