



## Department of Civil Rights

Lucia Nunez, Director  
Ariel Hicklin Ford, Division Manager

**Equal Opportunities Division**  
210 Martin Luther King, Jr. Boulevard, Room 523  
Madison, Wisconsin 53703  
PH 608 266 4910  
FAX 608 266 6514  
TTY/Textnet 866 704 2314  
www.cityofmadison.com

### EOC Committee Membership Application

Individuals interested in becoming a member of a Committee of the Madison Equal Opportunities Commission (MEOC) are required to complete this application, attach their resume and submit the form to the Commission for its consideration.

Rule 1.5 of the Commission requires that committee membership "be representative of advocacy groups, residents, protected classes as contained in the [Equal Opportunities] Ordinance, private sector representatives and social service agencies may have concern with the subject matter of the committee, and shall be committed to the principle of equal opportunities."

Section 3.27 of the Madison General Ordinance requires that EOC Employment Subcommittee members be a city residents or a representative of a company located within the City of Madison.

This application has been formulated to assure diversity on the MEOC committees as well as to determine that applicants meet eligibility requirements.

Please fill in the application and forward it to:

Annie Weatherby-Flowers, Education/Outreach Coordinator  
Madison Equal Opportunities Division  
210 Martin Luther King, Jr. Blvd., Room 523  
Madison, WI 53703

Date 4-6-2011 Madison Ald. Dist. \_\_\_\_\_ Ward \_\_\_\_\_  
Name Ellen Molitor  
Home Address 6717 Winding Way Ct.  
DeForest, WI 53532  
Employer MFD Bank  
Job Title Assistant Vice President - Talent Acquisition & Staffing  
Address One West Main Street  
Madison, WI 53703  
Home Phone No. 608-712-1756 Office Phone No. 608-283-5716  
Fax No. 608-283-5773 Email Address ellen.molitor@micorp.com

Application for membership on

EOC Employment Subcommittee

1. Why are you interested in serving on this Committee?

*I have participated on this committee for the past 8-9 years as a non-voting member.*

2. The Rules of the EOC require that committee members have a demonstrated commitment to equal opportunities. Do you believe that you can advocate for equal protection under to ordinance for all persons without regard to sex, race, religion, color, national origin or ancestry, source of income, arrest or conviction record, less than honorable discharge from the military, physical appearance, sexual orientation, political beliefs or the fact that an individual is a student?

Yes  No

3. What work experience or other experience with civic involvement (such as neighborhood associations) do you have which will be beneficial in carrying out the responsibilities of this position?

*I lead our community outreach for the HL Team. I am also active with several community organizations - RDC, Sanchez Scholarship, AVID Top 5.*

4. In addition to attending committee meetings, how much additional time can you commit to work on special projects of the committee if you are appointed?

*1-2 per month*

5. Please list any addition information about yourself that you believe is relevant to the Commission's consideration of your appointment to an MEOC committee. Include any education or special training you have that you feel particularly fits you for an appointment to this position.

6. Please list any other activities or organizations in which you are involved that you believe are relevant to this appointment.

- Mann Board
- M & J beyond Diversity & Inclusion
- Sanchez Scholarship
- Boys & Girls Club
- Urban League
- M Leads
- Moran HS Community Vocational Program

7. Equal Opportunity/Affirmative Action Data

In order to assure representation of all protected classes on MEOC committees, please indicate the protected classes of which you are a member:

RACE (Please specify)

- African American
- Asian
- Hispanic
- White
- Other \_\_\_\_\_

SEX (Please specify)

- Female
- Male

AGE

- 18-54
- 55+

- Handicap (Please specify nature of disability: \_\_\_\_\_)
- Arrest or conviction record
- Less than Honorable Discharge from the Military
- Marital Status (Please specify)
  - Single
  - Married
  - Divorced
  - Widowed

- National origin or ancestry \_\_\_\_\_
- Physical appearance \_\_\_\_\_
- Religion \_\_\_\_\_
- Political Beliefs \_\_\_\_\_
- Sexual Orientation \_\_\_\_\_
- Source of Income \_\_\_\_\_
- Student

8. If you are not actually a member of a protected class, but feel that you can represent that group because of your employment or community activities, please provide specifics.

