2017 EEO Conference Presenters

Toni Ahl
President, EEO Advantage, LLC

Toni Ahl is the President of EEO Advantage LLC which provides consulting and training regarding the laws enforced by the Equal Employment Opportunity Commission (EEOC) as well as diversity. She also conducts investigations for various organizations and groups. She was formerly a Senior Investigator with the EEOC for over 30 years. Toni contracts with EEOC to teach classes for the Office of Federal Operations including its class for new Federal Investigators. Toni is an active member of Louisville SHRM. She is on the Board of the Network for Entrepreneurial Women and the Center for Accessible Living, where she serves as Vice President of the Board. Toni is the Vice President of the Kentucky Industry Liaison Group (KYILG). She has been a presenter for the Kentucky SHRM conference, Louisville SHRM, Bluegrass SHRM, the KYILG, EEOC’s Technical Assistance Program Seminars (TAPS), the National Business Institute (NBI), the employment section of the Louisville Bar Association and the employment section of the Defense Research Institute (DRI). Toni has a B.A. in Psychology from the University of Louisville.

Lesley Bilby
Executive Director, Legal Services, KY Personnel Cabinet

Lesley Bilby is an attorney with a background in employment law and civil litigation. Lesley is a graduate of Centre College and the University of Kentucky College of Law. She also holds an M.Phil. in International Relations from the University of Cambridge. Prior to law school, Lesley worked in Washington, D.C. in the office of U.S. Rep. Ed Whitfield, handling energy, environmental, labor, and education issues. After law school, Lesley served as a law clerk on the U.S. District Court for the Eastern District of Kentucky and later as a law clerk on the U.S. Court of Appeals for the Sixth Circuit. She then worked in private practice in Louisville.
Kenneth Brown
Senior Trial Attorney, EEOC

Kenneth W. Brown is the Senior Trial Attorney with the Louisville Area Office of the United States Equal Employment Opportunity Commission. His practice concentrates on litigating civil rights claims under Title VII of the Civil Rights Act, the Equal Pay Act, the Americans with Disabilities Act and the Age Discrimination in Employment Act. From 2002 to 2009, Mr. Brown was an Adjunct Professor of Law at the University of Louisville’s Brandeis School of Law where he taught Advanced Trial Practice. From 1996 to 2001, Mr. Brown was a member of the Tort and Insurance Group for the law firm of Wyatt, Tarrant and Combs in Louisville. He is a member of the Kentucky, Louisville and American Bar Associations and past President of the Louisville Black Lawyers Association. Mr. Brown received his B.S.B.A. Degree (high honors) from the University of Louisville School of Business in 1993 where he was named a Wall Street Journal Outstanding Student, and his J.D. Degree from the University of Louisville School of Law in 1996. Mr. Brown has served a number of civic organizations including Brooklawn Child and Family Services, Hosparus and has coached the Central High School Moot Court Team.

Richard Burgamy
Louisville Area Director, EEOC

Richard Burgamy joined the Equal Employment Opportunity Commission as an Investigator in June 2010, and currently serves as the Area Director for the Louisville Area Office. Prior to Mr. Burgamy’s arrival to Kentucky, he served as the Local Director for the EEOC’s Las Vegas Office. Mr. Burgamy began his federal service with the Department of Justice in June 2003. During his tenure with the Department of Justice he worked as an Equal Employment Opportunity Counselor for two years, facilitating diversity management for federal employees. Mr. Burgamy holds a Doctorate in Psychology with an emphasis in Clinical Psychology from the Chicago School of Professional Psychology, an M.A. in Psychology with an emphasis in Marriage and Family Therapy from Chapman University, and a B.A. in Sociology from Chapman University. Mr. Burgamy also served on active duty in the United States Army from 1998 though 2002.
Katie Gabhart
Executive Director, Executive Branch Ethics Commission

Ms. Gabhart became the Executive Director of the Executive Branch Ethics Commission in August of 2015 after serving as its General Counsel since 2011. She has represented the Commission in over 200 investigations and approximately 80 administrative proceedings. She works closely with other law enforcement agencies, including the U.S. Attorney’s Offices, the Attorney General’s Office, the Auditor of Public Accounts, various Offices of Inspector General, and the Personnel Board on matters that the Commission refers to these agencies. Ms. Gabhart is a certified hearing officer, has served as an ethics officer for three state agencies, and has served as a Federal Civil Rights Act Compliance Coordinator. Ms. Gabhart has over 15 years of experience in state service.

