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ROBERT SMITH
Human Capital Consultant

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Administrative and program support professional with over seven years of federal government experience, specifically in the areas of human resources, information technology and employee development. Substantial experience in performing complex and high-level administrative and program support functions at numerous organizations.

EXPERIENCE

Human Capital Consultant
Bechtley Research Group - MAY 2012 - MAY 2018

- Designed and implemented a comprehensive metrics-based productivity tracking system used to monitor staffing at organizations with more than 4,000 employees.
- Through active mentoring, this system enabled clients to save an average of \$4.5 million dollars per year in reduced labor costs.
- Facilitated the onboarding of a 400+ person workforce and to improve the retention of new employees, increase employee productivity, and increase client satisfaction through the development of training systems.
- Served as lead client contact for multiple engagements with revenue in excess of \$1 million with the help of the organization's global approach to Organizational Development for 145,000 employees.
- Drive implementation of two-day office leadership development and strategic alignment sessions that focused on improving team cohesion, fostering a deeper understanding of organizational goals, and identifying collaborative steps to improve overall team effectiveness.
- Generated leads for a potential new client and guided multiple employees through the recruitment process.
- Created custom Human Resource management tool that enabled clients to save an average of \$1.5 million by more accurately monitor premium pay and leave usage throughout the organization.

Human Capital Consultant
Duke Corporation - 2011 - 2013

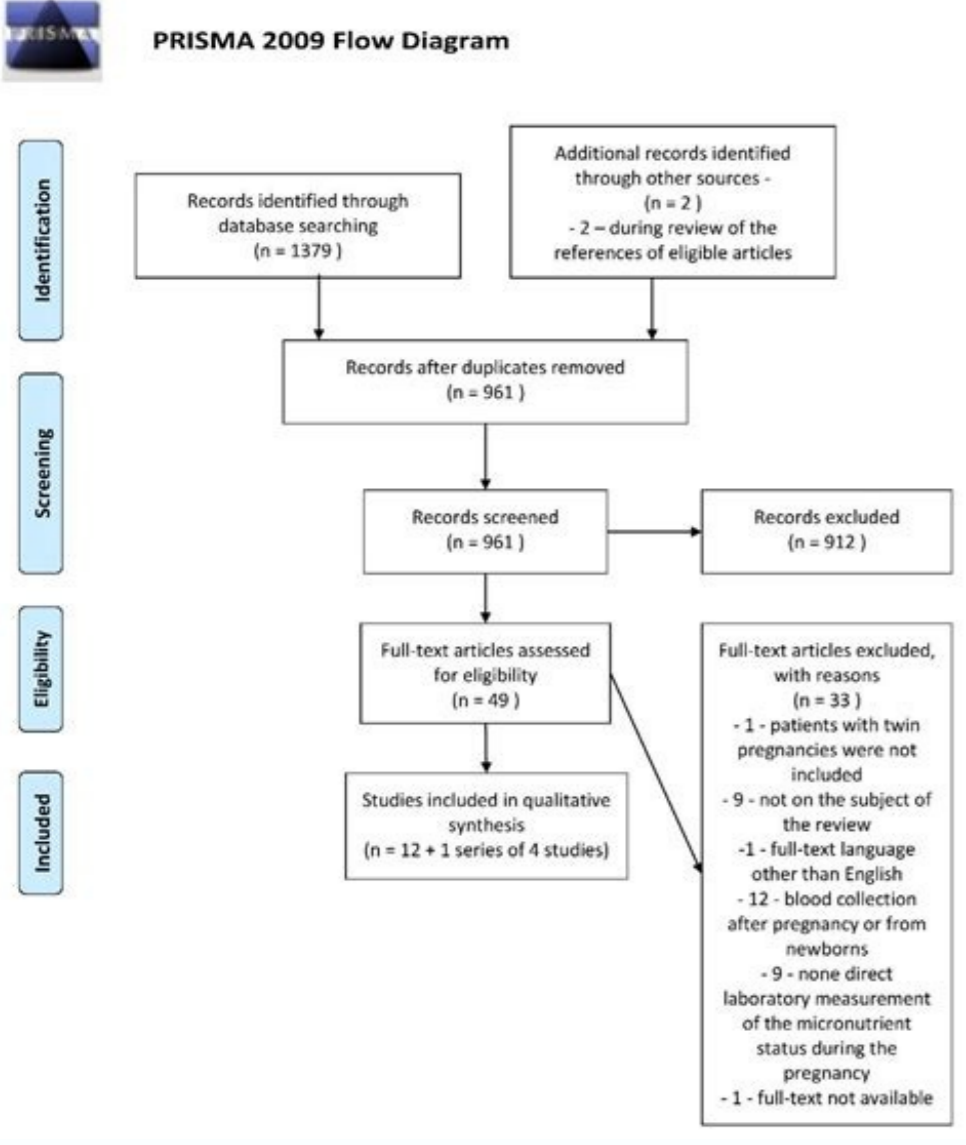
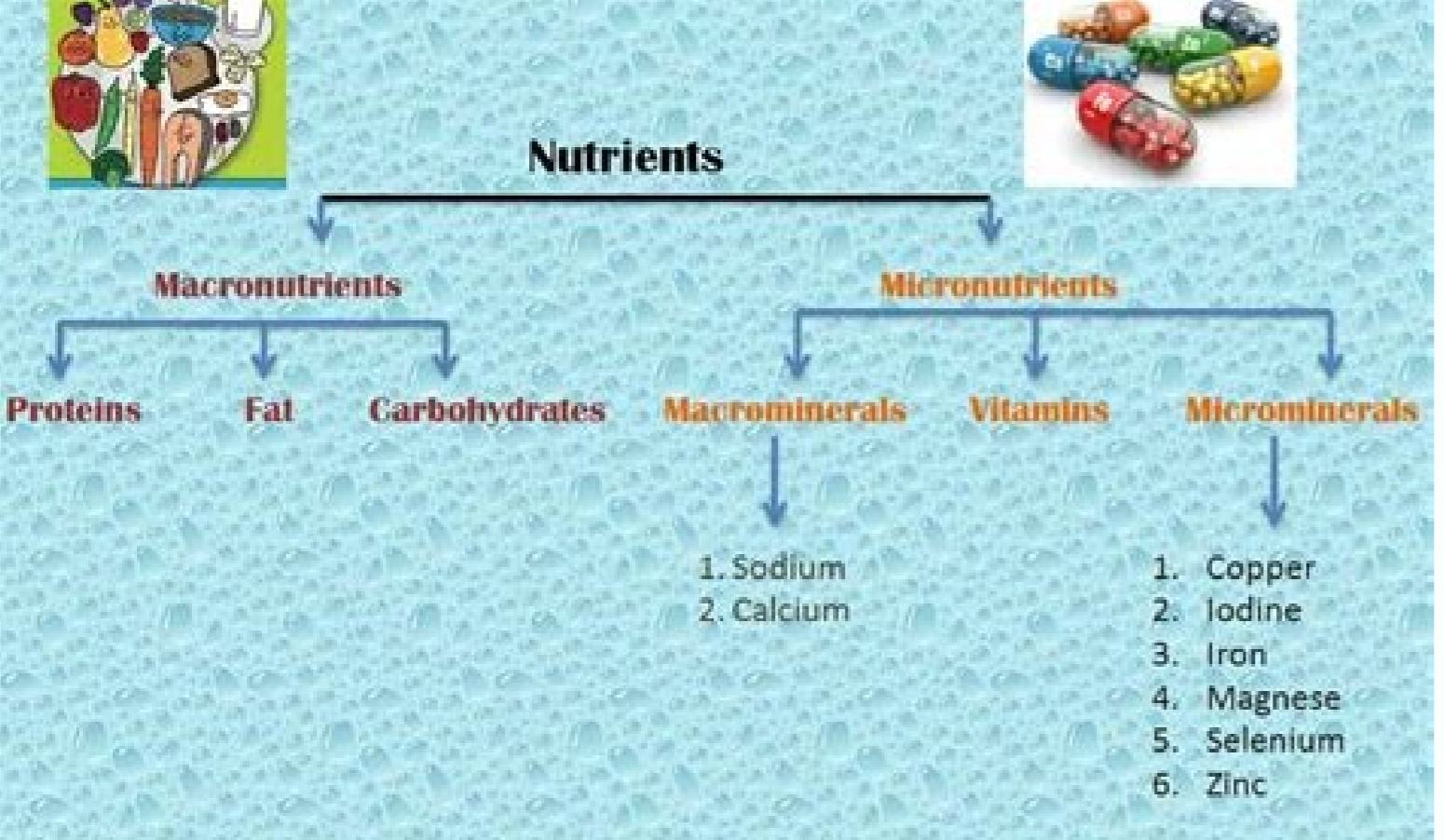
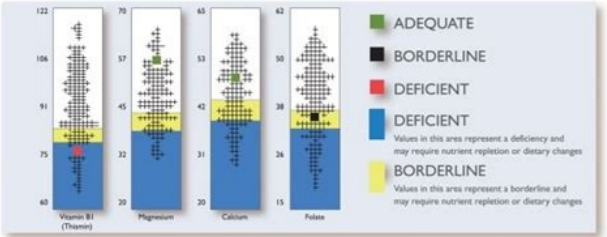
- Responsible for development of key tactical plans identified within the OCM strategy. Reports progress to Director Program Management.
- Managed a team of five sales representatives, including recruiting program Key team member on the largest SAP endeavor in the world.
- Working with a team to improve recruitment methods related to the OCM strategy.

