

To Whom It May Concern,

I am writing to express my interest in the Senior Portfolio Manager position in Labor Relations at REI. I assume that my background may be somewhat unusual at REI, but I am excited by the chance to bring my experience in economics as well as strategic analyses and development to help REI continue to understand and meet the needs of its customers, provide an environment for employees that values diversity and offers opportunities for growth across many dimensions, and continue to improve accessibility and inclusivity in the outdoors.

I earned my BA in Math and Economics from Willamette University in 2012 and earned my Ph.D. in Economics from the University of Oregon in 2017. My studies were focused in Industrial Organization, which considers how to measure and quantify consumer preferences, how firms organize and interact within a market, and how the workforce structures itself and interacts with employers. My research heavily employed statistical analysis and structural modeling to understand interactions and decisions in historical data as well as forecast behaviors and events we'd expect to see in the future.

I joined Sandia National Laboratories ("Sandia") in Albuquerque, NM in 2017. I began my career as a Cybersecurity Researcher, applying my background in statistics to estimate and assess the resilience of cyber-physical systems to natural and manmade disruptions. During this time, I also contributed to the launch risk analysis of the Mars 2020 mission, which landed the Perseverance rover on Mars in February 2021, and multiple economic impact analyses including an assessment of disruptions caused by COVID-19, which earned recognition from the Director of the Department of Energy Office of Science.

I joined Sandia's Strategic Futures and Policy Analysis group as a Systems Analyst in 2020. This group functions as an independent consulting arm for Sandia, providing objective policy analysis and decision support by drawing on a wide array of expertise and experiences from across and beyond Sandia. In this role, I have conducted and contributed to strategic studies that inform Sandia's strategy over the coming 10-30 years in areas such as knowledge management and workforce development. This includes organizing and leading workshops that engaged a range of stakeholders and subject matter experts to better understand and balance competing constraints and objectives. These insights directly contributed to workforce studies that help staff navigate COVID-19 and the ongoing transition to a hybrid workplace. These studies and efforts frequently involve helping stakeholders identify their objectives and needs, facilitating communication that improves understanding of and collaboration around competing objectives, and digesting as well as reconciling insights across many subject matter experts and other sources. I believe my background and experience in conducting these strategic studies and quantitative analyses will be directly applicable in this role within the Labor Relations team to ensure initiatives deliver intended outcomes in partnership with business stakeholders, HR team, and beyond.

Finally, living in New Mexico has really strengthened my love and appreciation of the outdoors. My wife and I are taking full advantage of the incredible public lands New Mexico has to offer, embracing hiking, backpacking, climbing, and mountaineering (of course with the help of expertise and gear from our local REI). Our experiences in the freedom of nature have amplified my passion for the outdoors and highlighted how important it is that everyone have access to amazing public resources like our national forests and parks. I hope to bring my background, skills, and experiences to help REI inspire passion for the outdoors and continue to improve accessibility and inclusivity.

Sincerely,

Taylor McKenzie

TAYLOR K MCKENZIE

Phone: +1 (509) 430-0031 / **E-mail:** tkmckenzie@gmail.com

Address: 404 Solano Dr SE, Albuquerque, NM 87108 / **Pronouns:** He/him/his

EDUCATION

Ph.D. Economics

June 2017

University of Oregon, Eugene, OR

Dissertation: Railroads, Their Regulation, and Its Effect on Efficiency and Competition