Prior to coming to the Commission, Ms. Gabhart represented the Kentucky State Board of Elections as General Counsel for six years. Ms. Gabhart also served as interim counsel for the Secretary of State in litigation concerning candidate filing matters. Ms. Gabhart served as the counsel for the Kentucky Occupational Safety & Health Review Commission and began her legal career in the Criminal Appellate Division of the Office of the Attorney General in 1999.

Ms. Gabhart is a graduate of Louis D. Brandeis School of Law, University of Louisville, and the University of Kentucky. Ms. Gabhart lives with her husband and five children in Georgetown. She and her husband coach the Scott County Special Olympics Track and Field Team.

Kelley Gannon
Chief Operating Officer, Centerstone

Ms. Gannon is the Chief Operating Officer for Centerstone Kentucky, formally Seven Counties Services. As COO of Centerstone KY she is responsible for setting the strategic direction for four lines of service, Adult Mental Health, Child and Family Behavioral Health, Addiction Services and Intellectual and Development Services. Centerstone KY is the leading provider of behavioral healthcare in the Louisville region serving over 34,000 people annually.

Ms. Gannon has worked in the behavioral health field for twenty eight years. She has extensive experience in strategic planning and implementation and proven leadership in the application of Evidence Based Practices. She has leadership skills in coordinating and promoting collaborative relationships with community providers and key stakeholders to create real collective impact and positive outcomes. She has adept knowledge for developing practice management opportunities to support the mission of behavioral health. She earned her master’s degree in social work
in 1994 from the University of Kentucky and her independent licensure in 2002. Most recently she earned her MBA from the University of Louisville.

**Patti Heying**

*Recruiter, Department of Public Advocacy*

Patti Heying is the recruiter with DPA’s Education and Strategic Planning Branch. Patti received a Master’s Degree in Theatre from the University of Kentucky in 1987, and a Master of Fine Arts from the University of Louisville in 2007. She has worked as an acting and vocal coach in Minnesota and Kentucky for the past 20+ years, including serving as adjunct faculty in the theatre departments at the University of Kentucky and the University of Louisville. Patti was the Training Coordinator for the Kentucky Department of Public Advocacy for 5 years and has been the agency’s recruiter since 2007. She designs and provides coaching sessions and workshops on presentation skills for criminal defense attorneys within Kentucky and has been a guest coach in Missouri and New Orleans for NLADA’s Appellate Defender Training. Patti continues to direct, perform and teach with local theatres in the Bluegrass area.

**Lynn Ingmire**

*Owner, Essential HR Partners*

Lynn Ingmire has over 30 years of human resource management experience. She has worked in various types of organizations including manufacturing, food processing, education, distribution/transportation/warehousing, and not for profit associations, in small and large companies, in both union and non-union environments. Throughout her career, she has been responsible for the full range of human resource management functions. In 2014, after retiring from her corporate Vice President of HR and Benefits position, she founded Essential HR Partners, LLC providing training and consulting in human resources and leadership.

She received her BS degree in Sociology from the University of Louisville and holds two professional certifications SHRM-SCP (Society for Human Resource Management Senior Certified Professional) and SPHR (Senior Professional in Human Resources through HR Certification Institute).
In 2015, Lynn was a contributing author for “What’s Next in Human Resources” published by Greyden Press for their Thought Leadership Series.

She has spoken at several Kentucky SHRM conferences, Pre-conference workshops for NRECA (National Rural Electric Cooperative Association), ILG (Industry Liaison group), NBI (National Business Institute) on various HR topics including harassment, discrimination and other essential human resource management responsibilities.

