
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.

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.

Profile

Which Boards would you like to apply for?

Environmental Sustainability: Submitted

Jack

First Name

Grow

Last Name

Middle
Initial

Street Address

City

Email Address

Primary Phone

Alternate Phone

Suite or Apt

State

Postal Code

Registered to vote in Los Alamos?

☒ Yes ☐ No

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

☒ None of the above

How long have you lived in Los Alamos County?

10 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

Can you commit to approximately 5-10 hours per month to this Board or Commission to prepare for and attend monthly meetings and training as needed?

☒ Yes ☐ No

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

☒ Yes ☐ No

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

☒ Yes ☐ No

Community Service

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

Currently serving on the Los Alamos County Environmental Sustainability Board (since February 2026)

Employment and Education

List your current and past employment experience especially that could apply to this appointment.

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

ATTACHMENT C

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 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

ATTACHMENT C

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 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 especially that could apply to this appointment.

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)

Interests & Experiences

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

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.)

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

General

Have you ever worked for Los Alamos County?

☐ Yes ☒ No

If yes, please list dates and department.

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 this particular Board/Commission or 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?

☐ Yes ☒ No

If yes, please indicate any potential conflicts.

n/a

If you have any questions, please contact Jacqueline Salazar at 505-662-8017 or Kelley Vo at 505-663-1750.



County Manager's Office
BOARD & COMMISSION INTERVIEW QUESTIONS

<u>Jack Grow</u>	<u>ESB</u>	
Applicant's Name	Board or Commission	
<u>Melanee Hand</u>	<u>8/6/26</u>	Interview Conducted:
Interviewer Name	Date/Time of Interview	<u> </u> Personally
		<u> </u> Telephone
		<u> X </u> 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. 17-1/2 yrs in oil and gas, then TPMC for Env. Remediation, developing work plans and Consent Order actions. Involved in Environmental Impacts, and saw a lot of public discussion sitting on the ESB. See impacts that citizens are concerned with. Wants to provide information, non-biased, for decision making.
2	Why would you like to serve on this board/commission? Anticipate a lot of new things will come up on the Board and see a role to provide technical support for decision making.
3	What do you believe are the major issues facing this board/commission? Educate and PR with the public. What is the public concerned about, what things that will convey to the public that might not be in the County's interest.
4	<i>Insert a board/commission specific question here.</i> How familiar are you with the Climate Action Plan? Not as much- needs more study.
5	What do you feel you could contribute to this board/commission? Unbiased and data driven. Use information to come up with the best decision. Listen to what people want and if the decision is the best one based on data. If there is applicability to what his background provides, be there to support.

6	What other community and/or civic activities have you been involved in? Coached softball (around 2022ish). This ESB the past six months.
7	Do you have any questions about the expectations included in the application? Fully understands.
8	Do you have any other questions for the interview panel? No.

Notes:

LOS ALAMOS

County Manager's Office BOARD & COMMISSION INTERVIEW QUESTIONS

Jack Grow

Applicant's Name

ESB

Board or Commission

Angelica Gurulé

Interviewer Name

8/6/26 @ 4pm
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. Geologist 17yrs. Lived in LA wking on environmental remediation -10 yrs. Consent order wk. Been on ESB for past 6 months. Understands how a board operates.
2	Why would you like to serve on this board/commission? Continue what he's doing. He enjoyed the research, deliberation & community engagement. Interested in Waste to Energy + food composting.
3	What do you believe are the major issues facing this board/commission? Education to the public. PR. Give a shift campaign. Carbon neutrality. What is public concerned w/? Composting - ways to reduce waste. ^{Is this helping goal.}
4	Insert a board/commission specific question here. How familiar are you w/ CAP? • EV & charging stations. He knows it's a priority w/ the Board. • alignment w/ state
5	What do you feel you could contribute to this board/commission? Unbiased & data driven. Plugged into LANL Environmental remediation.

6	What other community and/or civic activities have you been involved in? Coached soccer for 3 yrs. Served on ESB - 6 months.
7	Do you have any questions about the expectations included in the application? No.
8	Do you have any other questions for the interview panel? No.

Notes:

LOS ALAMOS

County Manager's Office BOARD & COMMISSION INTERVIEW QUESTIONS

Jack Grow
Applicant's Name
David Hampton
Interviewer Name

ESB
Board or Commission
8/6/26 4pm
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. <i>Geology, 17.5 yrs, environmental/oil & gas, N3B, Tenebar, RCRA Remediation on ESB for last 6 months.</i>
2	Why would you like to serve on this board/commission? <i>Would like to continue with what we are doing with all the acquired knowledge the last 6 months</i>
3	What do you believe are the major issues facing this board/commission? <i>Public education & outreach (PA), additional waste diversion, achieving carbon neutrality.</i>
4	Insert a board/commission specific question here. <i>How familiar are you with the LAC CAA?</i> <i>Not as ^{much as} used like to be. with remedy.</i>
5	What do you feel you could contribute to this board/commission? <i>Unbiased and data driven.</i>

6	What other community and/or civic activities have you been involved in? <i>Soccer coach</i>
7	Do you have any questions about the expectations included in the application? <i>No.</i>
8	Do you have any other questions for the interview panel? <i>No.</i>

Notes: