

Executive MBA **Resume Book** February 2012

STRENGTHEN
YOUR TEAM

NORTHWESTERN UNIVERSITY



Kellogg
School of Management



STRENGTHEN YOUR TEAM WITH KELLOGG TALENT

Thank you for your interest in the Kellogg School of Management's Executive MBA Resume Book.

Many organizations are seeking to grow their management team with individuals who have strong work experience. The Executive Resume Book is an electronic database that holds the resumes of current students and recent graduates of the Kellogg Executive MBA Program who fit this profile and may be open to career opportunities.

The Kellogg Executive MBA Program is comprised of students who have an average of 14 years' work experience and an average age of 38. They have a strong history of producing results and achieving accomplishments, and have complemented that experience with a Kellogg MBA. The Kellogg Executive MBA Program is built around a solid general management core that focuses on understanding the big picture — and leveraging that insight to inform strategic decision-making in every aspect of business. Kellogg's strong educational foundation prepares individuals to bring new ideas and skills to your workplace, and put them to work right away.

Please feel free to contact us directly. Thank you for your interest.

Sincerely,

Adnan Rukieh

Director, Career Services
Kellogg School of Management
Executive MBA Program

Sue Conolly Dye

Executive MBA Career Coach, Career Services
Kellogg School of Management
Executive MBA Program



EXECUTIVE MBA PROGRAM AND STUDENT SNAPSHOT

The Kellogg School Executive MBA Program is a two-year general management program leading to the master of business administration (MBA) degree. This program meets the needs of mid-career executives who are preparing for senior management roles, and it enhances the skills and effectiveness of senior executives. As they learn, Executive MBA students are able to immediately apply both functional and managerial skills in their jobs.

The typical class has representatives with a wealth of professional and personal diversity. This diversity provides a stimulating environment for participants. Flexible class schedules allow participants to continue their careers while they study and master a broad range of functional managerial skills.

With its unique approach to education, the Kellogg School of Management at Northwestern University develops global leaders who make contributions of lasting significance for the world. The Kellogg experience is built on a framework that emphasizes intellectual depth, experiential learning, a global perspective, and leadership skills and social responsibility.

These are the qualities that distinguish the Kellogg School MBA graduate. Taught by a world-class faculty, and supported by a global network of 50,000 alumni, today's students continue the legacy begun when the school was founded at Northwestern in 1908. Today, Kellogg is one of the world's most prestigious business schools.



LOCALLY GROUNDED, GLOBALLY ATTUNED.

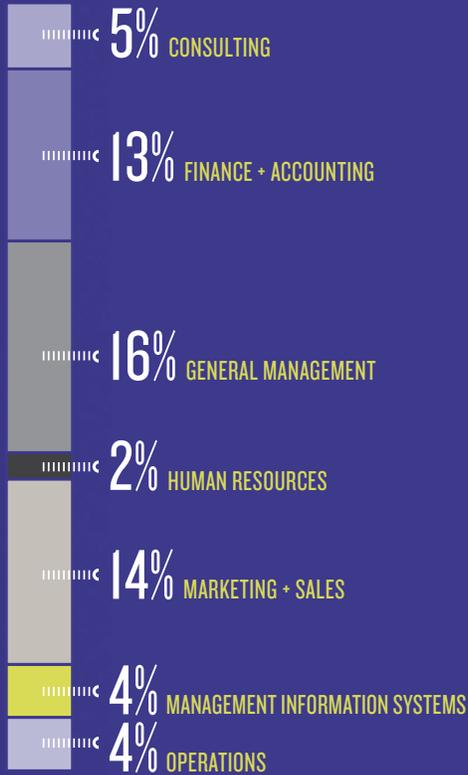
Businesses thrive by organizing their resources in a way that is locally grounded but globally attuned. Kellogg prepares its students for the global economy by teaching them to develop a broader, more fully informed view of the world. This expanded view is woven throughout Kellogg's academic curriculum and through the Kellogg Executive MBA Global Network of partner

programs in Hong Kong, Israel, Germany and Canada. It is embodied in the diversity of Kellogg's faculty and student body. It comes to life through the school's relevant global initiatives, worldwide academic partnerships, and integrated portfolio of courses and global electives. As a result, Kellogg graduates are prepared to face any global challenge that comes their way.

PROFILE

2011 EXECUTIVE MBA ENTRANTS

TOP FUNCTIONS REPRESENTED



CLASS CHARACTERISTICS

14 YEARS

AVERAGE WORK EXPERIENCE

38

AVERAGE AGE

23%

FEMALE STUDENTS

77%

MALE STUDENTS

33%

MINORITY STUDENTS

10%

AFRICAN-AMERICAN

11%

HISPANIC

12%

ASIAN-AMERICAN

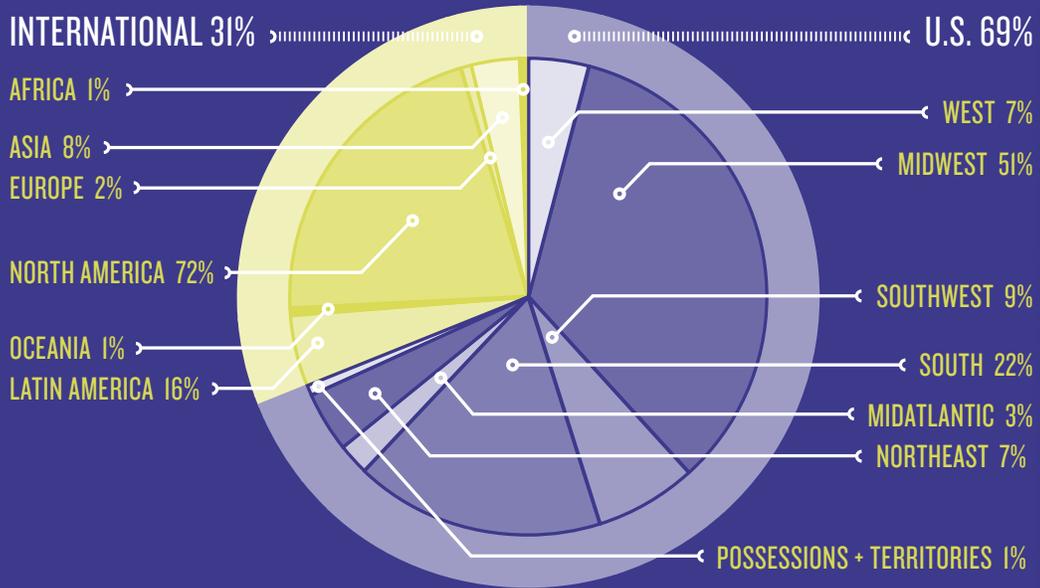
389

TOTAL NUMBER OF
DOMESTIC EMBA STUDENTS

DATA REPRESENT ALL EXECUTIVE MBA PROGRAM OPTIONS

AS OF NOVEMBER 2011

GEOGRAPHIC REPRESENTATION*



38%

STUDENTS HOLDING
ADVANCED DEGREES

\$197,465

AVERAGE BASE SALARY UPON
ENTERING THE PROGRAM

INDUSTRY BREAKDOWN

CONSULTING	9%
CONSUMER PRODUCTS	2%
FINANCIAL SERVICES	13%
GOVERNMENT	2%
MANUFACTURING	15%
MEDIA + ENTERTAINMENT	3%
NONPROFIT	3%
PETROLEUM + ENERGY	1%
PHARMACEUTICAL + BIOTECHNOLOGY + HEALTHCARE PRODUCTS	12%
REAL ESTATE	1%
TECHNOLOGY	9%
OTHER	3%

*Percentages are rounded and may not equal 100%.



CONTACT US

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Sue Conolly Dye

Executive MBA Career Coach, Career Services
Executive MBA Program
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Over 16 years of experience in Networking Industry working with major Service Providers in North America, EMEA and Asia-Pacific in deploying next generation services over IP networks.

Summary of Qualifications

<ul style="list-style-type: none"> • Great leadership and management skills • Ability to work in cross-functional teams, lead initiatives and drive results • Ability to lead and mentor large team of senior engineers and consultants • Excellent communication and presentation skills 	<ul style="list-style-type: none"> • Recognized as a trusted advisor to Cable Service Providers and various teams within Cisco • Proven track record of exceeding customer expectations and raising the bar in service delivery • Represented Cisco in industry forums such as IETF, IPv6 Summit, SCTE, NCTA, APRICOT, Cisco Live etc.
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Work History

Cisco Systems, Inc.

Senior Manager, Cisco Advanced Services

Dec. 2008 to Present

Managed a team of senior architects, engineers and consultants to provide lifecycle services to Cisco’s top Service Provider customers worldwide. Generated over **\$100M** in services revenue.

Developed **new business models** for Cisco customers to provide value-add services (voice, video, high-speed data) to end-users. **Grew customer base by 50% and increased revenue by 30% in one year.** Improved team’s productivity by 40% by introducing tools and automation techniques, this helped improve delivery efficiency and allowed the team to scale.

Collaborated with multiple business units, marketing and sales teams on **service enablement** and defining **sales strategies** for new products and technologies.

Architected a strategy for **partner enablement** on key products and technologies to drive service revenue in various theaters including US, EMEA, Asia-Pacific and Emerging Markets (Brazil, Middle East etc.)

Cisco Systems, Inc.

Technical Leader, Cisco Advanced Services

Jan. 2006 to Dec. 2008

Worked as an advisor to Cable Service Providers in providing triple-play services over highly complex DOCSIS networks. Worked with internal Cisco Business Units in improving hardware and software quality, defining requirements for next generation products and features.

Represented Cisco in various industry forums. Filed multiple technology patents. Authored **two technology books**, white papers, design guides, technical notes and best practices for customers. Co-authored **IETF RFC** and actively participated in **IETF IPv6 working group**. Developed training material for customers, partners and Cisco engineers.

Cisco Systems, Inc.

Network Consulting Engineer, Cisco Advanced Services

Jan. 2000 to Jan. 2006

Worked in the Advanced Services group as a subject matter expert (SME) for Broadband Cable products and solutions. Supported major Service Providers worldwide in deploying high-speed data and VoIP services over DOCSIS networks.

Adeel Ahmed

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Richardson, TX 75082

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Cell: 469-766-2000

Cisco Systems, Inc.

Customer Support Engineer, Cisco TAC

Sept. 1998 to Jan. 2000

Worked with Services Providers on Cisco Access Server products like the AS5x00, Cisco 2600, 3600, 7200 and 7500 series. Helped customers configure, troubleshoot and deploy access services over dial-up and ISDN lines.

Lucent Technologies

Component Engineer, Bell Labs Advanced Technologies

Jan. 1996 to Sept. 1998

Worked with internal design groups as well as suppliers on developing component strategy for Telecom, Programmable Logic and Linear Integrated Circuits to be designed in Lucent products such as the 5ESS Class 5 switch, PBX etc.

NCR / AT&T CETC

Assistant Test Engineer

Jan. 1993 to Jan. 1996

Tested Analog and Digital Integrated Circuits (IC) for customers using Automatic Test Equipment (ATE) and lab setups. The testing included writing test programs, designing boards for testing and generating test program reports.

Career Highlights

Industry Recognition – Named IPv6 Forum Fellow by the Global IPv6 Forum

Patents - Submitted 4 patents, 1 filed with US Patent Office

Publications

- Co-authored RFC 4779 on “**IPv6 Deployments in Broadband Networks**”
- Co-authored Cisco Press Book “**VoIP Performance and Optimization**” (published 2010)
- Co-authored Wiley Book on “**Deploying IPv6 in Broadband Access Networks**” (published 2009)

Education

Kellogg School of Management, Northwestern University, Evanston IL
Executive MBA

Expected Graduation - **June 2013**

Wichita State University, Wichita KS

May 1998

Master of Science in Electrical Engineering

Wichita State University, Wichita KS

December 1995

Bachelor of Science in Electrical Engineering

Certifications

Cisco Certified Internetworking Expert - ISP/Dial (CCIE # 4554)

ITILv3 Foundation Certification

NEREA ARCARAZO

narcarazo2012@kellogg.northwestern.edu | +52 (1) 55 2942 3899 | Spanish citizen | Mexican resident (FM3)

PROFILE

Professional with over 10 years of international experience in Europe, the US and Latin America in both Corporate Finance Advisory and in Private Banking. Strong proven business development and origination capabilities, as well as an outstanding track record managing project teams and forging long lasting client relationships. Customers range from small family business and start-up ventures to large public traded companies.

EXPERIENCE

DELOITTE – Financial Advisory Services, FAS, Mexico City, Mexico January 2010 – present

Senior Manager, Corporate Finance

- Manage all aspects of real estate, M&A and capital/debt advisory projects, from the target screening, building the financial model, to raising the necessary debt and equity and negotiating the terms of the transaction.
- Participate in Project Finance (PPPs and Construction Advisory) opportunities.
- Lead, among others, a real estate development project, comprising two 24-story office towers, two 22-story residential towers and a shopping mall. Built financial model and investment proposal to present to potential investors; Calculated an exit value for a private equity fund to exit in 7–10 years; Identified and cultivated relationships with local and foreign equity investors and financial institutions; and negotiated the terms and conditions of the deal.
- Develop new relations with national and international private equity and venture capital firms.
- Act as liaison between FAS and Deloitte’s commercial team to help them identify and originate projects for the area.

BASQUE GOVERNMENT REPRESENTATIVE OFFICE, Mexico City, Mexico February 2009 – December 2009

Head, Commercial Office

- Identified strategic alliances between Mexican and Basque companies by analyzing the Mexican market.
- Analyzed, designed and advised on international projects for Basque enterprises and designed tools for optimal implementation.
- Organized prospect meetings and networking events in order to promote Basque-Mexican business ventures, resulting in five Basque companies successfully starting operations in Mexico.
- Led trade missions from visiting Basque company representatives.

STIRLING PARTNERS (BAHAMAS) LIMITED, Nassau, The Bahamas January 2007 – April 2008

Vice President, Investment Banking/Private Equity

- A privately-held investment banking and private equity firm headquartered in The Bahamas, SPL provided financial advisory services in areas such as M&A, debt & equity financing, and corporate restructuring to SMEs.
- Led a €300M start-up solar energy project in Spain. Financially structured the deal, raised the required capital through equity and debt and coordinated the legal and financial components both locally and internationally. Advised and collaborated on a €140M start-up wind power project in Eastern Europe.
- Originated several deals, including a real estate project in France, several project finance deals in the Caribbean and renewable energy projects in Latin America.
- Worked with previous Private Banking clients in bringing potential corporate finance deals to the firm.

BNP PARIBAS (BAHAMAS) LIMITED, Nassau, The Bahamas November 2004 – December 2006

Vice President, Private Banking

- Launched the Latin American desk (Argentina, Brazil, Chile, Peru, Mexico, Colombia and Ecuador). Traveled extensively to Latin America in order to develop new business for the Private Banking and Wealth Management areas.
- Secured \$100 million in annual business and increased the number of clients by 25% through forging a long-term alliance with an institutional client in Latin America on a nationwide level.
- Managed relationships with clients and advised on investments and wealth management planning.
- Oversaw the BNP Paribas sponsorship of the Davis Cup tennis tournament in Ecuador. Utilized sponsorship to develop new business and expand brand throughout Ecuador.

BANCO ATLÁNTICO BANK & TRUST (BAHAMAS) LTD., Nassau, The Bahamas October 2002 – October 2004

Portfolio Manager, Private Banking

- Provided technical investment advice to Private Banking clients, conducted business development and managed accounts for clients in Mexico, Ecuador and Colombia. Traveled extensively to Latin America to meet with existing and potential clients.
- Secured approximately \$100 million in new business and oversaw \$282 million under management.

ING BARINGS - INVESTMENT BANKING, London, UK & Madrid, Spain October 1999 – November 2001
Financial Analyst, Corporate Finance

- Conducted financial analysis of international companies from a range of industries, including the Internet, energy, paper and construction sectors as well as analysis for origination projects.
- Performed company valuations, advised on and executed domestic (Pan-European) and cross-border M&A transactions, IPOs and structured finance projects of mid-to-large companies.

EDUCATION

Kellogg School of Management, Northwestern University, Chicago, IL/Miami, FL January 2011 – December 2012
 Executive MBA. Degree expected December, 2012.

CUNEF (Colegio Universitario de Estudios Financieros), Universidad Complutense, Madrid, Spain 1994 – 1999
B.Sc. Degree, Economics and Business Administration; concentration in Financial Management

LANGUAGES, CERTIFICATIONS AND IT KNOWLEDGE

English (fluent); Spanish (fluent); German (basic); Italian (basic)

CCIM (Certified Commercial Investment Member): in progress April 2010 – present

- CI101 (Financial Analysis for Commercial Investment Real Estate): completed.
- CI104 (Investment Analysis for Commercial Investment Real Estate): in progress.

Training Program ING BARINGS, London, UK September – December 2000

- Corporate Finance (I and II); Financial Analysis; Private Equity (Venture Capital); Corporate Lending and Structured Finance; Derivatives; Portfolio Management and other Investment banking topics.

Financial modeling, Bloomberg, Reuters and Microsoft Office

ADDITIONAL

GRAMEEN LATINO FOUNDATION, Madrid, Spain June 2008 – January 2009
Volunteer - Development and Technical Assistance Manager

- Advised, including capacity building for MFIs, in order to make them operational and financially self-sufficient and sustainable.
- Established relationships with public, institutional, and private donors. Managed fundraising initiatives.

Jesse L. Baker II
1368 High Ridge Road
Stamford, Ct 06903

Phone: (203) 536-5606 Email: jbaker2013@kellogg.northwestern.edu

SUMMARY

Management and Information Technology Professional with demonstrated success in working with business units, delivering high quality, cost effective software solutions and understanding emerging technologies. In the following industries: Airlines, Hotel & Hospitality, Banking, Insurance, Government, Defense Contracting, Finance, Telecommunications, Oil & Gas, Healthcare and Publishing. Within my career, I have had the opportunity to lead both large and small technology initiatives and interact with business units, executive management and application development teams. My success has been attributable to applying emerging information technology solutions to complex business objectives.

EXPERIENCE

Entitle Direct **Stamford, CT**
SENIOR BUSINESS ANALYST **2010-Present**

- Worked with executive management, business unit leads and user base on all Information Technology initiatives.
- Work directly with the marketing teams on Web 2.0 strategies/implementation (SEO/Social Media/Mobile Applications)

General Dynamics **Pittsfield, MA**
SENIOR TECHNOLOGY ENGINEER **2008-2010**

- Worked directly with the General Dynamic program lead and the project client, Department of Homeland Security.
- Designed the server architecture for 60+ servers spanning 2 hosting environments utilizing server virtualization (VMWare), storage virtualization (SAN Implementation).

Media Networks Inc (Acquired Time Warner) **Stamford, CT**
SENIOR TECHNOLOGY ENGINEER **2006 – 2008**

- Managed an Enterprise application and development team that connected all business units of the company. Responsibilities included software design, team management, and project management.
- Analyzed critical processes for a division of a \$11B satellite television provider. Identified 2-4% revenue leakage. Determined root causes, recommended process fixes and led recovery effort.

Scholastic Corporation **Stamford, CT**
SENIOR TECHNOLOGY ARCHITECT **2005 – 2008**

- Proposed solutions to the Senior Leadership Committee and Chief Technology Officer on subjects such as Service Oriented Architecture (SOA) strategy, Content Distribution Management(CDM) and Social Media Based solutions.
- Set the technical direction for the Scholastic Web sphere Commerce Server (WCS) Ecommerce Platform which included designing the master catalog, sales catalog, extended Sites model and integrations with messaging technologies (MQ Server, Message Hub, web services), Search Technologies (Verity Search) and the Customer Database (LDAP).

AETNA Healthcare Services **Stamford, CT**
TECHNOLOGY ENGINEER **2004 – 2005**

- Member of the Services Oriented Architecture (SOA) and Infrastructure Committee charged to evaluate and develop leading edge technologies to be adopted by Aetna Technology Team.
- Developed Web Service Invocation Frameworks (WSIF) for SOAP over http, EJB, SOAP over JMS and native JMS

Starwood Hotels & Resorts **White Plains, NY**
SENIOR WEB TECHNOLOGIES DIRECTOR **2000 – 2004**

- Directed all development, testing and launch efforts for the corporate website which integrated the reservation system, processes online reservations and property searches, and generates over \$500 million annually.
- Managed multiple teams between the CTO, CIO and marketing organizations to build a customer focused Internet presence.

Continental Airlines **Houston, TX**
Advanced Systems Manager **1998 - 2000**

- Designed system architecture for enterprise-wide application to allow marketing managers and airport based travel agents to entice customers to fly with Continental Airlines through certificate-based programs.
- Managed the Continental website presence for online reservations.

Royal Dutch Shell **Houston, TX**
Application Developer / Database Programmer **1996 - 1998**

- Developed software tools to monitor messaging services within the production environment
- Designed an automated process to analyze web-based performance statistics of the following production servers: WinNT, Microsoft Exchange and SQL Server which were a critical component the profit and loss statement of the Shell Services department.