Lynn is the current Chair of the Kentucky SHRM State Council as well as a member of the HR Advisory Group for Boys and Girls Haven in Louisville, the Workforce Center Advisory Board of the Kentucky Chamber Workforce Center and The Lupus Foundation of America – Mid-South Group Board of Directors.

Adria Johnson
Commissioner, CHFS, Department of Community Based Services

Commissioner Johnson first joined the Cabinet in December 2012 as DCBS Deputy Commissioner. Since her arrival, she has been instrumental in leading several efforts aimed at bringing about needed reform to improve the lives of some of the Commonwealth’s most vulnerable citizens.

Johnson’s professional experience includes positions in both government and corporate finance. Before joining CHFS, Johnson held key roles in Louisville Metro Government, ranging from Capital Planning Analyst in the Office of Management and Budget, to Acting Director of the Department of Community Services and Revitalization. Johnson also gained strong fiscal proficiency through various private sector roles at Humana, LG&E, and Brown and Williamson Tobacco Corp.

A Louisville native and resident, she received a Bachelor of Science degree in accounting from Ball State University and completed several postgraduate courses from the University of Louisville. Johnson is also a published author. Her book of poetry, A Peek at My Soul, was published in 2004.
Alina Klimkina
Attorney, Dinsmore and Shohl, LLP

Alina Klimkina is a member of the Labor & Employment Department, where she represents a variety of clients in all areas of employment law, including pre-litigation investigations, litigation, and appeals. Alina also routinely handles agency investigations, including proceedings before the Equal Employment Opportunity, the Kentucky Commission on Human Rights, and the Kentucky Division of Unemployment Insurance. She works with clients ranging from large Fortune 500 companies to local entrepreneurs to public sector employers in handling complex issues involving Title VII of the Civil Rights Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act, and other state and federal employment statutes at every stage of the litigation process.

Knowing that labor and employment law is constantly evolving, Alina makes it a priority to offer proactive counsel and ensure compliance. She has conducted training for her clients relating to a variety of issues, including Title VII and the Fair Labor Standards Act. She has also authored several articles for various publications on issues involving employment and labor law.

Prior to joining the firm, Alina served as a law clerk to Hon. Edward B. Atkins, United States Magistrate Judge for the Eastern District of Kentucky. Alina is also fluent in Russian and Ukrainian.

LaDonna Koebel
Chief of Staff, Personnel Cabinet

LaDonna Koebel joined the Personnel Cabinet as Chief of Staff in October, 2016. Ms. Koebel has 22 years of legal experience in the areas of employment law & civil rights litigation, and 11 years legal experience representing a state agency in the areas of administrative law, civil litigation, appellate work, legislative initiatives, policy development and administrative regulations. Most recently, LaDonna served as Acting Commissioner to the Department of Juvenile Justice and was the agency’s Deputy General Counsel for 11 years. Prior to working in state government, LaDonna practiced law in both Lexington and London, Kentucky. She has successfully represented agencies, municipalities, and individuals in both State and Federal Court. LaDonna is a member of the Kentucky Bar Association and is admitted to practice before the Eastern and Western Districts of Kentucky, as well as the Sixth Circuit Court of Appeals. In addition to her legal experience, she has served as an Adjunct Faculty Member at Eastern Kentucky University since 1994, teaching courses on legal issues. A native of Louisville, Kentucky, LaDonna graduated cum laude with a Bachelor of Science in Liberal Arts
from Kentucky Wesleyan College in Owensboro, Kentucky. She also attended courses at the American University in Washington, D.C., and worked as a Congressional Intern on Capitol Hill. Ms. Koebel holds a Master of Science in Criminal Justice from Eastern Kentucky University and a Juris Doctorate from the University of Kentucky. While attending law school, she worked as a Clerk to Honorable Judge Roger Crittenden, Franklin Circuit Court, and as a Clerk for the Kentucky Justice Cabinet.

