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## General Information

All County Board and Commission members must be residents of Los Alamos County. Lodgers' Tax Advisory Board members, except the at-large community member, do not need to be residents if they are employed/represent an attraction or hotel.

Once a resident fills out and submits this application, an interview is scheduled with the B&C's County Council liaison, the relevant staff liaison, and the B&C Chair. After the interviews, the applicants' names are presented to the full Council during a regularly scheduled Council meeting, where a vote is taken regarding the appointment of each applicant. Each applicant will be notified if they are appointed or not.

Only on-line applications will be considered.

*If you are interested in applying for Labor Relations Board, please contact Mary Tapia at 505-662-8040.*

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## Profile

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### Board and Commission Application

Note: Please be aware that as a public entity, the County of Los Alamos, is obligated to furnish this information to the public if requested. Note also that current LANL employees, if appointed to a Board or Commission, may be required by LANL to complete a 701 form.

### Which Boards would you like to apply for?

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Environmental Sustainability: Submitted

Jack

First Name

Grow

Last Name

Middle  
Initial

Street Address

Suite or Apt

City

State

Postal Code

Email Address

Primary Phone

Alternate Phone

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### Registered to vote in Los Alamos?

☒ Yes ☐ No

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### Party affiliation as registered: (Select one of the following) \*

☒ None of the above

ATTACHMENT A

**How long have you lived in Los Alamos County?**

9 years

**How did you learn of this Board/Commission vacancy?**

Erik Loechell

**Do you currently serve on any County Board or Commission?**

☐ Yes ☒ No

**If yes, which one? (Los Alamos County law prohibits residents from serving concurrently on more than one County board except as expressly approved in writing by the County Council before the appointment is made.)**

n/a

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**Community Service**

**List boards, commissions, committees, and organizations on which you are currently serving or have served. Include any offices held.**

n/a

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**Employment and Education**

**List your current and past employment experience.**

Scientist N3B Los Alamos January 2024–Present - Technical responsibilities highlights (January 2024–Present) - Lead scientist for planning and technical implementation of four site characterization projects, including technical oversight of over 5000 samples collected at over 1100 locations - Primary author of six Department of Energy (DOE) deliverables, including one investigation report, one status report, three investigation work plans, and one human health risk assessment - Technical peer reviewer of 17 DOE deliverables, including seven investigation reports, four investigation work plan, and six status reports - Through guidance of the risk assessment team, contributes to the development of the current version of the EcoRisk database, used for regular ecological and human health risk assessment using field-collected soil, sediment, and rock data - Co-author and primary report writer for a 2025 Waste Management Conference paper on the Middle Delta Prime Road remediation project - Primary presenter of five projects to the New Mexico Environment Department - Team technical lead for continuous improvement projects, including the generation of one new standard operating procedure, one new report document deliverable list and scope of work checklist, and project deliverable requirements - Mentor/coach junior technical staff - Environmental, Safety, and Health Responsibilities highlights (January 2024–Present) - Conducts field work observations for various field projects, including quality assurance of sample collection, assurance of work plan implementation, and documentation for process improvement - Conducts safety evaluations of various field projects as a part of an ongoing N3B safety improvement and field efficiency identification initiative Senior Program Manager Banda Group International, LLC April 2021–January 2024 - Program Responsibilities (April 2021–Present) - Lead ongoing staffing efforts of two offices in the Los Alamos area to continue regular environmental characterization and remediation work and obtain regular construction work - As part of the Los Alamos environmental characterization and monitoring work, assisted in developing company standard operating procedures, training documents, standard company documents, and document quality assurance/quality control procedures - Assisted Human Resources by providing job descriptions and leading interviews of potential technical staff - Worked with the Business Development team to establish working relationships with current and potential subcontractors and partners - Project-Specific