9. If you are disabled and require an accommodation to allow your full participation on the Committee, please describe the accommodation needed.

10. Please list any additional City committees you might be interested in serving on:  
(List no more than three - please be specific) *Committee Code (Office Use Only)*

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

11. Current Committee Service (Please list any **City of Madison** boards, committees or commissions on which you are currently serving - include ad hoc or subcommittee activities.):

*Committee Code-Position (Office Use Only)*

\_\_\_\_\_  
*Term Expires:* \_\_\_\_\_

\_\_\_\_\_  
*Term Expires:* \_\_\_\_\_

\_\_\_\_\_  
*Term Expires:* \_\_\_\_\_

Are you a City of Madison resident?

Yes

No

Are you a registered voter?

Yes

No

Do you hold an elective or appointed public position or office?

Yes

No

If yes, what position or office? \_\_\_\_\_

Signature of Applicant

*Ellen Molitor*



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### EOC Employment Committee Application Supplement Committee Member Characteristics

The EOC Employment Committee asks that you respond to a few additional questions. Your response will allow us to better utilize the skills, knowledge and background of our committee members in the work that we do with the goal of greater effectiveness and higher quality.

Have you ever served on a subcommittee of the EOC Employment Committee?

No

Yes (please list: Non-Voting Member of the EOC  
Employment Committee - Outreach group)

Occupation/Background (please check all that apply currently or in the past)

- |  |   |
|--|---|
| <input type="checkbox"/> Manufacturing                                   | <input checked="" type="checkbox"/> Banking/Accounting  |
| <input type="checkbox"/> Retiree   | <input type="checkbox"/> Engineering                    |
| <input checked="" type="checkbox"/> For Profit Company (Human Resources) | <input type="checkbox"/> Insurance                      |
| <input type="checkbox"/> For Profit Company (Management)                 | <input type="checkbox"/> Health Care                    |
| <input type="checkbox"/> Employee Placement/Counseling                   | <input type="checkbox"/> Government                     |
| <input type="checkbox"/> Small Business Owner                            | <input type="checkbox"/> Law                            |
| <input type="checkbox"/> Sales   | <input type="checkbox"/> Utility Company                |
| <input type="checkbox"/> Education                                       | <input type="checkbox"/> Publishing/Media               |
| <input type="checkbox"/> Non-Profit/Social Services                      | <input type="checkbox"/> Other (please indicate: _____) |

Skills/Knowledge/Interest Areas (Check all that apply, even if you are not currently, or have never been, employed in that area)

- |   |  |
|---|--|
| <input checked="" type="checkbox"/> Special Event Planning/Implementation | <input type="checkbox"/> Social Service Delivery/Management                  |
| <input checked="" type="checkbox"/> Human Resources                       | <input type="checkbox"/> Marketing/Advertising/Writing/Layout                |
| <input type="checkbox"/> Sales  | <input type="checkbox"/> Quality Improvement                                 |
| <input checked="" type="checkbox"/> Teaching/Education                    | <input checked="" type="checkbox"/> Employee Training/Leadership Development |
| <input type="checkbox"/> Law/Ethics                                       | <input type="checkbox"/> Business Management/Administration                  |
| <input type="checkbox"/> Accounting/Financial                             | <input type="checkbox"/> Publishing/Media                                    |
| <input type="checkbox"/> Strategic Planning                               | <input type="checkbox"/> Speaks Foreign Language                             |
| <input type="checkbox"/> Art/Design                                       | <input type="checkbox"/> Sign Language Interpreter                           |
| <input checked="" type="checkbox"/> Public Speaking                       | <input type="checkbox"/> Diversity Training/Awareness                        |
| <input type="checkbox"/> Computers  | <input type="checkbox"/> Engineering/Product Design                          |
| <input type="checkbox"/> Health Care                                      | <input type="checkbox"/> Other (please indicate: _____)                      |



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### EOC Employment Committee Affiliate Membership Status

EOC Employment Committee mission statement:

To assist the Madison Equal Opportunities Commission in fulfilling its mission of enabling all individuals to live and work free of employment discrimination by acting as an advisor on fair employment issues; and by further developing and supporting the community's understanding of and commitment to fair employment and to the value of diversity in the workplace.