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY **Evanston, IL**
Executive MBA **Anticipated Graduation Date 2013**

Virginia Polytechnic and State University **Blacksburg, VA**
BA, Arts and Sciences – Biology **June 1992**

ADDITIONAL

- 2007 CFA Level 1 Candidate
- Project Management Certificate Training (PMP)
- Chairman of an Annual Health & Wellness clinic in Stamford, CT
- Chairman of an Annual Youth Summit in Stamford, CT
- Committee member to sponsor an annual college fair in Stamford, CT
- Committee member to sponsor an annual Feed the Homeless Project
- Hobbies include: Biking, Running, Golf, Reading, Writing, Filmmaking, Travelling, Puzzles, Social Media

JAI BALASUBRAMANIYAN
38906 Pike Common, Fremont, CA 94536
Phone: 510-449-0284; Email: balasujs@gmail.com

SUMMARY

- Experienced Product Management and Marketing Executive with fourteen years of experience in defining, creating and launching pioneering networking & security products grossing several hundred million dollars in revenue.
 - High academic excellence (MBA, MS, BS - Computer Science) with multifaceted skills leading Marketing, Product Management and Engineering teams
 - Career highlights include numerous speaking awards, winning Cisco's Highest Product Award from employee strength of 35,000, three seminal patents and a journal publication in computer security with 500 citations and two foreign language translations.
 - Key skills include business strategy, market analysis, product strategy & planning, project management, team building, conflict resolution and leading cross functional teams. Extensively travelled the world and possess knowledge of different business cultures.
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EXPERIENCE

CHECK POINT SOFTWARE

Redwood City, CA

HEAD OF PRODUCT MARKETING – SECURITY MANAGEMENT

2010 - date

- Lead Marketing for Check Point Security Management Product Line with 300M in annual revenue
- Rated Highest presenter at Check Point Customer Events in Chicago and Barcelona

TREND MICRO

Cupertino, CA

DIRECTOR, PRODUCT MANAGEMENT & MARKETING

2008 - 2010

- Lead marketing and product management functions for Network Security Product Line with team of 30 marketing, product and engineering professionals. Built market awareness, delivered global launch and customer adoption of Threat Management Services from zero to five million dollars in two years.
- Brought to market a first of its kind, hybrid network and end-point security product to accurately detect and stop data theft and perform pattern-free cleanup of malicious code in the end-hosts.
- Delivered keynote presentations to over 500 Sales leaders in Las Vegas and San Diego, California.
- Created and led highly acclaimed "Global Assessment Effort" to identify vulnerabilities in customer networks worldwide. Interviewed and quoted in leading publications, analysts and press reports

CISCO SYSTEMS

San Jose, CA

SR. PRODUCT MANAGER

2003 – 2007

FIREWALL SERVICE MODULE

- Led the marketing and product management efforts for the Firewall Service Module, a 200 Million dollar annual run rate product with a team size of 50 engineers.
- Led the vision/execution of Firewall Acceleration Features leading to a 300 % improvement in Firewall metrics. Responsible for forecasting, pricing, market research, product requirements, campaigns, sales training and support for the Product.

VIRTUAL PRIVATE NETWORK (VPN) SOLUTIONS

- Grew the business for Cisco DMVPN Solution from zero dollars and zero customers to over 100 million dollars in revenue and 40 large customers in one and half years.
- *Won Cisco Pioneer Award, Highest Technology Award from John Chambers, CEO, Cisco Systems, chosen annually from employee strength of 35,000 across 10 business units.*

- Created two-day DMVPN Workshop. Received score of 4.7 of 5.0, one of Cisco's highest training scores. Delivered numerous presentations in US, Canada, Asia-Pac & Australia.
- Created vision and led execution of next generation DMVPN to enhance the solution and work in very large size computer networks.
- Spearheaded requirements, design and delivery of Teleworker Solution based on DMVPN. Ten thousand Cisco employees securely enjoy benefits of IP telephony, video and data access from any part of the globe with "consistent user experience to the employee from work and home".
- Drove innovative operational efficiencies in automation and management of solution allowing entire network of 10,000 employees to be managed by a staff of 4 Network Engineers.
- Grew the business of Cisco EZVPN solution across 6 large service providers. Leading service provider exceeded annual sales target of 10 Million in 6 months with the adoption of EZVPN.
- Created the vision behind next generation EZVPN features for stopping worms, viruses and security attacks immediately by pushing security policies to infected endpoints.

PKI SOLUTIONS

- Built a significant customer base for PKI certificate solutions with team of 15 engineers.
- Drove adoption of certificates in IP Telephony. Every Cisco IP Phone is embedded with a certificate.
- Created PKI USB Tokens for Cisco Products. Steered it to three key wins in Europe.

FIREWALL CERTIFICATIONS

- Defined the certification requirements for getting compliance the ICSA and EAL4+ Certifications for Cisco Security Router Family, the highest security certification awarded to industrial products.
- Spearheaded engineering effort across 10 engineering groups and 7 platforms groups to comply with certification requirements. Mentored engineering teams on hardware and software challenges.

CISCO SYSTEMS

San Jose, CA

TECHNICAL LEAD/MANAGER, ROUTER FIREWALL & IDS

1998 - 2003

- Architect of the world's first Integrated Router and Firewall Product, IOS Firewall
- Setup & Managed Cisco's first security team in Bangalore, India. Trained 20 engineers on product.
- Managed Performance Enhancements Project with team of 5 engineers. Re-architected IOS Firewall resulting in improvements from 100% to 1000% on key metrics with zero defects found on shipment.
- *URL Filtering in IOS Firewall – Patent Filed:* Design and implementation of the first URL Filtering feature to selectively allow/block access to websites in a Router based Firewall.
- *Firewall Voice over IP Initiative – Patent Filed:* Design/implementation of Firewall Modules for voice protocols and products to allow Firewalls to interoperate with Telephony equipment.

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY

Evanston, IL
December 2011

- GMAT 710; Completed most of MBA courses with distinction (High Pass)

PURDUE UNIVERSITY

West Lafayette, IN
May 1998

- Fully Funded Research Scholarship. Research received National Science Foundation Grant

ADDITIONAL

- Water Sports. Swam in the Great Barrier Reef, Australia, Hawaii and Canada
- Quizzing and Debating buff. Was ranked in the top 5 quizzers in Bangalore, India
- Grew up and lived in India, Nigeria, Africa, UK, US and Canada. Speak Five Languages.

Mark Barham

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Chicago, IL 60610

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SUMMARY

Mergers and Acquisitions Consultant with over 9 years experience providing due diligence services, with expertise in financial diligence. Worked on over 50 transactions across North America and Europe, with deal values ranging from \$50 million to \$8 billion. Advised both corporate and private equity clients on acquisitions; and significant experience assisting large corporate clients through the process of divesting underperforming or non-core assets. Industry experience includes healthcare, retail and consumer products.

EXPERIENCE

**PRICEWATERHOUSECOOPERS
DIRECTOR, Transaction Services**

**Chicago, IL
2005-Present**

- Experienced director in the Chicago practice with responsibility for leading diligence teams comprised of staff in multiple locations.
- Significant experience in the areas of diligence that impact valuation, including business analysis, quality of earnings, working capital trends and debt-like items.
- Provided advice on the drafting of Sale and Purchase Agreements, with a particular focus on the accounting and financial aspects. Added real value to clients through positive purchase price adjustments, including in excess of \$100m on a single transaction.
- Project managed multiple teams of specialists, in areas such as operations, accounting, taxation, legal, IT and human resources; enabling me to present clients with the full range of diligence issues.
- Gained significant expertise working closely with private equity clients, including:
 - Lead healthcare director on our largest private equity client in Chicago, working closely on complex, demanding projects with short timelines; and
 - Reviewing and providing input into the assumptions and mathematical accuracy of valuation models.
- Gained significant expertise on divestiture (sell-side) transactions, for example:
 - Assisted a former public steel company in the successful \$4bn carve-out and divestiture of major operations in the US and Canada, working closely with the CFO and senior executives;
 - Worked with the corporate team on integration and synergy tracking, following the \$1.7bn merger of two large public companies in the consumer products sector; and
 - Provided subject matter expertise, advising large clients on best practices and common pitfalls when performing divestitures, including large technology clients based in California.
- Gained experience in a variety of industry sectors, with significant experience in healthcare, retail and consumer products.
- Responsible for various practice areas outside of diligence work, including:
 - Developed content and presented to clients and professional bodies on technical issues, such as software revenue recognition, business combinations, and the current M&A environment.
 - Developed and facilitated professional education courses for over 100 M&A professionals in the local office, and taught training courses to both the national practice and global delivery centers.
 - Mentored individuals both formally and informally within the firm, taking an active role in career advice and performance appraisal.
 - Involved in the recruitment of new talent, including interviewing and providing feedback.

**PRICEWATERHOUSECOOPERS
MANAGER, Transaction Services**

**London, UK
1998-2001**

ASSISTANT MANAGER, Assurance

2001-2003

- Led audit teams at divisions of FTSE 100 and 250 clients, before joining Transaction Services.
- Gained experience developing the skills and experience identified on the previous page; unique experiences included:
 - Performed seller due diligence for several global companies, with up to £1bn in revenue, including retail pharmaceutical and manufacturing and businesses. Worked closely with the seller at multiple locations over extended periods.
 - Assisted with the £500m Initial Purchase Offering (IPO) of a major UK food group.
 - Performed buy-side due diligence on the £700m acquisition of a large UK newspaper group.
 - Bid defense for a FTSE 100 clothing and grocery retailer, with £7bn of revenue.

**BARBER, HARRISON & PLATT
Senior Accountant, Audit and Accounts**

**Sheffield, UK
1998-2001**

- Audited and compiled accounts for small and medium sized clients, working closely with the owner-managers.
- Gained a solid foundation for understanding accounting and financial statements.
- Completed ACA qualification

EDUCATION

**KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY
Executive MBA**

**Evanston, IL
December 2012**

- Selected to receive a scholarship for high-performing individuals within PwC

**INSTITUTE OF CHARTERED ACCOUNTANTS ENGLAND & WALES
Associate Chartered Accountant (ACA)**

**London, UK
October 2001**

- All exams passed at the first attempt

**UNIVERSITY OF SHEFFIELD
BA (Hons), Business Studies and Economics**

**Sheffield, UK
July 1998**

ADDITIONAL

- Very strong Excel and Powerpoint skills
- Member of the Advisory Board for One World Sports, a non-profit organization based in Chicago
- Participate in the Ladder-Up Tax Assistance Program, helping low-income families in the Chicago area to prepare and file tax returns
- Active in triathlons, including international and half ironman distances
- Advance PADI certified scuba diver and regular skier
- Extensive traveler, including Europe, North and Central America and Africa

Michelle Beck

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Chicago, IL 60618

312-339-6038
mbeck2012@kellogg.northwestern.edu

PROFILE

Global Operations Leader with 15 years experience specializing in business transformation through technical, financial, and supply chain process design and improvement. Proven track record maximizing resource utilization in off shore and/or outsource model. Extensive experience in cross-cultural communication, team building, and management. Strong leader with a desire to partner with the client to meet pressing business needs.