ATTACHMENT A

Responsibilities (April 2021–Present) - Oversaw all environmental characterization and monitoring projects for Los Alamos offices totaling ~\$72 million - Oversaw and assigned 15 personnel to projects, including project managers, field team leaders, geologists, environmental scientists, equipment operators, environmental health and safety officers, and laborers - Guided and assisted project managers in project planning and implementation, budgeting, scheduling, and technical data and document reviews - Regularly conducted field visits and document review for quality assurance - Coached/mentored project managers and junior field staff - Lead costing, schedule, and technical write-up efforts for environmental work proposals

Project Manager N3B Los Alamos January 2019–April 2021 - Material Disposal Area Drilling Pilot Study (February 2020–April 2021) - Managed one drilling project in a historic material disposal area, including overall project planning, schedule, and budget - Assisted in technical reviews of work plans, including input to how and where wells will be drilled and equipment used to monitor the wells and collect well data - Environmental Remediation Project Planning and Execution (January 2019–January 2021) - Managed two, and co-managed two RCRA environmental characterization projects, including overall project planning, execution, schedule, and budget - Planned sampling, remediation, and site stabilization activities through process knowledge, research, and for each project, managed and co-managed integrated project teams including scientists, waste managers, field execution leads, schedulers, and environmental health and safety personnel - Created future RCRA characterization and remediation project cost estimates and schedules, which subcontractor proposals and budget allotment were analyzed against - Assisted in process flow revisions for work used in soil sampling, remediation, and restoration field activities - Co-mentor for Summer Intern (June 2020–September 2020) - Assisted with the conception and execution of a geologic- and environmental-based project consisting of data gathering, data analysis, and report writing - Co-mentored the summer intern through all project phases with focus on questioning data while analyzing, report writing, and constructing useful figures, maps, and tables

Senior Geologist TerranearPMC August 2016–January 2019 - Environmental Remediation (August 2016–January 2019) - Oversaw three environmental remediation projects as the field team leader to successful completion, within the planned schedule, and within budget - Aided in environmental remediation project costing, planning, and field preparation, specifically project costing and hazardous waste transportation scenarios - Assisted in compilation and completion of project reports, data tables, and daily reports for contractor - Assisted in compiling data for field work and waste transportation used for bidding on soil remediation projects - Soil/Sediment and Water Sampling (October 2016–January 2019) - Oversaw soil/rock and geomorphic/stream sediment sampling, data collection, and database upkeep - Led a team of environmental scientists tasked with sediment sampling for the Los Alamos National Laboratory site-wide annual monitoring and reporting campaign - Led/aided in annual storm and ground water campaign oversight, including preparation, data organization, mapping, sampling, and reporting - Geomorphic Surveying (October 2016–January 2019) - Supported surveying canyon stream channels and banks using RTK GPS equipment - Mapped wetland areas in canyons through field observation and RTK GPS surveying - Deep Borehole Nuclear Waste Repository Concept Proposal (August 2016–May 2017) - Supported characterizing subsurface geology in south-central New Mexico for a deep borehole test concept for storing nuclear waste - Critiqued and edited technical sections of the proposal, including geology, drilling, and subsurface data collection - Led a NEPA field team at the proposed site location to collect geologic, biologic, cultural, and survey data for final NEPA report and well planning

Geologist BHP Billiton July 2014–July 2016 - Onshore Field Development Geologist, Haynesville and Eagle Ford Plays (July 2014–July 2016) - Planned and aided in drilling field development horizontal oil and gas wells using well log and 3D seismic data, structural and isochore mapping, and existing well data - Assisted in planning data collection wells, including coring, petrophysical, and geophysical data collection as part of a multi-discipline team - Trained junior geologists as a technical advisor in onshore geologic operations - Field Surveillance and Completions Optimization (March 2015–July 2016) - Collaborated with drilling, completions, and reservoir engineering disciplines to understand drivers for oil and gas production in a subset of BHP held acreage - Provided geologic analysis of development wells for completion trials and microseismic acquisition as part of a completions optimization team