The Committee values and acknowledges the contributions made by those who participate in a non-voting capacity, and has thereby established guidelines for membership as an Affiliate Member.

Section 3.27 Madison General Ordinances establishes voting status for City of Madison residents and for individuals representing companies located in the City of Madison.

To become eligible as an Affiliate Member, the following criteria must be met:

1. Attend at least three (3) regular committee meetings within a twelve-month period.
2. Complete a membership application, to be submitted for approval to the EOC Employment Committee and the Equal Opportunities Commission.

All Committee members are expected to attend meetings and actively participate in Committee discussions and on subcommittees.



CITY OF MADISON

COMPLETE AND RETURN THIS FORM TO:

STATEMENT OF INTERESTS

CITY OF MADISON  
 City Clerk's Office  
 210 Martin Luther King, Jr. Blvd., Rm. 103  
 Madison, WI 53703

All elected and appointed officials and employees of the City of Madison are expected to carry out their duties in the best interests of the City. The following Statement of Interests is intended to provide information that will identify potential conflicts of interest with those duties. Serving as Officers or Directors on the Board(s) of organizations, as well as certain financial information, may indicate the possibility of a conflict of interest. Notwithstanding this disclosure, all persons holding positions with the City of Madison have the continuing responsibility to avoid conflicts of interest as they carry out their responsibilities. See Madison General Ordinance 3.47(5)(f) "Standards of Conduct" for additional information on disclosure and disqualification. United States Citizenship Required Unless Waived by the Mayor - § 3.27 Madison General Ordinances.

- The filing of this statement is required by section 3.47(9) of the Madison General Ordinances.
- The attached list itemizes by whom disclosure is required by MGO 3.47 (9)(b). **Everyone on the attached list must file, however, this list is not all inclusive.** In addition, those who perform the duties described in MGO 3.47 (9)(b)(5) are required to file, even though their classifications may not appear on the attached list. (MGO 3.47 (9)(b) is cited in its entirety on the attachment.)
- Everyone required to file must respond to **ALL** of the items, except as indicated below.

1.

NAME <i>Ellen Molitor</i>	
ADDRESS <i>677 Winding Way Ct.</i>	
CITY/STATE/ZIP <i>DeForest, WI 53532</i>	TELEPHONE <i>846-1754</i>
OFFICE/COMMITTEE POSITION HELD OR SOUGHT <i>EOC - Employment Committee</i>	
CITY EMPLOYEE CLASSIFICATION OR JOB TITLE	

2.

EMPLOYER'S NAME <i>M + I Bank</i>
EMPLOYER'S ADDRESS(S) <i>One W. Main Street, Madison WI 53703</i>
POSITION(S) HELD WITH EMPLOYER(S) <i>AVP - Human Resources</i>

3. Identify every organization of which you or an adult member of your immediate family is an officer or director, or of which you or a member of your immediate family owns or controls, directly or indirectly, severally or in the aggregate, at least two percent (2%) of the outstanding equity. Membership ONLY in an organization or the identity of an organization operated to influence voting at any election need not be disclosed.

"Immediate family" means (1) An individual's spouse or designated family or registered domestic partner, or (2) an individual's relative by marriage, lineal descent or adoption who receives, directly or indirectly, more than one-half of his or her support from the individual or from whom the individual receives, directly or indirectly, more than one-half of her or his support.

"Organization" means any public or private, profit or non-profit, religious, educational, charitable or political organization or entity but does not include governmental bodies.

ORGANIZATION	HELD BY FILER OR FAMILY MEMBER?
<i>MANN Educational Board</i>	<i>Ellen Molitor</i>

4. Identify creditors to whom you or a member of your immediate family (as defined in Item 3, above) owes \$10,000 or more with the exceptions of mutual funds, credit card debt, student loans, health-related debt and mortgages on your principal residence or that of your immediate family.

CREDITOR	OWED BY FILER OR FAMILY MEMBER?