EXPERIENCE

Aon Service Corporation

November 2007 - Present

IT Director, 2010 - Present

- Finance ERP global financial system integration; led Corporate Systems team in this program from inception (business case, charter, consulting partner selection) through present effort to stabilize technical and financial processes in preparation for roll out to the UK, Europe and beyond
- Participate in governance meetings and management of \$7MM 2012 discretionary budget
- Update Executive Leadership team (CFO, CIO, SVP) weekly on deployment and stabilization efforts
- Travel to India and the UK quarterly to manage global teams, and meet with finance business regarding requirements, project status, and issue resolution
- Leveraged and reworked project plan to enable AonHewitt integration with Aon's corporate financial system just 9 months post-merger
- Developed project governance model and overall program budget (\$50MM over 4 years)

Sr. Application Development Manager, (Hewitt Associates) 2008 - 2010

- Managed 75 person global technical team (in-sourced and out-sourced offshore, and onsite members) in creating application readiness for the reimplementation of Hewitt's financial system
- Responsible for contractor budget of over \$3MM annually
- Developed scorecard for tracking productivity and quality of on and off shore development teams
- Led business process confirmation workshops in the United States and the United Kingdom

Sr. Technical Consultant, (Hewitt Associates) 2007 - 2008

- Hired as a technical Subject Matter Expert in PeopleSoft technology to lead effort to stabilize North American financial system
- Led Development Discipline team to create Application Systems Software Development Life Cycle
- Ensured adherence to Hewitt Technology Framework SDLC, Hewitt Technology Process (HTP); conducted phase gate reviews, and participated in Process Audits

Oracle Corporation, Chicago, IL

2002-2007

Sr. Application Development Lead

- Team Lead for PeopleSoft 9.0 Inventory Shipping module
- Oversaw development within Shipping module for various enhancements simultaneously

- Conducted review meetings to present designs and solicit feedback from functional, strategy, quality, usability, and documentation teams
- Developed enhancements for PeopleSoft 8.0 – 9.1 Supply Chain Management product using PeopleCode and Application Engine

New United Motor Manufacturing, Inc, Fremont, CA 2001-2002

Independent Consultant

- Led NUMMI IT Team to implement PeopleSoft Order Management, Production Planning, and Manufacturing modules for Service Parts Project on Oracle database
- Led data analysis, conversion, requirements gathering, design, and coding
- Developed training and trained NUMMI IT, Sales, and Shop Floor Team Members

PeopleSoft, Inc, Pleasanton, CA 1999-2001

Application Developer

- Developed new functionality in PeopleSoft 8 Manufacturing Shop Floor
- Rewrote logic for improved efficiency with PeopleSoft Internet Architecture
- Wrote technical design documents and unit test plans for new enhancements

Lawrence Berkeley National Laboratory, Berkeley, CA 1998

Computer Systems Engineer I

- Implemented Maximo Facilities Management System
- Customized GUI to improve usability; redesigned business practices for increased efficiency
- Developed training materials and conducted intensive, hands-on user training sessions

Sprint PCS, Overland Park, KS 1998

Systems Analyst

- Performed maintenance as well as system enhancements on PeopleSoft Financials

Robert Half International, Pleasanton, CA 1997-1998

Developer I

- PeopleSoft Financials and HR 6.0 implementation project developer

EDUCATION

Kellogg School of Management, Northwestern University, Evanston, IL

Executive MBA, degree expected December 2012

University of Illinois, Springfield, IL

B.S. Computer Science, 2007

- Magna Cum Laude

ADDITIONAL DATA

- Technical Skills: PeopleSoft Order to Cash, Procure to Pay, Record to Report, Supply Chain Management, PeopleTools, PeopleCode, AE, Process Analysis and Design
- Interests: Family, Travel, Reading, Skiing, Kellogg Alumni Club, Chicago local theater, Sports fan

EDGARD BEYER

5680 NW 106 CT

Miami, FL 33178

Phone: (954) 552-7251 Email: ebeyer2012@kellogg.northwestern.edu

SUMMARY

Sales and Business Development Director with over twelve years' experience working on developing sales and new businesses for both domestic and multinational companies related to food and animal feed industries. Proven track record of leading engagements, ensuring client satisfaction at various management positions. Last 10 years spent on marketing and sales activities and last 8 years functioning at senior management level.

EXPERIENCE

MARINE HARVEST USA

Miami, FL

Sales & Business Development Director

2006 – 2012

- In charge of Marine Harvest USA' sales, worth approx. 380 million. Marine Harvest is a leading seafood company and the largest producer of farmed salmon in the world. The company engages in a variety of farming, processing, smoking, distribution and sales activities in its locations around the world.
- Responsible for the processing and value added activities of Marine Harvest in the US, which includes 2 processing plants located in Miami and Los Angeles respectively.
- In charge of the corporate relationships with main-strategic customers at retail, food service and distributor levels.
- Responsible of negotiation of all main contracts in the US.
- In charge of existing products and brands for the North American market.
- Strong focus on return optimization by creating new product solutions capable of absorbing industrial scale volumes of low-end by-products generated by our farming and processing operations.
- Key contact with suppliers both internally (Marine Harvest production Business Units) and externally (third parties).

STOLT SEAFARM CHILE (Acquired by Marine Harvest globally in 2005)

Puerto Montt, Chile

Sales Manager

2002 – 2006

- Head of department, responsible for the sale of the salmon species produced by the company in all markets (USA, Europe, Asia and South America), including both internal and external sales.
- Responsible for product logistics & distribution.
- Extensive traveling to maintain and develop relationships with customers as well as to represent the company on international trade shows.
- In charge of strategic product development focused on upgrading byproducts and rejections of the standard process.

ANASAC – Agricola Nacional

Temuco, Chile

Marketing & Product Development Manager

2000 – 2002

- In charge of R&D and Marketing for the Animal Production Division of the company, including but not limited to: mineral supplements, milk replacers and forage seeds.
- Also responsible for production of mineral supplements for cattle. On that role, I revised all of our mineral supplements, leading the line's upgrade and growth from only 7 to more than 20 products manufactured in a new state-of-the-art facility. These efforts coupled with good marketing changed the company's position on the cattle's mineral supplement market, becoming the leader in Chile.

PARMALAT CHILE**Temuco, Chile****Associate (2000 – 2001), Consultant (2000)****1999 – 2000**

- Main responsibility was to grow and improve our purchases of milk from dairy farmers by establishing a new reward system for the milk that was purchased.
- The new payment system considered - for the first time - the composition (protein & fat) as well as the microbiological standards of the milk.
- This was considered a better system for our suppliers and for ourselves, resulting - after 1 year of implementation - in a 30% improvement on the quality of milk received at the company's processing plants. In turns, that huge improvement allowed us to support the company's strategic plan of expanding the percentage of value added final products.

EDUCATION**KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY****Miami, FL**

Executive MBA

Degree Expected December 2012

UNIVERSITY OF WISCONSIN-MADISON**Madison, WI**

Double Master of Science, Agronomy & Dairy Science

December 1998

UNIVERSIDAD AUSTRAL DE CHILE**Valdivia, Chile**

Agricultural Engineer

July 1997

ADDITIONAL

- Academic awards:
 - Best student of the Animal Production Department. Given by dairy company Cooperativa Agrícola y Lechera de La Unión Ltda. (Colún)
 - Best Agricultural Engineer graduated in 1997 at Universidad Austral de Chile. Given by the Faculty of Agricultural Sciences. Only student graduated with a "Maximum Distinction" in 1997 (among ~ 100 students)
 - Best Agricultural Engineer graduated in Chile in 1997. Given by the National Agricultural Engineer's School of Chile A.G.
- Visited 25 states, 30 foreign countries; enjoy tennis, soccer and bike with my kids.

TOMAS A. BILBAO

632 I Street, SE Washington, DC 20003
Ph: (202) 714-1153 email: TomasBilbao@mac.com

PROFILE

Reputation Management Strategic Relationships Policy Advocacy

- Results-oriented executive with over ten years experience in policy advocacy within the legislative and executive branches of the federal government, political campaigns and not-for-profit sector.
 - Demonstrated achievements in influencing U.S. policy through the development, marketing and management of initiatives and strategic relationships.
 - Subject matter expert on foreign policy toward Latin America, appearing as a frequent guest on CNN, BBC, Al Jazeera, CNN International, Univision and other programs.
 - Strong leader with a track record of inspiring teams to deliver under high pressure and tight deadlines.
 - Proven record of building powerful relationships across government agencies, private corporations and other non-governmental organizations. First-level access to a wide array of corporate, media and government contacts in the U.S. and abroad.
-

EXPERIENCE

CUBA STUDY GROUP

Washington, DC

Executive Director

2005-Present

The Cuba Study Group is a non-profit, non-partisan organization, comprised of business and community leaders of Cuban descent who promote more effective policies toward Cuba.

- Forged and led coalitions with the Brookings Institution, Council of the Americas, the Center for Financial Inclusion at ACCION International and other organizations, that brought together policy and industry experts to develop policy recommendations in the areas of telecommunications, corporate social responsibility and microenterprise support which have played pivotal roll in the Administration's ongoing review of Cuba policy.
- Drafted and promoted a microfinance initiative that has become the basis for Spain and the Holy See's economic development programs in Cuba.
- Successfully lobbied U.S. policymakers to enact some of the most important changes in U.S. sanctions toward Cuba in 50 years, including reforms to telecommunications, travel and remittance regulations.
- Recruited management teams and secured over \$2 million in external funding.
- Advise Board of Directors of over twenty high-level executives in the formulation of effective policy recommendations and strategies to influence U.S. foreign policy toward Cuba.
- Positioned the Group as the premier advocacy organization for one of the nation's largest domestic foreign policy constituencies through a five-year strategic plan that included developing policy recommendations, building relationships with key policymakers, executing a proactive media campaign and building strategic partnerships.

UNITED STATES SENATE

Washington, DC

Director of Transition, Office of Senator-elect Mel Martinez (FL)

2004-2005

- Managed Senator-elect Mel Martinez' transition to the U.S. Senate.
- Served as liaison between the Senator-elect and Republican leadership offices during orientation and committee selection process.
- Advised the Senator-elect in the selection of personnel.

MEL MARTINEZ FOR SENATE**Orlando, FL*****Director of Operations*****2004**

- Managed field operations for the successful campaign of the first Cuban-American elected to the United States Senate.
- Designed and executed all public events for the campaign.
- Served as liaison between the candidate and senior campaign staff and consultants.
- Designed and maintained content of campaign website, which raised over \$250,000.

U.S. DEPT. OF HOUSING AND URBAN DEVELOPMENT**Washington, DC*****Deputy Director of Operations, White House Appointee*****2001-2004**

- Led Secretarial Advance team of seven political appointees in increasing operational efficiencies and improving project quality through training, mentorship and implementation of procedural guidelines.
- Served as principle agency contact to foreign governments for the planning and execution of official Cabinet-level delegations to: Argentina, Colombia, Dominican Republic, El Salvador, Mexico, Nicaragua, Russia and Spain.