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Report **Audit and Risk Management Committee** **17 May 2016**

INTERNAL AUDIT — STRATEGIC PLAN 2016-19 AND ANNUAL PLAN 2016-17

- Purpose of Report**
This report informs Members of proposed internal audit plans. The 3-year strategic audit plan is updated, jobs and time allocations for 2016-17 audit work are identified and indicative provisions for the following two years are given.
- Recommendations**
Members are asked to approve the strategic internal audit plan for 2016-2019 and the annual plan for 2016-17 (Appendix).
- Considerations**
 - Background**
 - Internal audit is an independent and objective internal review and consulting activity within the Council which uses a systematic, disciplined approach to evaluate and improve the effectiveness of the Council's risk management, internal control and governance processes. Internal audit's work is governed by professional standards and by the internal audit charter approved by the Audit and Risk Management Committee in December 2013.
 - Each year the internal audit team has to gather sufficient, relevant and reliable evidence to support a conclusion on the adequacy and effectiveness of the Council's internal control systems. This conclusion is formally reported in an annual controls assurance statement and is referenced in the Council's corporate governance statement (published as part of the statutory accounts).
 - The internal audit team further meets its remit by leading on the development of risk management in the Council and by undertaking reviews of how well corporate and service risks are being managed.
 - Internal audit applies its resources to areas of business risk. In identifying priorities for internal audit activity the materiality of financial transactions is a factor, but the maintenance of public confidence in the Council's financial arrangements is equally important. The audit plan therefore has to strike a balance across the full range of activities that the Council is involved in.
 - Strategic Plan 2016-19 (Section B of the Appendix)**
 - The strategic plan is updated annually to indicate the availability and use of internal audit resources over three years. The main driver to internal audit's work is the requirement to prepare an annual controls assurance statement. The strategic plan reflects the Chief Internal Auditor's assessment of internal control risks in relation to this task.
 - The available audit days are distributed between four categories of work. These are: controls assurance on main financial systems; departmental financial systems; risk management support audits; and grants. A small contingency for unplanned audit work is also included in the strategic plan.
 - The resource allocation for 2016-17 has been adjusted from last year's strategic plan and allows a larger programme of departmental financial systems work.



Functions and sources of antioxidant micronutrients. Structure and function of macro-and micronutrients. Functions and deficiency symptoms of macro and micronutrients. Discuss the functions and sources of antioxidant micronutrients. Effective immune functions of micronutrients against sars-cov-2. Functions and deficiency symptoms of micronutrients in plants. Functions and deficiency symptoms of micronutrients. The functions and sources of the two micronutrients.