5. Identify all real estate within Dane County in which you or any member of your immediate family (as defined in Item 3, above) has a direct or indirect interest, and the identity of any entity owning or controlling any real estate within Dane County in which you or any member of your immediate family has a direct or indirect interest.

TYPE AND ADDRESS	OWNED AND CONTROLLED BY	HELD BY FILER OR FAMILY MEMBER
Personal Residence 6771 Winding Way Ct. Delafield, WI 53532	Ellen + Brad Molitor	

6. **Persons who are incumbents only by virtue of membership on boards, commissions, ad hoc committees or sub-committees need NOT complete this Part 6.**

Identify all stocks, bonds, debentures or other forms of debt obligation of any corporation or other business or entity collectively in excess of \$8,000 held by you or a member of your immediate family (as defined in Item 3, above). However, it is not necessary to disclose any amounts of mutual funds, personal checking accounts, time deposit accounts, or other savings or retirement fund accounts held by any financial institution, the United States government, any City-approved deferred compensation program, the Wisconsin Retirement Fund or any other organization maintaining such debt obligation as part of a public employee retirement fund.

CORPORATION, BUSINESS OR ENTITY	HELD BY FILER OR FAMILY MEMBER?

By signing this statement I declare that the foregoing information is correct and complete to the best of my knowledge as of this date.

United States Citizen?  Yes  No

SIGNATURE Ellen Molitor	DATE 4-6-2011
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# Ellen R. Molitor, PHR

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6717 Winding Way Court \* DeForest, WI 53532  
[bradellen@centurytel.net](mailto:bradellen@centurytel.net)  
(608) 712-1756

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## Professional Summary

Thirteen years of financial services experience in retail banking and human resources. Have managed, coached and trained up to 10 non-exempt employees, counseled managers in the areas of recruitment, employee relations and compensation. Developed and lead a successful Community Outreach program and employee engagement projects.

## Professional Experience

**Marshall & Ilsley Bank, Madison, WI**

**June 1997 – Present**

❖ **Assistant Vice President, Talent Strategy Consultant**

**August 2000 – Present**

- **Recruitment** -Lead the development & implementation of effective recruitment and retention strategies by partnering with business line managers to understand needs & develop support strategies for various divisions.
- **Employee Relations/Compensation** - Partnered with managers and supervisors to manage employee performance issues at an early stage by providing recommendations and review documentation. Assisted managers with compensation recommendations through analysis and evaluation of annual performance process.
- **Community & Diversity Connections** - Lead & managed the Southwest Region Community Connections initiative. Collaborated with community contacts to attract and recruit a diverse slate of candidates, developed and managed ongoing relationships with the Boys & Girls Club, Sanchez & Mann Scholarship Programs, InRoads Program, Urban League, Advanced Employment, Placement Opportunities, Counselors at area High Schools and Customized Employment for Students with Disabilities.

❖ **Customer Service Supervisor, Capitol Square Branch**

**November 1998 – August 2000**

**Assistant Customer Service Supervisor**

**November 1997 – November 1998**

**Customer Service Representative**

**June 1997 – November 1997**

- **Supervision** – Motivated mentored & coached 8-10 employees in providing excellent customer service, accurate cash handling and promoting products and services. Hired, trained and developed new CSR team members into the M&I culture.
- **Customer Service** – Assisted customers through efficiently and effectively completing transactions. Lead by example in providing the customer with an excellent customer experience.
- **Operations** - Managed and conducted international transactions for customers, to include foreign currency exchange, preparation of foreign drafts and checks. **Managed branch certification**, which ensured employees were informed and followed branch policies and procedures to meet audit requirements in order to maintain a secure work environment.

## Education/Certifications

- ❖ University of Concordia Wisconsin- Madison, WI  
Bachelor of Arts: Management & Communication – December 2001
- ❖ Certified Professional in Human Resources (PHR) 2004

## Volunteer/Activities

- M&I Regional Diversity & Inclusion Council Member
- Mann Educational Opportunity Board Member
- Human Resources Advisor of M&I's Pro-Cess Organization
- **United Way Loaned Executive and Volunteer**
- Equal Opportunities Commission Employment Committee, Non-Voting Member
- Junior Achievement Volunteer – taught classes through the JA program at the high school and elementary school level