Advance Coordinator

- Promoted twice and was one of only three employees in the agency recognized by the Secretary with a performance award for outstanding service during his tenure.
- Selected by U.S. Treasury Department's Advance Office to manage international trips by the Secretary of the Treasury to Ecuador, Argentina and Ghana.

Personal Aide to the Secretary

- Staffed Secretary for all travel and meetings with high-level officials.
- Obtained Top Secret security clearance.

U.S. HOUSE OF REPRESENTATIVES**Washington, DC*****Legislative Correspondent, Office of Representative Walter Jones (NC)*****2000-2001**

- Assisted constituents with immigration and naturalization matters.
- Supported legislative staff through policy research and by drafting constituent correspondence.

EDUCATION**KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIV.****Miami, FL*****Master of Business Administration*****December 2011****AMERICAN UNIVERSITY****Washington, DC*****Bachelor of Arts in International Relations*****2001**

- Concentration in Latin America and International Economic Policy

ADDITIONAL INFORMATION

- Native fluency in Spanish and English. Citizen of the U.S. and Venezuela.
- Vice-president of the Board of Directors of the Capitol Hill Cooperative Housing Association, Inc.
- Volunteer with Big Brothers/Big Sisters since 2005.
- Top-ten fundraiser for the 2009 Washington DC Susan G. Komen Race for the Cure.

Felipe Boshell

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Fboshell2013@kellogg.northwestern.edu

SUMMARY

Senior Media and Television professional with high level responsibility for the Latin American region. Proven track record in the production and broadcasting industry. Results-driven executive with leadership experience in strategic planning, company operational and financial restructuring, and business development capability. Has developed an extensive international network; and has the ability to build solid relationships. Strong problem solving and analytical skills with the ability to execute while leading cross-functional and multidisciplinary teams.

PROFESSIONAL EXPERIENCE

CARACOL TELEVISION S.A – Managing Director

Bogotá, Colombia

Mar 11 – Current

- Responsible for the new structure and management of the TV Studio out of the leading broadcaster in Colombia with annual sales of US\$250 million.
- In charge of planning and coordinating international co-productions for the Latin-American market.
- Responsible for a production budget of US\$70 million and more than 1500 hours of production.
- Analyze and develop possible group synergies.

TELESET S. A - Managing Director

Bogotá, Colombia

Apr 04 – Feb 11

- Responsible for the EBITDA performance of the company.
- Formulated and implemented the Re-structuring of the company.
- Devised and developed the strategic plan for 3 and 5 years.
- Structured output deal with main Colombian TV Network.
- Developed client relations with all the main broadcasters in Latin-America and sustained commercial relations with all the major players in the TV Industry.
- Created and supervised 4 small, strategic sister companies.
- Led a team of 60 fulltime employees and up to 500 service and production personnel.
- Managed the company while revenue increased from US\$7 to US\$32 million.
- Conducted the valuation and led the negotiations with Sony Pictures Television, that secured a 50% sale of the company.

TELESET S.A - Finance Director

Bogotá, Colombia

Aug 02- Apr 04

- Structured and implemented financial strategies.
- Responsible for the Financial Statements.
- Conducted all negotiations with clients and suppliers.
- In charge of budgeting and forecasting.

MINISTERIO DE COMUNICACIONES DE COLOMBIA - Consultant

Bogotá, Colombia

Apr 02 - Aug 02

“Compartel – comunicaciones sociales” program

- Project Planning / Structuring and contracting functional areas.
- Participated in the design and implementation of a Social Domiciliary Telecommunications Project, worth US\$20 million that provided 15.000 telephone lines to 150 distant locations in Colombia.

- Responsibilities included project planning, policy and regulatory framework design, bidding process design and evaluation as well as project follow-up.

UNIVERSAL STUDIOS NETWORK - Finance Analyst

London, England
Jan 00 – Apr 02

- Credit control analysis across Accounts Payable and Receivable.
- Implemented the approval process, consolidation and enhancement.
- Budgeting and forecasting: actively participated in producing a 5-year budget plan.
- Involved in financial planning, development and launch of a new channel.
- Member of the synergies team for Vivendi Universal.

AT&T CAPITAL - Credit Analyst

Bogotá, Colombia
1998

- Assisted Senior Financial Analyst in financial planning. Tasks included: Portfolio analysis, market analysis, forecasting and client presentations.

Multimedia Broadcast Associated - Intern

Bogota, Colombia
Summers of 1996, 97

- Prepared, monitored and analyzed sales reports for the Latin American pay television market.

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY **Miami, FL**
MBA candidate June 2013

UNIVERSITY OF WESTERN SYDNEY
Bachelor of Economics.

Sydney, Australia
1999

COLEGIO DE ESTUDIOS SUPERIORES DE ADMINISTRACIÓN.
Bachelor of Business Administration.

Bogotá, Colombia
1998

ADDITIONAL INFORMATION

- **Languages:** Spanish – Mother Tongue, English – Fluent (Spoken and written)
- **Cultural Diversity:** Lived in Colombia, Australia and UK; Travelled around South East Asia and Europe. Extensive travel in Latin America; travelled to the 5 continents.
- **Hobbies:** Cooking, Scuba Diving, Motocross.
- **Other:** Member of Executive Forum since 2006. Have assisted to NATPE (Las Vegas), LA Screenings (Los Angeles) and MIPCOM (Cannes) TV markets since 2006.

JANETH CAICEDO

12355 Preserve Ln, Johns Creek, GA 30005USA
Phone: (847) 274-7633 Email: jcaicedor@hotmail.com

SUMMARY

Dynamic and results oriented Operations Executive with 19+ years of progressive leadership experience in Multi-plant operations, Quality Systems Management (ISO, QCMS, GMP), Global Supply Chain Strategy and Customer Logistic roles within international environments and across different business units in the food industry. Record of success leading and implementing robust process and cost improvement initiatives, plant turnarounds, plant/systems start up, crisis management, and labor relations transformation. Strong skills in team building and people development, strategic planning, execution, project management and handling complexity.

EXPERIENCE

KRAFT FOODS, INC.

1997 to Present

Region Director Customer Logistics, 2011 to Present

Atlanta, GA, USA

Provide leadership to the logistics operations of seven Direct Store Delivery (DSD) branches and special projects in the MidSouth region while ensuring appropriate logistics support to Regional Sales Vice President and Directors.

- Achieved 150% productivity vs. goal, the total cost at 98% vs. budget and 85% reduction in Safety indexes vs. 2010 year in the region. As a result, 3 branches positioned themselves in the top five positions of the Leadership & Excellent contest among 79 total branches in the US.
- Led the improvement of the customer service department at the Atlanta Market Place Distribution Center through step by step assessment, KPIs implementation and communication enhancement.
- Lead a network optimization initiative while maintaining high service level to customers. The project is expected to achieve 17% cost reduction for the region in 2012.
- Lead the Waste reduction in the South area from Bakery to Retail.
- Implement Lean six sigma initiatives in warehouse and delivery in the MidSouth region.

Director, Global Supply Chain Strategy, 2008 - 2010

Northfield, IL, USA

Provided leadership in developing short and long term supply chain and asset management strategies that integrate internal/external manufacturing network analysis to meet growth, cost reduction goals and cash flow expectations. Projects were led through multi-disciplinary teams which include representatives across business units, functions and/or regions.

- Co-led the scoping of a strategy development for the sourcing/ supply of raw materials in the Confectionary category which represents 30% of the total revenue for Kraft Foods.
- Co-led the North America inbound transportation optimization assessment (~3% cost reduction).
- Led the first Integrated Manufacturing Network Analysis for a product platform (Powders) in North America. Results included network configuration, make vs. buy strategy and operational cost savings identified of > \$14 million.
- Co-led the long-term asset strategy for Oscar Mayer networks identifying capital avoidance of \$60 million, and operational cost savings of \$14 million, while optimizing sourcing and defining new plant roles.
- Integrated with Global Manufacturing leadership the 3-year Strategic Plan.
- Facilitated/provided support on continuous improvement methodologies (L6Sigma), best practice sharing across business units, and End-to-End business initiatives.

Manufacturing Director, 2006 – 2007

Mexico City, Mexico

Oversaw manufacturing operations for 2 plants with 1,500 average employees, \$250 million annual budget, and annual production of 140 million pounds of product for distribution across three countries. Volume was accountable for 80% of Mexico revenue and 40% of the powder beverages business in the United States.

- Spearheaded the consolidation of two plants without disrupting business and meeting timeline and all KPI (conversion productivity of 8%, safety index below 0.8, quality complaints 30% reduction).
- Exceeded productivity levels committed in the project by 100% during project execution and achieved smooth integration of plant people.

- Led transformation efforts surrounding the employee union associations which enabled the implementation of continuous improvement and high performance teams at shop floor driving variable cost reduction by 3pp.
- Led the implementation of the latest technology for cream cheese production which increased yield by 5pp.

Plant Manager, 2001 – 2005**México, Colombia, Venezuela, Ecuador, and Panama**

Exceeded a challenge to manage plant operations throughout Central and South America. Led food manufacturing plants containing 100 to 1,100 employees that produced products (8-100 million pounds) for distribution to multiple countries. Responsible for multi-million dollar budgets impacting manufacturing, logistics, finance, human resources, warehouses, safety & environment, quality and business development.

- Successfully turned around manufacturing plants in Mexico and Venezuela. Results included: plants' transformation, cost reduction (>\$3 million/ year, 8% conversion productivity), KPI improvement (+8pp OEE, +2pp yield, consumer complaints 40% reduction), customer service level increase (+15pp).
- Surpassed plant expectations despite a Venezuela political crisis which stressed people management, affected materials imports and challenged product costs due to government prices control.
- Implemented successfully ISO9000 Quality system and ISO14000 Environmental system (Venezuela, Mexico).
- Led the Panama plant closure by informing people in advance (6 months) delivering expected results without business disruption and assuring a smooth process with employees. (Panama).
- Successfully transferred mayonnaise production from Panama Plant to Valencia Plant. (Panama, Venezuela).

Manufacturing Manager, 1999-2000**Cali, Colombia**

Led production, maintenance, warehouses, quality, production planning, and R&D teams of a plant containing 450 people and producing 70 million pounds per year for distribution to multiple countries.

- Delivered outstanding results in production efficiencies by implementing mechanical operators and team leaders on the shop floor (+7pp); people performance became the benchmark for the LA region.

Quality, Research and Development Manager, 1997-1999**Cali, Colombia**

Led the quality process control, quality assurance and new products development in a plant producing powder beverages for the Andean region. Successfully directed the implementation of the Quality Standards (QCMS, GMP).