Committee: Dr. Wesley W. Wilson, Dr. Van Kolpin, Dr. Jeremy Piger,

Dr. Diane Del Guercio, Dr. Keaton Miller

M.S. Economics

December 2013

University of Oregon, Eugene, OR

Advisor: Dr. Wesley W. Wilson

B.A. Mathematics and Economics

May 2012

Willamette University, Salem, OR

Summa Cum Laude

Advisors: Dr. Raechelle Mascarenhas and Dr. Peter Otto

WORK EXPERIENCE

Sandia National Laboratories

March 2020 - Present

Senior Systems Analyst, Strategic Futures and Policy Analysis Group

- In Sandia's Systems Analysis groups, which serve as an independent consulting arm for the laboratories, I conducted and contributed to quantitative and qualitative analyses to assess and inform laboratory policy, including foresight studies that informed strategies for knowledge management and workforce development over the coming decades, development of Sandia's transition to a hybrid work posture, and laboratory and workforce policies that helped Sandia navigate COVID-19. These studies engaged and balanced objectives of multiple stakeholders across many mission areas at Sandia, providing an objective understanding of challenges, tradeoffs, and uncertainties for executives and other stakeholders.
- Conducted and contributed to multiple strategic Global Futures studies, including leading studies on Knowledge Management and Economic Value & National Security. These studies engaged several dozen subject matter experts from across and beyond Sandia to consider how Sandia could better position itself today to address global and national security challenges of the future. Conducting these studies involved engaging several dozen experts across and beyond Sandia, coordinating and drawing on a multi-disciplinary team, and preparing/delivering presentations and guiding discussions to inform strategy with Sandia's executive leadership and other stakeholders.

Sandia National Laboratories

August 2017 - March 2020

Senior Cybersecurity Researcher, Cyber Resilience Group

- Designed and implemented statistical analyses of risk and resilience of cyber systems drawing on classical and Bayesian statistics and uncertainty quantification methods. Performed and analyzed experiments on cyber systems using state-of-the-art emulation systems and statistical techniques. These studies informed stakeholders how to improve resilience of their systems to cyber disruptions as well as highlighted statistical issues around cyber emulation outcomes that guided cyber resilience strategies.

University of Oregon

Fall-Spring 2012-2017

Graduate Teaching Fellow

Department of Economics

- Developed curriculum and acted as independent instructor of five courses covering intermediate microeconomic theory, industrial organization, and development economics. Served as a teaching assistant and provided additional instruction to undergraduate and graduate students.
- Conducted research in industrial organization, authoring the dissertation "Railroads, Their Regulation, and Its Effect on Efficiency and Competition."

- Conducted research into biosurveillance, disease propagation, social media phenomenology, and cybersecurity. Developed systems models to describe spread of disease, predictive statistical models to describe social media trends and topics, and game-theoretic statistical models used to recreate inter-organizational email traffic for use in cyber simulations.

RELEVANT SKILLS

- Expertise in working with stakeholders to identify problems and goals, then crafting objective studies that provide understanding of dynamics and tradeoffs and inform intelligent strategy. Experience working with internal stakeholders, such as program managers and executive leadership, as well as external customers from NASA, the US Army, and DOE.
- Extensive experience using R, Python, Excel, Matlab, and Stata to perform simulations, implement statistical methods, and create visualizations that inform policy analyses. Well-practiced in drawing on disparate data sources including quantitative, qualitative, and simulation data and combining those sources to arrive at objective and informative insights.
- Expertise in organizing, leading, and collaborating with multi-disciplinary teams that utilize breadth of expertise and perspectives to produce robust, imaginative, and insightful analyses. Experience with developing connections with individuals and groups across and beyond Sandia that can be leveraged to address a wide range of problems and studies.

NOTABLE RESULTS AND ACCOMPLISHMENTS

- Sandia Employee Recognition Award for contributions to COVID-19 Pandemic Modeling Effort. Personal contributions: Performed analysis of economic impacts under various projected pandemic and return-to-workplace scenarios. This work also earned personal recognition from J. Stephen Binkley, Acting Director of DOE Office of Science on February 3, 2021.
- Sandia Employee Recognition Award for contributions to Disablement Laser project. Personal contributions: Performed statistical analysis of kill times under various scenarios and configurations, informing expectations real-world outcomes.
- Performed review of statistical methodology in risk assessment of Mars 2020 rover launch as a member of the Interagency Nuclear Safety Review Board. Developed alternative methodology that more accurately described physical phenomenology of crash events. Worked closely with Air Force/NASA and risk assessment team to demonstrate improvements provided by alternative methodology, eventually leading to that methodology being adopted for current and future missions.
- Involved with developing theory of uncertainty quantification for experiments that quantify risk posed to and resilience of cyber systems. Developing framework to address often unusual statistical properties of outcomes from cyber experiments and applying those methods to existing simulations to inform customer decisions.
- Development and maintenance of R package **snfa** (Smooth Non-Parametric Frontier Analysis), available on the Comprehensive R Archive Network (CRAN). Applications to projects analyzing technology transfer efficiency at national laboratories are being explored.
- Best dissertation award from the American Economic Association's Transportation and Public Utilities Group and Ph.D. Research Paper Award from the University of Oregon for paper titled "Markups and Scale Elasticities for Differentiated Railroad Networks."