John D. Minton, Jr.
Chief Justice, Kentucky Supreme Court

John D. Minton Jr. is serving his second eight-year term on the Supreme Court of Kentucky and his third four-year term as chief justice. The Kentucky court system has been transformed in many areas during his administration. He steered Kentucky courts through the Great Recession by creating efficiencies at all four levels of the court system. He has made it a priority to invest in the people who operate the courts and in the court technology that can cut costs and deliver better service. His sweeping technology initiative has brought eFiling to every Kentucky county. He addressed lagging Judicial Branch compensation by overhauling the salary structure for court employees and increasing pay for circuit court clerks. He’s currently working to improve stagnant salaries for judges.

During his tenure, the Supreme Court adopted the state’s first uniform family law rules and Juvenile Court rules. He has worked with the Executive and Legislative branches to carry out penal code and juvenile justice reform. He was the 2016-17 president of the Conference of Chief Justices and chair of the National Center for State Courts Board of Directors. He was appointed to the SJI Board of Directors in 2016. He was previously in private practice and a judge for the Circuit Court and Court of Appeals. He holds degrees from Western Kentucky University and the University of Kentucky College of Law.

Nathaniel (Nate) Northington
Keynote Speaker

In 1966, Nate Northington became one of the first African Americans to sign football scholarships to any Southeastern Conference (SEC) school. Until then every major sports conference association had integrated its teams except schools in the SEC. A native of Louisville, KY, and a graduate of Thomas Jefferson High, Mr. Northington officially became the first black athlete to play in an athletic contest of any kind in the SEC when he played for the University of Kentucky against the University of Mississippi in September of 1967. After
transferring to Western Kentucky University, he went on to become the starting fullback on the Hilltoppers 1970 Ohio Valley Conference (OVC) championship team. After college, Mr. Northington went on to have a long career as an administrator with the Louisville Metro Housing Authority. A 2013 inductee of the UK Athletics Hall of Fame, he authored the book, Still Running: The Autobiography of Kentucky’s Nate Northington, the first African-American Football Player in the Southeastern Conference. In 2015, he was the subject of the CBS documentary, “Forward Progress, Integration of the Southeastern Conference.” In 2016, Mr. Northington was honored by the university when a statue featuring his likeness was unveiled outside the football complex on the UK campus.

Derrick Ramsey
Secretary, Labor Cabinet

In 1975, Ramsey would become the first African-American starting quarterback in the University of Kentucky’s history. Two years later, he would not only lead the Wildcats to a 10-1 season at the helm, but also rack up numerous personal accolades including first team All Southeastern Conference and third-team All-American. After a successful nine-year NFL career including winning a 1981 Super Bowl ring, he would soon become a small business owner managing real estate and personal investment portfolios. This time away from the gridiron also gave him the opportunity to complete his undergraduate degree and go on to obtain his Master’s Degree in Sports Administration from Eastern Kentucky University.

In 1994, Ramsey would return to his alma mater to become a Community Relations Officer at the University of Kentucky. In this role, he successfully brought together members in the African-American community of Lexington together with the university where he helped foster a growing partnership. Five years later, he would become the Athletics Director at Kentucky State University. Here, he went to work on improving the university’s facilities including planning, coordination and implementation of a 5,000 square foot academic, fitness and weight training center for student-athletes. Through the creation of an innovative Student Athlete Excellence in Academics Program, he even helped the athletic department produce more Presidential Scholars than any other department on campus.

In 2004, he began his first stint in a state government role when he was appointed Deputy Secretary of Commerce in the Governor Fletcher Administration. While here, he oversaw a 50 million dollar budget and helped manage human resources for the cabinet. During his tenure, Ramsey was also a part of a delegation that successfully brought the renowned 2010 World Equestrian Games to Kentucky.

Soon after leaving office, Ramsey began serving as the Director of Athletics at Coppin State University in Baltimore in 2008. During his seven years in this role, he would lead the department to unprecedented heights of accomplishment for the university, including routinely posting department-wide 3.0 grade-point averages and steadily increasing graduation success rates.
In December of 2015, newly-elected Kentucky Governor Matt Bevin called on Ramsey’s proven track record on leadership by asking him to once again serve the citizens of the Commonwealth, this time as Secretary of the Kentucky Labor Cabinet.