SUGAR MILL INDUSTRY**1991 – 1997****Quality and Harvest Manager, 1994-1997****Central Azucarero del Táchira, Venezuela**

Managed quality and harvest areas in a sugar mill with 900 people harvesting, 100 people at the factory and producing 90 million pounds per year. Delivered sugar cane yield increase (+ 2.8pp) through training and processes improvement in the growth and harvest of the sugar cane, and implemented the Quality System based on ISO 9000.

Quality Laboratories Chief, 1991-1994**Ingenio Central Castilla, Colombia**

Managed QC laboratories for sugar cane and production process. Implemented on line QA analysis and mini-labs.

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY
Executive MBA

Evanston, IL
2011

UNIVERSIDAD DEL VALLE
Bachelor of Science in Chemical Engineering

Colombia
1991

ADDITIONAL

- US Green Card holder.
- Bilingual Spanish and English.
- Led the implementation of a cross-industry manufacturing council, hosted by the Grocery Manufacturer's Association, 2008, USA with the purpose of sharing best practices and key performance indicators.
- Awards: "Latin America Region Award" (2005, 2007, Mexico), "Kraft Foods International Plant Safety Performance Award" (2006, Mexico), "Presidents Award" (2003, Venezuela), GSC recognition (2001, Panama).

Bridget E. Calendo

1630 Chicago Avenue, Apt 1314, Evanston, IL 60201

Phone: (847) 946-0376 Email: bcalendo2012@kellogg.northwestern.edu

SUMMARY

Marketing and Operations Executive with over fifteen years experience in non-profit management at the national and international level; managed programs at the Presidential level. Raised money in the range of \$500,000 to \$1M in gifts and directed programs. Managed \$5M+ budgets for endowments, gifts, research and operations. Key areas of expertise include Strategic Planning, Operations and Programs, Board Relations, Advertising, Marketing Strategy and Research.

EXPERIENCE

NORTHWESTERN UNIVERSITY

Evanston, IL

Director of Operations and Outreach

2008 - Present

- Founder and Chair of the Midwest Energy and Sustainability Leadership Alliance (MESLA).
- Wrote the Strategic Plan for Institute for Sustainability and Energy at Northwestern (ISEN) with 5-year goals and tactical objectives.
- Chair, One Book One Northwestern project with over 200 events for incoming President.
- Develop outreach efforts to internal and external audiences to further the agenda of energy and sustainability on the Evanston campus and to the broader Chicago-metropolitan community.
- Lead ISEN's international programs; these include Northwestern University in Qatar and programs in energy at the University of Bonn and at the Technical University of Munich, Germany.
- Work with Northwestern Trustees to advance the mission of ISEN to donors and friends.

DUKE COMPREHENSIVE CANCER CENTER

Durham, NC

Director of Individual and Major Gifts

2008 - 2006

- Developed programs and strategies to identify, cultivate, track, solicit and steward patients and friends of the Duke Comprehensive Cancer Center for significant gifts to fund patient and research projects.
- Closed six and seven figure gifts for the Cancer Center and the Annual Fund.
- Managed Faculty Philanthropy Committee to increase faculty involvement to enhance major gift activities.
- Created stewardship programs to enhance relationships with current and potential donors.
- Wrote proposals, and articles to support publicity on important gifts, programs, accomplishments or events.
- Developed procedures with the Office of Gift Records for effective recording, and acknowledgment of gifts.

YALE UNIVERISTY

New Haven, CT

Director of Advancement

2005 - 2006

- Successfully solicited six-figure gifts for Biomedical Engineering, Mechanical Engineering, Science Policy student internships in Washington DC, and the Allan Bromley Fellowship.
- Created Yale Engineering brand that included new marketing materials and website and CMS (over 5,000 pages.)
- Spearheaded Yale Engineering Campaign and revised feasibility report and case statement to alumni clubs and board.
- Strengthened relationships with the New Haven community by developing strategic marketing plans and creating new science programs: Girls in Engineering Day; Engineering Trivia Tournament; Environmental Engineering Justice Day; Science Saturdays; and YSEA High International Science Fair competition and database.
- Established relationships with donors, industry, alumni and city, state and federal agencies.

BOYS HOPE GIRLS HOPE

Wilmette, IL

Executive Director/Illinois Program

2003 - 2005

- Chief Administrator; managed and raised funding for annual operating budget of \$1.1 million; eliminated debt and grew reserves by 25 percent.
- Successfully presented proposals to foundations and major donors.
- Increased Annual Appeal 20 percent in the first year;
- Obtained new leadership gifts from: CIBC Miracle Day, CNA, Northern Trust Bank, WGN Children Charities, Cubs Care, Million Dollar Round Table, Northwestern Mutual, Richard H. Driehaus Foundation, and Staubach Company.
- Secured funding for several college scholarships.
- Managed media contacts, press releases and public relations, communications, and marketing.

NORTHWESTERN UNIVERSITY
Director External Relations/Medill

EVANSTON/CHICAGO, IL
1992-2003

- Promoted Medill to media worldwide; identified key strengths and areas of strategic focus.
- Provided press releases to media contacts.
- Managed events, wrote proposals with Medill's development director and directed four budgets.
- Chief liaison to donors, alumni worldwide, media and friends.
- Chief liaison to Medill's Board of Advisers and alumni clubs worldwide.
- Expanded Medill's exposure across all media, included faculty, alumni features and awards.

Director of Institutional Advancement and Development, Northwestern University Sheil Catholic Center

- Initiated and implemented first alumni annual fund campaign which resulted \$50,000+ in first seven months.
- Successfully solicited major gifts to endow a new staff position for over \$150,000.
- Expanded outside donor base by 33% in the first year; secured new gift process through Northwestern University.
- Secured corporate and individual sponsorship for Mardi Gras (raised \$87,000.)
- Secured outside funding to support new initiatives and for capital projects and program needs.

Associate Director for Medical Development, Northwestern Medical School

- Managed development activities including strategy, annual campaign, planned giving, grants and events.
- Designed new development brochures and wrote proposals to secure new endowed lectureships.
- Visited donors, alumni and foundation contacts to strengthen their relationships to the Medical School.
- Determined funding needs and priorities; researched prospective donors.
- Secured new gifts from foundations and donors, alumni and others.
- Initiated and implemented fundraising special events to honor and recognize major gifts.

Operations Manager, Department of Surgery, Northwestern University Medical School

- Created "Friends of the Department" database, which included demographic information on all donors and prospects, former students and residents, current faculty, students, alumni and staff.
- Organized events and publicity surrounding major gifts and donations.
- Administered faculty salary increases including incentive compensation, advances and bonuses.
- Member of the Executive Management Committee (Chairman and Division Chiefs).

Associate Director, Master of Engineering Management (MEM) Program

- Doubled program revenue in two years.
- Established *Industry Friends Advisory Board*: Motorola, S&C Electric, USG Corporation, Abbott Laboratories, General Motors and Bell & Howell among others.
- Directed marketing campaign to prospective students, corporations and others; increased applications by 48 percent.

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY
Executive MBA

Evanston, IL
Degree expected June 2012

NORTHWESTERN UNIVERSITY
M.A. Sociology/History

Evanston, IL
1998

ROOSEVELT UNIVERSITY
B.S. Psychology`

Chicago, IL
1991

ADDITIONAL INFORMATION

- **Member of City of Chicago Sister City Committee to China, 2009 - Present**
- Steering Committee Board, **Evanston Community Foundation, 2010 - Present**
- **Past President and member of Association of Northwestern University Women(ANUW)**
- Interests: Traveling, Running, Painting, and Sports.

Patty Canales Anchorena

21911 Philmont Ct., Boca Raton, FL 33428

(+1)305-7939544, pcanalesam@yahoo.com

Summary: Top performer executive with 21 year's delivering strong results in terms of growth, profitability and savings by setting clear goals, developing winning strategies and driving accurate actions to turn around the challenges. Innovation and transformation are topics that I am extremely familiar with.

Experience: Achieved a corporate role in a holding based on 18th years of successful results and continuous contributions. Credicorp is listed in Forbes as 916th largest company worldwide, headquarters in Peru and have operations in 5 countries in the banking, microfinance, insurance and pension funds industries.

BANCO DE CREDITO DEL PERU, the banking company – CTO 1993 - 2011

The BCP IT information: +1100 FTE's, 800,000+ annual hours, 342 applications and 3 data centers.

CIO Office 2008 - 2011

- * Worked with McKinsey Company to set benchmarks and best practices in IT Demand, Supply, Architecture and Complexity. Led the team for the implementation of the IT transformation program.
- * Redefined and implemented the CIO Office to support company IT goals.
Bottom Line: Led 34 projects over 9 months timeframe. Reduced IT back log by 49.8% and reduced time-to-market by 47%, \$4.5 million annual labor costs savings, reduced maintenance hours below 7%, completed the business and technology blueprints, reduced 14% of IT complexity and decommissioned 60+ applications. McKinsey recognized BCP performance standards to be better than benchmarks.

Chief Architect & CTO. 2004 - 2008

- * Turned around the Enterprise Architecture (EA) role in the company. Executed comprehensive feasibility studies which resulted in the formation of critically needed functions and departments.
- * Created an enterprise architecture portfolio of 12 business domains. Conceived a future stage EA and technology and defined the roadmap with the business and technical units.
- * Implemented Enterprise Application Integration (EAI) and Services Oriented Applications (SOA) technology.
Bottom Line: Achieved 60% to 300% reduction of the IT delivery time and increased profits, decreased 30% of the IT standards, instituted effective valuations to define and control the IT complexity. Created an IT architecture scorecard and started the buy in of EA. Evaluated and recommended solutions by \$200+ millions

Chief Development Officer. 2000 – 2002

- * Directed the computer services group, 400+ personnel, providing the development and maintenance of 228 software applications for BCP Peru and 78 for BCP Bolivia.
- * Led continuous improvement program. Implemented CMMi, ITIL & PMBOK practices in IT processes.
- * Created a software factory and presented the business case to the Steering Committee.
Bottom line: Implemented an IT supply model offering 652,050 annual hours. Increased productivity by 25% and decreased \$2.79 million annual costs by creating the software factory and standardizing the 3rd party fees.

Business Intelligence Manager. 1998 – 2000

- * Turned around the data warehouse services and organization. Worked with partner and successfully presented to the Steering Committee a strategy to invest additional \$3.5 million in business deliveries instead of technical infrastructure and goals. Created a valuation model for BI investments.
Bottom line: Exceeded the ROI by 15% and increased the customer cross selling ratio and campaign effectiveness. Delivered key analytics models like Profitability, Customer segmentation, Channels and others which reduced customer churn, attrition

Team Leader. 1993 – 1998

- * Analyzed sales, services, loan origination, teller and cash management processes and software applications.

Directed IT teams providing computer products and replicated solutions in the companies of the holding.