PUBLICATIONS AND REPORTS

- Aamir, Munaf, Taylor McKenzie, Walter Beyeler, Ryan Kennedy, Raymond Reilly III (2022). Global Futures Series: The Future of Economic Value and National Security. SAND2022-8480PE (UUR).

- Hayden, Nancy, Marie Arrieta, Mary Ann Cordova, Taylor McKenzie, and Michael Vannoni (2020). Telecommuting Best Practices. SAND2020-5530R (UUR).
- Keller, Elizabeth Kistin, Ryan Kennedy, Nancy Hayden, Catherine Branda, Julia Fruetel, Kelsey Abel, Mikaela Armenta, Ashley Maes, Taylor McKenzie, Emily O'Bryan, Danielle Rodriguez, Bryn Stuart, and Nerayo Teclemariam (2020). Sandia Covid-19 Scenarios Initiative: Anticipating and Shaping Mission Futures. SAND2020-7168R (OUO Ex. 5).
- Hayden, Nancy, Munaf Aamir, John Foley, Patricia Hernandez, Elizabeth Keller, Caroline Maloney, Taylor McKenzie, Carrie McNeil, Thomas Nelson, Emily O'Bryan, Elizabeth Roll, Matthew Sumner, and David White. SLT COVID-19 Scenario Exercise. SAND2020-12622R (OUO Ex. 5).
- McKenzie, Taylor, Thomas D. Tarman, Christopher Lamb (2020). Uncertainty Quantification for Cyber-Physical PWR Experiments. Proceedings of the 28th Annual International Conference on Nuclear Engineering. SAND2020-1357C (UUR).
- Keller, Elizabeth Kistin, Ryan Kennedy, Taylor McKenzie, Emily O'Bryan, Bryn Stuart, and Nerayo Teclemariam (2020). Sandia Covid-19 Scenarios Initiative: FY21 Budget Fluctuations and Adaptations. SAND2020-7166R (OUO Ex. 5).
- Galiardi, Meghan, Nicholas Jacobs, Christine Lai, Taylor McKenzie, Trisha Miller, Christopher Perr, Zachary Thomas, Eric Vugrin, and Lynn Yang (2019). Metric Development for the NETCOM System Impact and Resilience (SIR) Project. SAND2019-0875R (OUO Ex. 7).
- Yang, Lynn Rossitza Homan, Sean DeRosa, Ann Hammer, Dennis Raymond Imbro, Taylor McKenzie, Trisha Hoette Miller, Daniel J. Pless, Mark D. Tucker, and Gregory D. Wyss (2018). CSA Engagement Prioritization Methodology (EPM) Overview and Process. SAND-2018-11322 (OUO Ex. 7).
- Färe, Rolf, Taylor McKenzie, Wesley Wilson, and Wenfeng Yang (2017). Mergers, efficiency, and productivity in the railroad industry: An attribute-incorporated data envelopment analysis approach. *Transportation Policy and Economic Regulation: Essays in Honor of Theodore Keeler*.
- Corley, C.D., C. Dowling, S.J. Rose, and Taylor McKenzie (2013). SociAL Sensor Analytics: Measuring Phenomenology at Scale. *2013 IEEE International Conference on Intelligence and Security Informatics*, 61-66.
- Corley, C.D., et al, including Taylor McKenzie (2012). Assessing the Continuum of Event-Based Biosurveillance Through an Operational Lens. *Biosecurity and Bioterrorism* 10(1), 131-41.