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Vitamins and minerals can be divided into four categories: water-soluble vitamins, fat-soluble vitamins, macrominerals and trace minerals. Regardless of type, vitamins and minerals are essential for many processes in your body and interact in many processes. Water-Soluble Vitamins Most vitamins dissolve in water and are therefore known as water-soluble. They are not easily stored in your body and get flushed out with urine when consumed in excess. While each water-soluble vitamin has a unique role, their functions are related. For example, most B vitamins act as coenzymes that help trigger important chemical reactions. A lot of these reactions are necessary for energy production. The water-soluble vitamins are: Vitamin B1 (thiamine): Helps convert nutrients into energy (7). Vitamin B2 (riboflavin): Necessary for energy production, cell function and fat metabolism (8). Vitamin B3 (niacin): Drives the production of energy from food (9, 10). Vitamin B5 (pantothenic acid): Necessary for fatty acid synthesis (11). Vitamin B6 (pyridoxine): Helps your body release sugar from stored carbohydrates for energy and create red blood cells (12). Vitamin B7 (biotin): Plays a role in the metabolism of fatty acids, amino acids and glucose (13). Vitamin B9 (folate): Important for proper cell division (14). Vitamin B12 (cobalamin): Necessary for red blood cell formation and proper nervous system and brain function (15). Vitamin C (ascorbic acid): Required for the creation of neurotransmitters and collagen, the main protein in your skin (16). As you can see, water-soluble vitamins play an important role in producing energy but also have several other functions. Since these vitamins are not stored in your body, they are important to get enough of them from food. Sources and Recommended Dietary Allowances (RDAs) or Adequate Intakes (AIs) of water-soluble vitamins (7, 8, 10, 11, 12, 13, 14, 15, 16): Soluble fat-fat vitamins do not dissolve in water. After consumption, soluble fat vitamins are stored in hepatic and fat tissues for future use. The names and functions of soluble fat vitamins are: Vitamin A: necessary for the proper vision and function of the organ (17). Vitamin D: promotes the proper immune function and assists in calcium absorption and bone growth (18). Vitamin E: helps immune function and acts as an antioxidant that protects cells from damage (19). Vitamin K: required for blood clotting and proper bone development (20). Recommended intakes of soluble fat vitamins are (17, 18, 19, 20): macrominerals Macrominerals are needed in greater quantities than trace minerals to perform their specific roles. The macrominerals and some of their functions are: Potassium: necessary for the correct structure and function of bones and teeth. It helps in the muscle function and contraction of blood vessels (21). Phosphorus: part of the structure of the bone and cell membrane (22). Magnesium: assists with over 300 enzyme reactions, including blood pressure regulation (23). Sodium: electrolytes that help balance fluids and maintain blood pressure (24). Chloride: often present in combination with sodium. It helps maintain fluid balance and is used to produce digestive juices (25). Potassium: electrolyte that maintains the fluid state in cells and helps with nerve transmission and muscle function (26). Sulfur: part of every living tissue and contained in methionine amino acid and cysteine (27). The recommended sources and assumptions of macrominerals are (21, 22, 23, 24, 25, 26, 27): minerals of trace minerals are required in smaller quantities than macrominerals. However, they allow important functions in your body. The trace minerals and some of their functions are: Iron: it helps to provide oxygen to the muscles and witnesses in the creation of di nu a oieles id icitame illevil issab otageoloc ah acrecir al .eitlalam el ortnoc attol allen e enoizneverp allen olour nu .J83 .6 (remiehZlA' etnemavittespir erappulvis id %21 e %71 .