- * Implemented new business solutions applying reengineering processes and cutting edge technologies.
Bottom line: Saved \$6+ million in software licensing and annual maintenance fees. Increased productivity of: 400 sales & services agents by 85%, 80 loans analysts by 75% and 1200 tellers by 65%.

EDYFICAR, microfinance company - Consultant. 2010 – 2011

- * Provided consultancy, shared knowledge and adapted some corporate IT guidelines to their context.
Bottom Line: Elected to lead the due diligence of the IT organization for the acquisition of a company.

PPS, insurance company – Consultant. 2009 – 2011

- * On behalf of the COO and CIO, led the AS IS analysis and TO BE definition to transform the IT, PMO and Architecture organization. Started a two years transformation program with 22 projects and 4 phases.
Bottom line: Five months later, implemented the new organization, the IT architecture function, processes and IT policies, reduced 22% of systems errors and raised Customer Satisfaction by 15%.

AFP PRIMA, pension funds company - IT Executive and Consultant. 2005 –2008

- * Evaluated and recommended the IT architecture, infrastructure, systems, vendors, organization and logistics for a start up within 5 months period. Redefined the IT architecture and operations to accomplish a M&A.
Bottom line: We delivered commitments one week before the due date and successfully adjusted the IT architecture for the M&A migrating 12 years of information of +900,000 customers over a 3 months period.

BCP & FIDELITY INFORMATIONS SERVICES (FIS) – Internship. 2002 – 2003

- * Recommended by the CIO of BCP, to complete a mentoring program in USA. FIS provided my training about of Outsourcing Operations, Architecture, Professional Services and Core Banking Products. Trained and exposed to: Toronto Dominion Bank, Bank of the West, First Hawaiian Bank and Equity One.

BANCO DE COMERCIO - IT Analyst. 1990 – 1992

- * Participated in a core banking implementation, expert in multiplatform integration S390 and C/S platforms.
Bottom line: Beyond my technical skills and duties, led successfully the roll out of the north region offices.

Education:

- * Kellogg School of Management - Executive MBA 2011 USA, Canada & China
- * Ciencias Aplicadas University - M.I.S Systems Engineering 2001, Peru
- * George Washington University - Master Information Technology Project Management 1999, USA
- * Cibertec Technical Institute - B.S. Computer Science 1988, Peru

Certificate Programs:

- * Del Pacifico University. Banking Strategy and Direction. 1997.
- * ESAN School of Business. Organization and Management, Reengineering and IT Strategy. 1994-1995.
- * MIT Sloan School of Management. E- Business Strategies. 2002.
- * Haas School of Business. Enhancing Negotiation Skills. 2002.
- * The Wharton School. Critical thinking and decision making. 2000.
- * Kellogg. Electronics Markets & Information Strategies & Strategic use of HR, Marketing 1-to-1, Marketing for the New Millennium. 2000.

Continuous Education:

- * Zachman Institute, IBM, Microsoft, Gartner & Forrester, TOGAF, DCI. 2006-2010.
- * Hay Group, Inmark, Center of Creative Leadership. Human Resources, Customer Services, People Management & Self Development. 2006-2010.

JR CARRERAS

19978 Presidents Cup Terrace, Ashburn, VA 20147
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SUMMARY

A highly accomplished, forward- thinking **Marketing and Business Development Executive** with progressive experience in the following areas:

**Product Launch & Brand Management Pricing Strategies Advertising & Promotions
Market Research Channel Development Strategies E-Commerce/Web/Social Media
Customer Life Cycle Management Accelerated Sales & Profits**

A track record of developing marketing campaigns, distribution strategies, and media plans that have resulted in increased revenues and product sales. Expert in online marketing with experience encompassing web design, advertising, and e-commerce. Creator of innovative new business and product development strategies. Seeks methods to enhance a company and explore avenues to boost customer base. Examines external and competitive factors, as well as the demand and market opportunity, to design sound, growth-oriented, practical and actionable long-range business plans. Establishes and strengthens customer loyalty.

A results oriented leader who motivates teams to set objectives and achieve ambitious results. Adaptable with diverse expertise, collaborates well in multiple industries, as well as changing working environments. Analytical and resourceful, utilizes information to make fact-based decisions that solve business problems and capitalize on market opportunities. Builds strong, creative teams, and fosters new ideas. Maintains a goal oriented outlook to contribute significant accomplishments and push for higher degrees of profitability.

EXPERIENCE

GRADUATE MANAGEMENT ADMISSION COUNCIL (GMAC) ***VP, Marketing Operations***

Reston, VA, USA
2008-Present

Responsible for concept development and execution of all aspects of the global brand, advertising, web marketing, market research, market segmentation, new business and product development, pricing, sales training, customer care, field marketing, and communications.

- ✓ Developed the brand strategy to increase global brand awareness and build the sales pipeline.
- ✓ Repositioned, repackaged, and priced an aging product line to make it relevant to our core vertical segments.
- ✓ Established customer lifecycle management programs within the customer care organization to enhance customer marketing, as well as generate revenue from cross-sell and up-sell opportunities.
- ✓ Built eCommunications marketing capabilities including website design, web advertising, e-commerce, email marketing, search engine optimization, website promotion, and web metrics.

INTERNATIONAL MARKETING EXCHANGE ***Partner***

Ashburn, VA, USA
2005-2008

Defined, developed, and oversaw the creation and implementation of consumer-centric marketing strategies and go-to-market solutions that change minds, reinforced behaviors and significantly impacted the bottom line for B2B and B2C clients. Expert at building brands by clearly defining segments, expanding reach, and maximizing on channel delivery in both new and existing markets.

NEXTEL COMMUNICATIONS ***Regional Marketing Director, North Region USA***

Reston, VA, USA
2003-2005

Supported 2 RVPs and 10 area VPs of sales in achievement of gross add and revenue results while implementing innovative strategies for acquisition marketing, general business marketing, Hispanic marketing, and channel development, within a 12-state region. Responsible for the ad agency relationship (planning & creative delivery), a sports marketing agency, and the management of a geographically dispersed team of 6 managers.

- ✓ Increased Hispanic subscriber base by 57% while developing 900 points of distribution through aggressive, targeted marketing and sales strategies.

YUPI.COM / MSN**South Beach, FL, USA****VP Client Services, Advertising & Product Commercialization – Founding Partner****1999 – 2002**

Created business development and marketing strategies for one of the largest Spanish language Portals on the Internet prior to its' acquisition by MSN in 2001.

- ✓ Co-authored business plan that raised \$150MM from multiple investors in support of new business venture.
- ✓ Managed 80 marketing & sales managers within Client Services Division. Assumed responsibility for all lead generation, brand building, and strategic development of client ad campaigns. Grew revenue 220% in two years.

HEINEKEN USA**White Plains, NY, USA****Brand Manager, Heineken (General Market & Hispanic)****1997 – 1999****Field Marketing Manager, Northeast****1996 – 1997**

Responsible for overall national brand strategy, Hispanic market strategy, new media/sports marketing strategies, new product line extension programs – Hispanic Market, and the advertising / public relations campaigns. Managed 2 ad agencies / 1 Promotional agency with budget responsibility of \$125MM.

- ✓ Conceptualized, developed, and launched first fully integrated 4 P's marketing plan to build Hispanic customer base throughout the U.S. delivering more new distributor sales & increasing brand awareness. Campaign included the "En Vivo" brand strategy to diversify the product portfolio. This delivered a 14% sales increase in 1st year of activation.

MILLER BREWING COMPANY**Milwaukee, WI, USA****Brand Manager – The Americas, MBUSA****1995 – 1996****Associate Marketing Manager, Caribbean & LATAM****1994 – 1995**

Designed, managed, and implemented, all marketing and business development initiatives for the launch of MGD throughout the Caribbean region and three Import brands in the US. Developed marketing plans, pricing strategies, advertising campaigns, collateral materials, direct mail lead generation programs, and related materials. Overall budget responsibility of \$20MM.

- ✓ Awarded best marketing & advertising campaign from the ASME – a campaign which helped to increase revenue from \$25MM to \$200MM and achieved a 35% share in 1 year. (Caribbean Products)

BACARDI-MARTINI**Cataño, PR, USA****Brand Manager, Medalla Beer****1994 - 1994****Assistant Brand Manager, Medalla Beer****1992 - 1994**

Managed all market research, created data analysis tools, and executed of all promotional strategy activities.

- ✓ Through market research findings, authored & presented a business plan that offered an affordable brand extension solution which enabled the product to enter over 2000+ new distribution sites, increased sales over 74%, and recovered capital investments in 1 year.

EDUCATION**KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY****Evanston, IL****Master of Business Administration****2013****BOSTON COLLEGE****Chestnut Hill, MA, USA****Bachelor of Arts & Sciences – Communications & Marketing****1992**

ADDITIONAL**BOARD APPOINTMENTS** – Forte Foundation Board Director (2009-Present)**LANGUAGES** – Fluent in Spanish & English. Computer Skills: Expert PC and MAC user.

Cassio Castardelli

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FINANCE/BUSINESS DEVELOPMENT

Experienced Finance and Strategy professional with a proven track record in developing and implementing business plans for new ventures. Currently Head of Finance and Administration of an Agricultural Asset Management firm with market value of \$1B, reporting to the CEO.

Actively involved in the pre-operational phase, business plan development, funding and implementation of a successful joint venture between a NYSE listed Brazilian agricultural firm and a major North American pension fund. Solid background in corporate finance, accounting and strategy. Other skills include human resources strategy and compensation policies.

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY, Miami, FL/Evanston, IL
Executive MBA, degree expected August, 2013

INSPER – Instituto de Ensino e Pesquisa, Sao Paulo, SP, Brazil
Bachelor in Business Administration, 2003

PROFESSIONAL EXPERIENCE

Radar Agricultural Properties S.A., São Paulo, SP, Brazil **2007 - Present**
\$1B Asset Management firm created in 2007 as a joint venture between Cosan (CZZ), a major Brazilian sugar / ethanol company, listed in Brazilian stock exchange and NYSE, and TIAA-CREF.

Head of Finance and Administration, 2008 – Present

Awarded this position after the funding of the company when the business started its operational phase. Current responsibilities include: Investors Relations, Corporate Governance and oversight of investment decisions and assets allocation: Valuation of investments, portfolio management and responsibility for the human resources area.

Finance and Administration Analyst – Pre Operational Phase, 2007 - 2008

Responsible for the business plan of the pre-operational phase. This business plan was the basis to raise funds and start an operational company in august 2008: Radar Agricultural Properties.

Actively participated in the “road show” in Brazil and in the United States, presenting it to pension funds, hedge funds and private equity firms. The process was successfully concluded in August 2008, raising a first investment of \$370M.