**Jeff Sherr**  
**Branch Manager, KY Department of Public Advocacy**  
Jeff Sherr is the Manager of the Education and Strategic Planning Branch of the Kentucky Department of Public Advocacy. Jeff has been with the DPA since 1994, starting first as a law clerk, then working with the Juvenile Post Dispositional Unit, then in the trial division with the Stanford Field Office, and now in Frankfort with the education staff. Jeff graduated from the University of Kentucky College of Law in 1995. Jeff is a faculty member for Gideon's Promise, the National Criminal Defense College, Clarence Darrow Death Penalty College, Harvard Trial Advocacy Workshop, and other state litigation institutes. In addition to regularly training public defender litigators and trainers, Jeff has trained public defender leaders nationally and for many individual defender states and offices. He is the editor of the DPA’s online journal, The Advocate, and The Small Group Coaching Handbook: Tips and Techniques for Criminal Defense Education. Jeff also has an extensive background in theatre having studied with the National Shakespeare Conservatory and the University of Kansas.

**Yvette M. Smith**  
**Executive Director, Finance Cabinet**  
Yvette Smith assumed responsibility as executive director of the Office of Equal Employment Opportunity and Contract Compliance (EEO/CC) in November 2004. In her role as executive director, she manages the Commonwealth’s Service-Disabled Veteran-Owned Small Business Program, the Minority and Women Business Enterprise Certification Program and the Contractor Compliance program. Smith previously held posts as executive director of the Office of Management and Budget and division director of the Division of Human Resources. She has been with the Finance and Administration Cabinet since 1997.

Smith, who has 27 years of state service, is a native of Fort Knox, Kentucky. She attended Bryn Mawr College where she majored in economics and obtained her bachelor's degree in organizational management from Midway College, graduating summa cum laude, in May 2000.
She is a member of the Governor’s Minority Employment, Business Affairs and Economic Development Council, the Martin Luther King Jr. State Commission and the Child Sexual Abuse and Exploitation Prevention Board (proxy).

Asa James Swan
Chief of Staff, Transportation Cabinet

Asa James Swan serves as the Kentucky Transportation Cabinet’s Chief of Staff. He previously worked in the Cabinet as a legislative liaison from 2004-2007. Asa spent eight years as an assistant professor of history at Lindsey Wilson College. His career has also included service on the staffs of former Kentucky 2nd District U.S. Congressman Ron Lewis, for whom he was a legislative assistant, and the U.S. Senate Republican Conference, where he was Interim Deputy Director of Coalitions.

Mr. Swan is a 1999 graduate of Huntington University in Indiana where he was a Rhodes Scholar candidate. He received his Master of Arts degree in History from Western Kentucky University in 2002 and is currently pursuing a doctorate in history at the University of Kentucky. Asa is a native of Campbellsville, Kentucky and is married to Kentucky State Treasurer Allison Ball.
Greg Thomas  
**Secretary, Transportation Cabinet**

Greg Thomas has over 30 years of experience in the electric and natural gas industry. He began his career as a technical engineer for Kentucky Utilities (KU), and over the years, has held many diverse positions in the electric distribution sector including customer service engineer, field operations coordinator, division engineer, district manager, division vice president, regional general manager, and Vice President of Distribution Operations and Energy Delivery.

At Louisville Gas and Electric (LG&E), Thomas was responsible for the safe, reliable and strategic operation of the statewide electric distribution system and related regulatory and compliance functions. His responsibilities included overseeing the installation of service for new customers; enhancing, maintaining and operating the electric network; system restoration and mutual assistance efforts; substation construction and maintenance; and vehicle fleet operation and the federal Department of Transportation compliance.

Thomas has a bachelor's degree in mechanical engineering from the University of Tennessee. Most of his working career has been in the state of Kentucky. His career began in the mountains of southeast Kentucky, then moved to Lexington, and he now resides in Louisville.

