

## Summary

Expertise in federal and state employment and labor law, organizational development, expansion of economic and workforce development initiatives for the construction and other industries, state legislative relations and executive agency leadership. Strengths include innovation management and stakeholder engagement.

## Areas of Focus

- Executive Leadership
- Growing Minnesota's Economy
- Ensuring Strong Labor Standards for Workers and Businesses
- Protecting Women's Economic Security
- Supporting the Expansion of Minnesota's Clean Energy Future
- Expanding Minnesota Apprenticeship and Dual-Training Opportunities
- Delivering Better State Government Services

## Professional Experience

### **Minnesota State Building and Construction Trades Council**

#### **Executive Director                      2019 – Present**

Provide executive leadership and serve as the advocate voice for 70,000 construction professionals represented by 48 affiliated local unions in 15 trades across the state of Minnesota. Lead the economic, workforce and organizational development of this labor organization and industry association to advance registered apprenticeship, protect the physical and economic health of construction workers, increase public and private investment in construction, and ensure the diversity and inclusion of the construction industry workforce. In 2020, coordinated statewide effort to secure \$1.8B in capital investment bonding; lead the construction industry COVID-19 safety response; and continue to participate in state, national and international clean energy initiatives.

### **Minnesota Department of Commerce**

#### **Commissioner                              2017 – 2019**

Appointed by Governor Mark Dayton to serve as Commissioner of the cabinet agency that includes the State Energy Office, the Minnesota Insurance Department, and the Minnesota Banking Commission as well as programs that regulate weights and measures, unclaimed property and license over 225,000 professionals in more than 20 industries. Responsible for a biennial budget of \$420M and a professional staff of 345 employees. Regulated over \$57B of bank and credit union assets held by 308 state-chartered banks and credit unions; and \$349B of assets held by 152 Minnesota domestic insurers. Statutory member of the Minnesota Environmental Quality Board, the Governor's Rail Council and the National Association of Insurance Commissioners (NAIC). Accomplishments include leading statewide financial literacy and fraud prevention and enforcement initiatives; growing Minnesota's clean energy economy; and approval of lower health insurance rates for the 155,000 people served by Minnesota's individual market.

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**Minnesota Department of Labor and Industry****Deputy Commissioner 2014 – 2017****Assistant Commissioner 2011 - 2014**

Executive leader for state agency responsible for Labor Standards, OSHA, Workers Compensation and Construction Codes and Licensing serving 2.9 million workers and 167,000 employers. Lead the strategic coordination of DLI's five divisions to meet the agency's objective of ensuring equitable, healthy and safe work and living environments. Budget management of \$240M biennial budget and personnel management of 440 employees. Regulatory responsibility for state minimum wage, prevailing wage, child labor, independent contractor classification and registered apprenticeship. Served as executive sponsor of the Wage Theft Initiative, the PIPELINE Dual-Training Program, and the implementation of the Women's Economic Security Act (WESA).

**Laborers District Counsel of Minnesota and North Dakota****General Counsel 2001 - 2011**

Served as General Counsel to the 12,000 member labor organization representing workers in the construction industry. Provided advice and counsel regarding the Laborers Union apprenticeship program, unemployment insurance, fair labor standards, misclassification of workers, and increasing workforce diversity. Focused on organizational development, internal and external communications and stakeholder engagement.

**Law School Experiential Learning**

Law Clerk, Minnesota Legislature Senate Counsel &amp; Research Office, 2000

Law Clerk, Miller-O'Brien-Cummins, LLC, 2000

Legal Intern, National Labor Relations Board, 1999

Law Clerk, Ohio Court of Appeals, 1999

**Minnesota Laborers-Employers Cooperation and Education Trust (LECET)****Executive Director 1996 – 1998**

Managed this not-for-profit Taft-Hartley fund with the mission of promoting the union construction industry, its workers and employers.