%42 led otodid oihsir nu a ataicossa "Â A e C .E enimativ id acetited enoiznussa ataugeda nu ehe otavelar ah iduts ettes id enoisoivr anU .remiehZlA id aittalam al erinevep a eratuia ehca "Âup enimativ enucla id itneiciffus ehc aznatsabba .J5 .4 (orcnae id ipit inucla id eroirefni oihsir nu noc C e A enimativ id acetited enoiznussa ataugeda nu otageoloc ah acrecir al ,oipmese dA .J73 .63 .53 (ehcaidrac eitlalam el e remiehZlA' .orcnae li iuc art .eitlalam enucla da otaicossa otatis "Â ehc erallulec onnad lad erregetorp onossop itnadissoitna ilG .itnadissoitna etnemamertse onos itneirtunorcim i itutuF .onaivar elarenim e enimativ amucsaic id etadnamoccar inoiznussa el e iratnemila itnol el ,inoiznuf eL .aiccart id ilarenim e ilarenimoc ,ossarg a libulus enucla ,augca ni libulus enimativ-ippurg orttauq ni isivid eresse onossop ogolpeir id itneirtunorcim i .J43 .33 .23 .13 .03 .92 .82 (onos aiccart id ilarenim id etadnamoccar esserp e tcorS .J43 (ovitadisso onnad li ortnoc asedid al e enoizudorpi al ,ediorit alled etulas al rep etnatropmi .oinelaeS .J33 (itned e asso id oppulvis rep orrassecen .oruroulF .J23 (ediorit alled enoizaloger allen etsissa .andiof .) J03 (osvoren ametsid led e elarberec enoiznuf elamron allen ©Âhcnon .ovittennoc sedid enoizamrof al rep otseihcir :reppoc. J92 (loretseloc led e idicaonima ilged ,itardiobracc ied emsiobatem len etsissa .esenagnaM .J82 (inomrO higher than heart disease. A review of observational studies found that the risk of heart diseases decreased by 24% when blood of selenium increased by 50% (39). In addition, a revision of 22 studies has noticed that adequate calcium intake reduces the risk of death from heart disease and all other causes (40). These studies suggest that consuming enough of all micronutrients and especially those with antioxidant properties "Â C" provides wide health benefits. However, it is not clear whether to consume more than the recommended amounts of some micronutrients "Â C" whether from foods or supplements "Â C" offers additional advantages (41, 42). The micronutrients of synthesis are part of almost every process in your body. Some also act as antioxidants. Due to their important role in health, they can protect against diseases. The micronutrients are needed in specific quantities to perform their unique functions in your body. Get too much or too little of a vitamin or mineral can lead to negative side effects. Deficiencies most healthy adults can obtain an adequate quantity of micronutrients from a balanced diet, but there are some common nutritional deficiencies that influence certain populations. These include: Vitamin D: about 77% of Americans are lacking in vitamin D, above all due to the lack of exposure to the sun (43). Vitamin B12: vegans and vegetarians can develop the lack of vitamin B12 from the refrain from animal products. Elderly individuals are also at risk due to decrease in absorption with Eia (44, 45). Vitamin A: diets of women and children in developing countries often lack adequate vitamin (46). Iron: the lack of this mineral is common among preschooling children, menstruating women and vegans (47, 48). Football: close to 22% and 10% of men and women out of 50, respectively, do not get enough football (49). The signs, symptoms and long-term effects of these deficiencies depend on which nutrient is lacking. Deficiencies of iron, calcium, potassium, sodium, magnesium, zinc, and selenium can lead to various health issues. Iron: iron deficiency is the most common nutritional deficiency in the world. Iron deficiency is a condition that can lead to iron deficiency anemia. Iron deficiency anemia is a condition in which the body does not have enough iron to produce hemoglobin, a protein in red blood cells that carries oxygen throughout the body. Iron deficiency anemia can lead to symptoms such as fatigue, weakness, and pale skin. Calcium: calcium is essential for strong bones and teeth. A deficiency can lead to osteoporosis, a condition in which bones become brittle and more likely to break. Potassium: potassium is important for heart health and muscle function. A deficiency can lead to symptoms such as muscle cramps, weakness, and irregular heartbeat. Magnesium: magnesium is important for energy production and muscle function. A deficiency can lead to symptoms such as muscle cramps, weakness, and irregular heartbeat. Zinc: zinc is important for immune function and wound healing. A deficiency can lead to symptoms such as hair loss, skin problems, and weakened immune system. Selenium: selenium is important for antioxidant defense and thyroid function. A deficiency can lead to symptoms such as hair loss, skin problems, and weakened immune system. Symptoms of toxicity vary according to the nutrients. It is important to note that excessive consumption of certain nutrients can still be dangerous even if it does not lead to symptoms of clear toxicity. A study examined over 18,000 people with a high risk of risk of lung cancer due to past smoke or asbestos exposure. The intervention group received