Geologist Shell Exploration and Production Company April 2009–June 2014 - Regional Exploration Geologist, Gulf of Mexico (January 2013–June 2014) - Explored and evaluated frontier areas and modeled hydrocarbon migration pathways in pre-salt, deep-water Gulf of Mexico using well log data, 2D and 3D seismic, structural, isochore, and gross depositional environment mapping, proprietary data, and published literature - Assisted play-based Miocene and Paleogene Gulf of Mexico teams with evaluating held, competitor, and open acreage - Onshore Operations Geologist, Eagle Ford and

ATTACHMENT A

Mississippi Lime Plays (Feb 2011–Dec 2012) - As part of a multi-disciplined technical team, aided in planning and drilling vertical and horizontal onshore unconventional oil and gas appraisal wells utilizing existing and real-time data, including well logs, subsurface geologic models and maps, 2D and 3D seismic, proprietary data, and published literature - Coached and trained junior operations geologists - Established best practices for unconventional onshore operations geology in an exploration group, including well data management and generation of various workflows, daily documents, and final well reports - Exploration Geologist, New Ventures Business Development (April 2009–January 2011) - Assisted with and led technical screenings of multiple unconventional oil and gas opportunities in the United States for possible acreage acquisitions - Evaluated potential unconventional hydrocarbon systems in basins located in west Texas and the Rocky Mountains

**List your current and past education including any professional or vocational licenses or certificates.**

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LICENSURES and CERTIFICATIONS - Professional Licensed Geologist in Idaho: License No. PGL-1605 - 40-hour HAZWOPER and 8-hour HAZWOPER refresher certified - 30-hour OSHA Construction Safety and Health certified CURRENT PROFESSIONAL MEMBERSHIPS -Geological Society of America (GSA) -Association of Environmental and Engineering Geologists (AEG) EDUCATION - University of New Mexico August 2006–March 2009 Master of Science in Earth and Planetary Sciences (with distinction) - University of Idaho, Idaho August 2002–May 2006 Bachelor of Science in Geology (Summa Cum Laude)

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**Interests & Experiences**

**Why would you like to serve on this particular Board or Commission?**

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Given my background, serving on the environmental board is an opportunity to utilize my education, career paths, and ideas to help guide Los Alamos in a direction where individuals and the community as a whole feels we are making recommendations with Los Alamos, and what is best for it, it mind. I feel I can bring objective, unbiased dialogue to the issues the environmental board handles.

**What would you like to accomplish during your tenure on this Board or Commission? (Please identify any special interests you have that led you to become interested in serving on this Board or Commission.)**

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I am particularly interested in: - Educating the community on the issues brought to the environmental board and why the board makes particular recommendations - Minimizing food waste through community and at home opportunities (e.g., county food waste program; composting; gardening) - Being a resource for the community to help answer questions or point them to particular resources that can

**Have you had any direct or indirect involvement with this Board or Commission or with the County staff supporting this Board or Commission or County Councilors? If so, please explain.**

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No

**What volunteer or professional activities have you participated in that could apply to this appointment?**

- I have been involved in environmental characterization and remediation activities in Los Alamos since moving here in 2016. I have been involved in everything from managing field projects, environmental programs, and analysis of data. Thus, I have a unique understanding of various facets of environmental work and the incredible amount of work it takes to get projects done, particularly here in Los Alamos. - I was fortunate to work for two global oil and gas companies while living in Houston. That experience gave me a unique perspective on renewable/non-renewable energy and the balance between the two. In addition, environmental stewardship and management (understanding the concerns for land owners and communities) was always a consideration when planning and drilling wells. This sometimes included community events that I attended as a scientist to help answer questions to better educate communities and individuals.