Thomas is a graduate of Leadership Kentucky. He lives in Louisville with his wife, LuAnn. He has two sons, Will and Gus.
John C. Tilley
Secretary, Justice and Public Safety Cabinet

John C. Tilley is a former prosecutor and state representative nationally recognized for his work in the arenas of criminal justice reform and drug policy, Secretary Tilley served nine years in the Kentucky House of Representatives chairing the Judiciary Committee from 2009 until his appointment as Cabinet Secretary by Governor Matt Bevin. He co-chaired several joint bipartisan House/Senate task forces on criminal justice and drug policy, and sponsored key pieces of legislation including a landmark criminal justice reform bill triggering a national model for change. The legislation is heralded for protecting public safety while holding offenders accountable, controlling corrections costs, and increasing drug treatment. Secretary Tilley has traveled nationally and internationally to speak on criminal justice reform and drug control policy, and has received numerous awards and national recognition.

A graduate of the University of Kentucky and Chase College of Law, Secretary Tilley is a member of the Council of State Government’s Justice Center, the National Criminal Justice Association, the National Governors Association Pew Advisory Council, and co-chaired the National Conference of State Legislatures Law and Criminal Justice Committee. With his high level of passion and innovation, his vision for the Cabinet is to protect citizens, restore victims, and reform wrongdoers; all in a focused environment where everything is measured for accountability and performance.
Kellie Watson  
Chief Equity Officer, Louisville Metro Government

Kellie was the Chair of the Ohio River Bridges Project Team. She was also the Director of the Human Resources Department for Louisville Metro Government. Prior to these positions, she was the Director of the Office of Human Resource Management/Acting Director of the Office of Civil Rights and Small Business for the Kentucky Transportation Cabinet and the Director of the Louisville Metro Human Relations Commission for several years, and under Mayor Dave Armstrong, she was the Director of the Office of Affirmative Action.

Kellie is a member of the Kentucky and Louisville Bar Associations; Zeta Phi Beta Sorority, Inc, of where she serves as the Executive Board Chair of Beta Alpha Xi Zeta Chapter and the Legislative Liaison of the Derby City Chapter of Jack and Jill Inc. Past memberships include Ignite Louisville, Young Professionals Association of Louisville, and Louisville Urban League Young Professionals.

Kellie received a Bachelor of Science degree in Political Science/Policy Analysis from the University of Louisville, Cum Laude, and a Juris Doctorate degree from Vanderbilt University.

Kellie is a native of Louisville, KY and the mother of one son.

Tiffany Yeast  
Executive Director, GAPS

Tiffany Yeast has vast experience as a Human Resources professional within state government. Ms. Yeast began her state government career in 2004 serving as the Division Director of Human Resources for the Kentucky Department of Parks. She was quickly promoted to the position of Executive Director of Human Resources for what was then known as the Commerce Cabinet (currently Tourism, Arts and Heritage Cabinet). She served in that capacity for approximately 8 years. Currently, Ms. Yeast is the Executive Director of the Office of General Administration and Program Support Shared Services where she oversees, Human Resources, Information Technology, Fiscal, Operations and Budget for the Energy and Environment, Labor, and Public Protection cabinets. With a 13 year tenure working within Human Resources Ms. Yeast has had her share of experiences with employee investigations. Prior to joining state government, Ms. Yeast served in Athletic Compliance, have served as an Assistant Athletic Director for Kentucky State University, Shaw University and Eastern Kentucky. While working within the field of Athletic Compliance, Ms. Yeast began to hone
her skills as an investigator while leading and/or participating in investigations with athletes, coaches, boosters and University officials.

Ms. Yeast holds two degrees from Southeast Missouri State University (Masters of Science Administration – Criminal Justice Administration and Bachelor of Science, Criminal Justice, Social Rehabilitation). She is married to Terry Yeast and has three daughters, Trinity, Timberlynn and Teigh Yeast.