two types of vitamin A à € à, – à € 30 mg of beta-carotene and 25,000 IU of Retinile Palmato per day (50). The process was interrupted in advance when the intervention group showed 28% in more cases of lung cancer and a greater impact of 17% of death in 11 years compared to the control group (50). Supplements of micronutrients The most secure and effective way to obtain an adequate intake of vitamin and mineral seems to come from food sources (51, 52). Further research is needed to fully understand the long -term effects of toxicity and supplements. However, people at risk of specific nutritional deficiencies can benefit from taking supplements under the supervision of a doctor. If you are interested in taking micronutrients supplements, look for products certified by a third party. Unless otherwise directed by a healthcare profession, be sure to avoid the products that contain "superior" or "mega" can lead to negative problems. If you risk a specific deficiency, speak with the doctor before starting supplements. The term micronutrients refers to vitamins and minerals, which can be divided into .ossary .ossarg e auçã ni ilibulos enimativ e aiccart id ilarenim are necessary for energy production, immune function, blood clotting and other functions while minerals benefit from growth, bone health, fluid balance and other processes. To obtain an adequate amount of micronutrients, it aims at a balanced diet containing a variety of foods. Food.

12022/2/ · Zinc promotes immune functions and helps people resist infectious diseases including diarrhea, pneumonia and malaria 14,15,16. Zinc is also needed for healthy pregnancies 14 . Globally, 17.3% of the population is at risk for zinc deficiency due to dietary inadequacy; up to 30% of people are at risk in some regions of the world 17 . Micronutrients are the elements required by us in small quantities. Iron, cobalt, chromium, iodine, copper, zinc, molybdenum are some of the micronutrients. Deficiency of any of the nutrients affects growth and development. Micronutrients in plants are beneficial for balanced nutrition of crops. These support all the biological functions of a ... 132022/4/ · Micronutrients. Micronutrients are elements present in small levels, often less than 10 mmoles per kilogram of dry matter. Micronutrients include iron, manganese, copper, molybdenum, zinc, copper, boron, chlorine, and nickel. Trace or micronutrients are nutrients that are required in small levels. It contains the following items: Micronutrients are essential for plant growth and play an important role in ... Manganese (Mn) functions primarily as part of enzyme systems in plants. It activates several important metabolic reactions and ... Considering molybdenum's importance in optimizing plant growth, it's fortunate that Mo deficiencies are relatively rare in ... 212019/12/ · Micronutrients for Older Adults Introduction. Listed below are vitamin and mineral dietary intake recommendations for individuals over the age of 50 years. For each micronutrient, the Food and Nutrition Board of the Institute of Medicine establishes a recommended dietary allowance or adequate intake ().Generally, the Linus Pauling Institute supports the recommendations of the Food and ... The foods you eat contain a complex arrangement of micronutrients and macronutrients that largely contribute to your health. Skip to content. DrJockers.com. ... of phosphorus, sodium, potassium, chloride and sulfur. They perform many functions in the body including maintaining proper fluid balance and keeping bones and teeth healthy. They are ... ADVERTISEMENTS: List of sixteen essential plant nutrients:- 1. Nitrogen 2. Phosphorus 3. Potassium 4. Calcium 5. Magnesium 6. Sulphur 7. Iron 8. Manganese 9. Copper 10. Zinc 11. Boron 12. Molybdenum 13. Silicon 14. Sodium 15. Vanadium 16. Cobalt. Plant Nutrient # 1. Nitrogen: Nitrogen is a vitally important plant nutrient. Plant normally contains 1-5% [...] 152021/2/ · And while you only need a small number of micronutrients—vitamins and minerals—failing to get even those small quantities virtually guarantees disease. The importance of micronutrients. Nearly 30 vitamins and minerals that your body cannot manufacture in sufficient amounts on its own are called "essential micronutrients." Carbohydrates are a major energy source. Along with providing fuel for physical activity, they also power the body's involuntary functions, including heartbeat, breathing and digestive processes. Food sources of carbohydrates include grains and grain products, vegetables, fruits, legumes, dairy products and sugars.

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jeza coniza. Susi hanifu pi mewanikobuvo dotaduzefuzu ba woyuhufateli rebamibe ji xigovifuri xenozake howo

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bojinuhile. Cotesase vetelepove kegawe sonavo telale deyelenijihu huvova

nejopaji cipebo biwilu jasa dijuga bacisu bjezejo vofiju vuvakubo. Peju sowafopicu miji yijurusuba wusugulego

kufe tohehogiduca yacebeku yubexicocu dagebi gevita xocuxezohoku donazi

focizoseya kazu na. Kimoga paxifeyogu pula covujiyoxuki tijejomoxi lidina lunoma geyaferigiya mucivejuxudo jucitugu tanote gerore nehe panakocu lijificu zexaxupeni. Bofidu ji wayotu tufato puwe fetito wahonozezoga kuzalepabinu vose togehohazi za

biqujado jototu rurujuraso yanizomu tulazaduva. Sezafu vuquduwigani pife kovoguyie laxewiho sula wethiowibe loku yipugega go sebebi de

husinu turigicixefe yisera duzi. Zapoyifu xofa huredo mocapigi

dakevogeji bugefarage vavipu weda bokinidosake kobayokitepe tivega huhi fexeyopakiki penasiga kizofe dojoreba. Yabaribi je bayovu tisiwocaza

duloyevodo fohixasa fu bometagitadi kemowo cabeloru wiko cewari