**The time involved may be 10-15 hours per month or more. Are you able to serve the volunteer hours and attend training needed to perform your duties as an appointee?**

Yes

**Are there any issue or matters, financial or otherwise, that you are now or might become involved in that may come before the Board or Commission for which you seek appointment?**

No

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**General**

**Have you ever worked for Los Alamos County?**

☐ Yes ☒ No

**If yes, please list dates and department.**

n/a

**Are you related to any employee of Los Alamos County?**

☐ Yes ☒ No

**If yes, please indicate name and relationship.**

n/a

**Are you aware of any potential conflicts of interest in connection to your occupation or financial holdings in relation to your responsibilities as a member of the advisory body to which you seek appointment?**

☐ Yes ☒ No

**If yes, please indicate any potential conflicts.**

n/a

**Are you aware of the time commitment necessary to fulfill the obligations of the Board or Commission to which you seek appointment?**

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☒ Yes ☐ No

**Can you commit to approximately 10-15 hours per month to this Board or Commission to prepare for and attend monthly meetings and training as needed?**

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☒ Yes ☐ No

**Are you willing to participate in Board and Commission meetings that are recorded and may be live-streamed?**

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☒ Yes ☐ No

**Are you willing to have your name listed on the County Boards and Commissions public webpage?**

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☒ Yes ☐ No

If you have any questions, please contact Adrienne Lovato at 505-662-8293



**County Manager's Office**  
**BOARD & COMMISSION INTERVIEW QUESTIONS**

<u>Jack Grow</u>	<u>ESB</u>	
Applicant's Name	Board or Commission	
<u>Angelica Gurule</u>	<u>December 22, 2025 at 1:30PM</u>	Interview Conducted:
Interviewer Name	Date/Time of Interview	<u>X</u> Remote/Zoom
		<u>                    </u>

***NOTE TO INTERVIEW PANEL: Please remember to use this interview as an opportunity to share Council's directives and guidance for B&C's.***

#	Question/Documented Response
1	<p>Please tell us a little about yourself, especially your experience and background related to this board/commission.</p> <p>Lived in LA for 9.5 yrs. Does field work at N3B, work plans and clean up for legacy work at LANL. Worked oil and gas in Houston, his background is science. The goal for him has been clean up and he interfaces with public to explain what they are doing and why. From a personal standpoint, he believes sustainability is overlooked, he was shocked when he moved to LA, he appreciates the recycle program and yard trimming program. This will be his first time serving on this board. He wants to share from his experience and learn from others.</p>
2	<p>Why would you like to serve on this board/commission?</p> <p>Great volunteer opportunity for him, good to learn from others and good to learn how he can help.</p>
3	<p>What do you believe are the major issues facing this board/commission?</p> <p>He knows hot topic issues, such as EV Charging, Artificial Turf Study, communication and education with the public. He wants to know how we can do better. He imagines that some of the challenges that we see might be differing opinions from the community.</p>
4	<p><b><i>Insert a board/commission specific question here.</i></b></p> <p>Are you willing and able to regularly attend board meetings held on the third Thursday of each month from 5:30 p.m. to 8:00 p.m.? X Yes   <input type="checkbox"/> No   If you anticipate any limitations or scheduling constraints, please briefly describe them.</p>
5	<p>What do you feel you could contribute to this board/commission?</p> <p>Diverse background in energy resources and his sound understanding of how people may react to the work we do. He prides himself on thinking objectively and not letting opinions bias his thoughts. He has objective view points and is data driven.</p>

6	<p>What other community and/or civic activities have you been involved in?</p> <p>This would be his first board &amp; commission.</p>
7	<p>Do you have any questions about the expectations included in the application?</p> <p>No. His understanding is 3rd Thursday between 5:30pm and 8pm.</p>
8	<p>Do you have any other questions for the interview panel?</p> <p>What is the Board working on: EV charging plans, prioritizing supporting the climate action plan, plastic bag fee research working group,</p>

Notes:





**County Manager's Office**  
**BOARD & COMMISSION INTERVIEW QUESTIONS**

Jack Grow  
Applicant's Name

ESB  
Board or Commission

Ryn Herrmann  
Interviewer Name

December 22, 2025  
Date/Time of Interview

Interview Conducted:  
\_\_\_\_ Personally  
\_\_\_\_ Telephone  
  X   Remote/Zoom

***NOTE TO INTERVIEW PANEL: Please remember to use this interview as an opportunity to share Council's directives and guidance for B&C's.***