**AFL-CIO, Washington D.C.**

Industrial Union Department, Staff 1995-1996

Food and Allied Service Trades Departments, Staff, 1994-1995

A. Philip Randolph Institute, Staff, 1993-1994

Frontlash, Student Intern 1991-1993

**Education****University of Minnesota Law School**, Minneapolis, MN, 2001**Juris Doctor**, cum laude**George Washington University**, Washington, DC, 1994**Bachelor of Arts, Political Science**, cum laude

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## Selected Professional and Community Engagement and Honors

**Greater Twin Cities United Way Board**

Member, 2021 - Present

**Minnesota Governor's Workforce Development Board**

Member, 2019 - Present

**Minnesota Apprenticeship Advisory Board**

Member, 2019 - Present

**Building Jobs Coalition**

Co-Chair, 2019 - Present

**Labor Users Contractors Council,**

Co-Chair, 2019 – Present

**Construction Industry Labor - Employer Council**

Co-Chair, 2020 - Present

**Minnesota History Theater Board,**

Member, 2019 - Present

**University of Minnesota Berlin Seminar on Energy Policy: A Transatlantic Experts Forum**

Delegate to Germany, 2019

**Minnesota Environmental Quality Board**

Member, 2017 – 2019

**Governor's Rail Council**

Member, 2017 – 2019

**National Association of Insurance Commissioners (NAIC)**

Member, 2017 – 2019

**American Fraternal Alliance**

Honoree, 2018

**Manufacturers and Modular Home Association of Minnesota Friends of Affordable Housing**

Honoree, 2018

**Upper Midwest Employment Law Institute**

Faculty, 2015 – 2017

**State Government Innovation Award**

Honoree, 2016

**White House Summit on Apprenticeship**

Presenter, 2015

**Minnesota Electrical Association****Exceptional Contributions of the Industry**

Honoree, 2015

**21<sup>st</sup> Century Workforce Development Models: A Minnesota-Germany Dialogue, University**

Delegate to Germany, 2014

**National Association of Government Labor Officials (NAGLO),**

Representative 2012 - 2017

**State of Minnesota Senior Leadership Institute**

Cohort 1, 2012

**Minnesota State Bar Association Labor & Employment Section Governing Council**

Member, 2008 - 2012

**Union Construction Workers Compensation Program**

Trustee, Audit Committee, 2006 - 2011

**Laborers International Union of North America (LIUNA)**

Member, 1996 - present

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**Key Professional Accomplishments at the Minnesota Department of Labor and Industry:**

<p><b>Ensuring Strong Labor Standards for Minnesota Workers and Businesses</b></p>	<p>Oversight of the Department of Labor and Industry Labor Standards Division. The Division ensures good, safe working conditions for Minnesota’s 2.9 million workers, and regulates 167,000 employers to ensure compliance with state wage and hour laws. Between 2011 and 2017, 469,000 workers were served by the Labor Standards Program, and almost \$8 million has been assessed in back wages and penalties for failure to comply with Minnesota wage and hour laws. Worked with worker and business stakeholders to help address wage theft and ensure that youth have safe and meaningful work opportunities.</p>
<p><b>Connecting Minnesota Workers with Apprenticeships</b></p>	<p>Committed to strong apprenticeship programs that train workers for well-paying, fulfilling careers. At DLI, Looman oversaw the Minnesota PIPELINE Program – an innovative approach to address the state’s current and future workforce needs that develops industry-based, employer-driven, dual training programs for workers across the state. In 2016, the Program earned a State Government Innovation Award for engaging over 700 industry leaders to invest in apprenticeships as a workforce investment strategy. Looman also lead the registered apprenticeship division at DLI through unprecedented expansion of new apprenticeship opportunities and an increase in female and minority participation from 12% to 20%.</p>
<p><b>Licensing and Registering Professional Contractors</b></p>	<p>Worked with stakeholders to amend state law and establish a two-year pilot project to register contractors who provide building construction and improvement services. The program became permanent in 2014. Since the program’s implementation, an additional 17,000 residential construction service providers have been registered with the State of Minnesota. Through licensing and registration of professional construction contractors, DLI promotes a fair, competitive marketplace, and giving consumers the assurances they need to know their contractors are properly trained and registered.</p>
<p><b>Protecting Minnesota Consumers</b></p>	
<p><b>Protecting Homeowners from Fraud and Deceptive Practices</b></p>	<p>Ensured that the Contractor Recovery Fund, which serves as the consumer bond program for residential construction contractors, was fully funded and that the application process was streamlined for homeowners who have suffered a financial loss due to a licensed contractor’s fraudulent, deceptive, or dishonest practices. Under her leadership, the Fund increased the amount of compensation available to homeowners to help them recoup their losses when their contractor fails to perform the services they paid for.</p>