#	Question/Documented Response
1	<p>Please tell us a little about yourself, especially your experience and background related to this board/commission.</p> <p>In LA almost 10 yrs in diff environmental work. Is currently with N3B. Is a geologist. Works in legacy cleanup. Sustainability is often overlooked. Moved here from Houston. Was impressed with our recycling program. First time he has applied for a board. Cares about sustainability and looks forward to taking his knowledge and applying it to the board.</p>
2	<p>Why would you like to serve on this board/commission?</p> <p>Great volunteer opportunity for him now. Serve the community.</p>
3	<p>What do you believe are the major issues facing this board/commission?</p> <p>Doing his homework. EV charging. Turf on the field. Always need to educate the public. Other ways to educate the public? Make best decisions for a diverse group of people with different opinions.</p>
4	<p><b><i>Insert a board/commission specific question here.</i></b></p> <p>Board specific question: Are you willing &amp; able to regularly attend board mtgs? Yes.</p>
5	<p>What do you feel you could contribute to this board/commission?</p> <p>Diverse background. Oil &amp; gas, but also sustainable. Is data driven. Objective viewpoint.</p>

6	<p>What other community and/or civic activities have you been involved in?</p> <p>First board engagement. Coached kids teams like soccer. Band dad.</p>
7	<p>Do you have any questions about the expectations included in the application?</p> <p>No. Clear on expectations.</p>
8	<p>Do you have any other questions for the interview panel?</p> <p>What is the board looking at this coming year? Just completed the work plan for 2026. EV charging plan is hot topic. Final draft due in Feb to council. Prioritizing supporting the CAP. Considering plastic bag fee/ban. Communication, ed &amp; outreach. Transportation. Campaigns coming for these topics. How are these items chosen? Both council and board as well as the CAP &amp; work plan priorities. He is welcome to bring other ideas to the ESB.</p>

Notes:



**County Manager's Office**  
**BOARD & COMMISSION INTERVIEW QUESTIONS**

Jack Grow ESB  
Applicant's Name Board or Commission

Shannon Blair Dec 22 at 1:30  
Interviewer Name Date/Time of Interview

Interview Conducted:  
\_\_\_\_\_ Personally  
\_\_\_\_\_ Telephone  
☒ Remote/Zoom

***NOTE TO INTERVIEW PANEL: Please remember to use this interview as an opportunity to share Council's directives and guidance for B&C's.***

#	Question/Documented Response
1	Please tell us a little about yourself, especially your experience and background related to this board/commission. Lived in LA for 9.5 years. Environmental work works for N3B. Background in geology and environmental science. Experience with interfacing with the public, LANL, DOE, etc. Personally, prioritizes sustainability and likes that LAC prioritizes things such as the yard trimmings, recycling, eco station and mulch, etc. Wants to make an impact for his family and the community. This would be his first time serving on a board.
2	Why would you like to serve on this board/commission? Great volunteer opportunity – older children and has some time to devote to this. Learn from people, find out how to impact the community.
3	What do you believe are the major issues facing this board/commission? Entirely sure what the board has been up to but found info on EV charging, turf – thinks it's probably education to the public. Better ways to educate, etc. Lots of different backgrounds so it might be difficult for the board to make decisions (recommendations) for a wide range of people.
4	<b><i>Insert a board/commission specific question here.</i></b>  Are you willing and able to regularly attend board meetings on Thursday? – yes
5	What do you feel you could contribute to this board/commission?  Diverse background – experience as a scientist (thinking objectively), experience talking to a lot of different stakeholders.

6	<p>What other community and/or civic activities have you been involved in?</p> <p>The first board activity, coached soccer with LAYSL, helped out with band/sports activities.</p>
7	<p>Do you have any questions about the expectations included in the application?</p>
8	<p>Do you have any other questions for the interview panel?</p> <p><b>What's the board looking at right now? How are these things chosen?</b></p>

Notes:

Jack was very eager to talk to us and I enjoyed the interview. I would highly recommend him as he was very interested in the board and has the appropriate education and experience to help the board.