Providing Better Services for Regulated Industries	
<p><b>Less Costly, More Efficient Licensing – Saving Businesses Time and Money</b></p>	<p>Professional licensing helps ensure a fair and competitive marketplace, while assuring consumers know the professionals they hire are properly trained. At DLI, Looman oversaw the licensing of 125,000 licenses for individuals and contractors performing construction services throughout the state. With Looman’s leadership, the Department put the licensing process online for all 43 licenses provided by the Department – making it faster, easier, and less costly for every professional and contractor licensed by the Department. These new online innovations reduced the time it takes to issue licenses by 65 percent.</p> <p>In addition to these reforms, helped implement an online system for business license renewals, and simplified insurance filings. Because these online processes were more efficient, DLI was able to reduce its license fees by \$20 in 2015 – resulting in lower license costs for contractors, electricians, boiler operators, plumbers, and high-pressure pipefitters.</p> <p>In 2017, because of efficiencies shepherded by Looman, DLI was able to propose to the Legislature reducing the Department’s fees for construction licensing, permitting, and plan review. The proposal was passed by the Legislature, and will save Minnesota businesses an estimated \$5.2 million.</p>
<p><b>Moving Permitting Online – Saving Time and Making Business Easier</b></p>	<p>Since 2011, DLI has allowed electrical contractors, homeowners, and high-pressure piping contractors to apply online for permits, review inspection results, and pay fees – all in a matter of minutes. With Looman’s leadership, this new online system cut the amount of staff time required to process and issue permits by 90 percent. DLI processes about 105,000 electrical permits every year – 86 percent are now filed and issued online. In 2015, DLI added online E-TRAKIT permits for elevators and boilers. Now, 91 percent of these elevator and boiler permits are applied for and issued online – saving time, and making business easier.</p>
<p><b>Making It Easier for Minnesotans to Comply with State and Local Building Codes</b></p>	<p>In 2012, DLI built a one-stop “Local Code Lookup.” This new online tool, allows homeowners and contractors to find local code requirements and code inspectors, all in one place online. The search tool helps Minnesotans learn which code authority has local jurisdiction for permits, plan reviews and inspections in the areas of boilers, building codes, electrical, elevators, high-pressure piping, plumbing, or other Minnesota construction codes and licensing disciplines.</p>

<b>Advancing Minnesota’s Clean Energy Economy</b>	
<b>Reducing Costs for Solar Power Installations</b>	Helped lead efforts to reduce the cost of installing solar panels in Minnesota. DLI implemented a new solar photovoltaic inspection fee schedule and reduced permit fees by up to 75 percent, resulting in and over \$800,000 reduction in the cost of solar installations in one year alone.
<b>Reducing Costs for Wind Energy</b>	Helped lead an effort to reduce the cost of wind generation in Minnesota. In 2013, DLI reduced electrical permit fee schedules for wind generation to reduce costs, and provide a flat fee based on system wattage. This innovative reform reduced fees for wind energy generation by 76 percent.
<b>Collaborating on Energy Conservation</b>	At the request of the Minnesota Chamber of Commerce, convened stakeholders from the Minnesota Department of Commerce, the Chamber of Commerce, residential construction, building owners, and commercial real estate industries to find new strategies to expand energy conservation initiatives in the Minnesota State Building Code. These efforts are ongoing.
<b>Delivering Better State Government Services</b>	
<b>Communicating with Minnesotans in Plain Language</b>	In 2013, Governor Dayton signed an Executive Order directing all state government agencies to begin training state employees how to communicate with Minnesotans in Plain Language – eliminating confusing government jargon, and ensuring state government services were accessible and easier to understand. Under Looman’s leadership, DLI’s Plain Language team completed 46 projects to simplify forms, procedures, and online information to make it easier for Minnesotans to read and understand.
<b>More Efficient State Government Services</b>	When Governor Dayton took office in 2011, the Administration undertook an effort to continually improve services across state government – delivering better, faster services for Minnesota residents and businesses. Under Looman’s leadership, DLI conducted 26 Continuous Improvement events to improve the speed and efficiency of its services, and eliminate unnecessary and wasteful tasks.