Natura Cosméticos, Cajamar, SP, Brazil

2004 – 2007

\$3B Annual Revenues Cosmetic Company. Brazilian leading company in direct sales model. Listed in Brazilian stock exchange (NATU3.BZ)

Coordinator of Innovation, International New Business 2006 - 2007

Developed the business plan and compensation strategy for a multi-level direct sales model. The adaptation of the Brazilian direct sales model to the entrance in French market was also a major accomplishment during the period. Managed a complex finance and business model to simulate scenarios and support decisions in sales channel, relationship marketing investments revenues forecast.

Coordinator of Financial Planning, 2004 – 2007

Responsible for forecasting, projections and financial studies. Consolidation of statements of the business units and structuring several efficiency improvement projects.

Promon Engenharia, SP, Brazil

2002 – 2004

\$ 1B Annual revenues Brazilian leading engineering company, specialized in infrastructure projects.

Participated in a talent development program started during under graduation period. After the conclusion of this program, invited to be hired as a Financial Analyst.

Trainee – Financial Analyst - Accounting, 2002 – 2003

Developed a model for cash flow forecasting that was adopted for the entire set of engineering projects monitored by the company.

Trainee, New Business Venture, 2002 – 2003

Participated in an e-learning start up at Promon Engenharia Group. Performed several different roles and implemented models that supported the operations of the new venture, such as a commercial pipeline model, internal procedures and information management tools.

ADDITIONAL INFORMATION

Speak Portuguese (native) and English (fluent)

Other interests include open water swimming (amateur athlete)

JOEL CASTRODAD-SANCHEZ

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SUMMARY

Executive with over fifteen years of experience in marketing, sales, technical services and distribution of high technology medical devices.

- Proven track record in international business development and new product introductions in the major medical device markets of Latin America. Led a multinational sales team of 5-10 people in a P&L environment of \$6M working for the leading medical device company in the world.
 - Expertise in the successful introduction of new product lines targeting physicians in Gastroenterology, Urology, Surgery and Diabetes specialties.
 - Gained undergraduate and graduate degrees at top-ranked Bioengineering and Business programs (UPENN and KELLOGG MBA)
 - Fluent in Spanish and English. Currently learning Portuguese.
-

EXPERIENCE

BIOENGINEERING GROUP MEDICAL DEVICES

San Juan, PR

General Manager

2005 - present

Grew a Medical Devices Marketing and Distribution company from early-stage to current size of \$2 Million in yearly sales and a sales team of four reps in Puerto Rico. Develop, direct and implement the strategic vision for the company, identifying promising medical technologies to market in new growth areas and maximizing sales team performance. Responsible for the overall P&L performance of the business and for maintaining relationships with 12 industry partners and key physician customers. Advise client OEMs on the optimal marketing channel implementation and its management according to product category and target market. Negotiate distribution and advisory contracts. Manage the commercial (import/export) process with manufacturers from the United Kingdom, Spain, Germany, Israel and USA.

Client Companies (past and present): Medtronic, FujiFilm Medical (Fujinon), ERBE Elektromedizin, Given Imaging, Medivators, US Endoscopy, gMed Software, Mediwatch, T-DOC and others.

MEDTRONIC, INC. – LATIN AMERICA

Weston, FL

Latin America Sales Manager, Gastroenterology/Urology/Diabetes Businesses

2002 – 2005

Managed direct sales operations (México, Brazil, Puerto Rico) and distributor network sales for the Latin America geography. Developed and implemented marketing strategies to launch new products, generate new revenue and increase market share for each of the three Business Units in all markets in the region (México, Panamá, Brazil, Uruguay, Chile, Argentina, Puerto Rico and Caribbean Islands). Recruited new direct sales reps and re-trained distributor sales personnel. Accelerated new product adoption and utilization by supporting clinical studies by key opinion leaders and the later presentation of their work at regional medical congresses. Improved local technical support and customer service capabilities of the distinct sales channels by coordinating those functions internally at the corporate business unit level. Grew the aggregate business at an 18% CAGR to reach \$6 million in total sales revenue.

OLYMPUS AMERICA, INC. - MEDICAL SYSTEMS GROUP

Melville, NY

Sales Representative (2002)

1996 - 2002

Sold Olympus' Medical Endoscopy, Endo-Therapy, Surgical and Disinfection product lines to multiple medical specialties such as gastroenterology, pulmonary, urology and ENT.

Field Engineer (1996 - 2001)

Managed Olympus' engineering support operations in Puerto Rico and USVI including equipment installations, user-training, software customization, preventive and corrective maintenance. Supported Olympus' sales function in Puerto Rico.

INSTITUTO TECNOLÓGICO DE PUERTO RICO **San Juan, PR**
Professor of Biomedical Engineering Technology and Director of the Evening Program **1994 - 1999**

Concurrent academic appointment while employed full-time. Planned and conducted classes for first and second year evening program students in biosensor and biomedical instrumentation theory, maintenance and troubleshooting. Career counselor.

NEW YORK HOSPITAL - CORNELL MEDICAL CENTER **New York, NY**
Research Fellow in the Cardiovascular Center **Summer 1993**

Selected as one of 25 Pre-Med students in the United States to participate in the Summer Research Fellowship Program at Cornell University Medical College. Developed device testing protocols and conducted an FDA validation study on experimental ambulatory blood pressure-Holter monitor. Delivered a research paper and presented study results to a panel of researchers from Cornell University Medical College.

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY **Evanston, IL**
MBA, General Management (focus on Marketing and Finance) **December 2011**

Global Electives: Kellogg-Recanati, Tel Aviv University, Israel (March 2011): Venture Capital / Intellectual Capital Management course sequence.

UNIVERSITY OF PENNSYLVANIA **Philadelphia, PA**
SCHOOL OF ENGINEERING AND APPLIED SCIENCE
B.S.Engineering, Bioengineering (Biomedical Engineering), Pre-Medicine **May 1994**

- Bioengineering Senior Project: "A Design for a Valve-less Unidirectional Flow System" - Developed a computerized mathematical model/simulation to test and propose an alternative approach to the design of the artificial heart and other circulatory assistance devices. Work acknowledged in paper "Impedance Defined Flow Generalisation of William Harvey's Concept of the Circulation – 370 Years Later" published in the International Journal of Cardiovascular Medicine and Science, Vol 1, Nos 3/4, pp 205-211, 1998.

THE WHARTON SCHOOL, UNIVERSITY OF PENNSYLVANIA **Philadelphia, PA**
Concentration (7 courses): Health Care Systems

Honors and Awards at UPENN

- Selected as Associate Member, The Society of Penn Medical Scholars 1993
- Selected as William Penn Scholar 1990-1994
- President 1993 and Senior Counselor 1994, The Society of Hispanic Professional Engineers

ADDITIONAL

Professional Certifications

- Puerto Rico & United States: Engineer - in - Training (EIT) certificate number 15246.
- Certified Biomedical Equipment Technician (CBET) by The International Certification Commission for Clinical Engineering and Biomedical Technology. Certification number 4937.

Volunteer Work

- Appointed as Member of the University of Pennsylvania Secondary School Committee 2007
- Appointed as Member of the Board of Directors of Pavia Health Juvenile Diabetes Foundation 2004

Personal Interests

- Cross-cultural insights: 20 Countries visited (separate trips): Canada, USA, México, Costa Rica, Panamá, Colombia, Brazil, Chile, Argentina, Uruguay, Dominican Republic, Caribbean Islands, Spain, France, Italy, Denmark/Sweden, Greece, Israel, United Kingdom
- US Citizen

JOSE RAFAEL CEDEÑO TOLEDO

100 Rivers Edge Drive, Apt. 104, Medford, MA, USA, 02155 ▪ Cell: +1 857 998 0376 ▪ josercedeno@gmail.com

SUMMARY

Experienced multilingual business integration director, with over 8 years of solid operations, project and change management experience throughout Western European, North and South America. Managed 6 plus Merger & Acquisition integration projects within Latin America totaling over US \$150M in revenue. Responsible for creating an organizational vision and driving strategic plans to that end. Proven leadership and team building skills that yield superior performance across all business functions, sectors, and corporate. Highly analytical, creative, and adaptive in response to internal and external client needs in high change environments.

Languages ▪ Fluent: English, Spanish, and Portuguese ▪ Intermediate: Italian ▪ Basic: French

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY Miami, FL
Master of Business Administration – General Management Expected, May 2013

THUNDERBIRD UNIVERSITY Glendale, AZ
Executive Certificate in International Management 2005 – 2006

UNIVERSITY OF DAYTON Dayton, Ohio
Bachelor of Science in Industrial Engineering 1999 - 2003

PROFESSIONAL EXPERIENCE

PHILIPS ELECTRONICS, São Paulo, Brazil Jan 2009 – Present

Director - Corporate (NVI) Integration Program Manager USA and Latin America

Responsible for the overall success of business integrations for all Philips acquisitions in Latin America and part of the US, acting as Philips ambassador, and promoting a One Philips approach. Responsible for coaching partners and Business Integration Leaders on overall integration strategy, processes, priorities, and ways of working.

- Managing an average of 3-5 ongoing integrations and several pre-close acquisitions in Lighting, Consumer Electronics and Healthcare.
- Structured and currently leading the integration of two healthcare informatics businesses, Whelb Sistemas (2010) with 260 employees, and Tecso (2010) with 35 employees. On track to double sales within 4 years.
- Led a cross-functional team in an effort to increase international sales of VMI Brazilian X-ray healthcare acquisition from US \$848K in 2008 to US \$2.6M in 2009.
- Spearheaded the integration of the Dixtal acquisition (2008) 6 months post close, a US \$80M and 250 employees Patient Monitoring business. Project delivered 50% higher EBITA.
- Assembled, hired and trained core local integration team to drive and support acquisitions in Latin America.
- Responsible and Core Due Diligence staff member for over 4 Brazilian deals, delivering integration strategy, budget, organizational design and team definition.
- Managed through the integration process over 12 business functions within each acquisition, Sales, Marketing, Legal, Finance and Accounting, Communications, Human Resources, Real Estate, among others, totaling a team of over 90 plus peoples.

PHILIPS HEALTHCARE, Andover, MA, USA Jan 2008 - Jan 2009

Black Belt Six Sigma Project Manager

- Developed Change Management methodology for a Global roll out of a new Pricing Strategy for all Philips Healthcare.
- Supported Lean Manufacturing implementation efforts within the Ultrasound-Transducer manufacturing operations. Three years post project kickoff, delivered over 45% lead time reduction and 35% reduction in space utilization.
- Worked directly with Philips Healthcare Chief Legal Officer to reduce legal contracts cycle time, and improve customer satisfaction within the United States. Project delivered a contract time reduction of 15%.
- Conducted 2 Engineering Development retrospectives for improving development process within the Cardiac Care new generation product cycle.

INVIVO – PHILIPS HEALTHCARE, Orlando, FL, USA

Nov 2006 – Jan 2008

Philips Integration Project Manager

- Led a cross-functional operations integration team between Philips Healthcare and Invivo, a US \$40M MR Patient Monitoring Business.
- Established project methodology, communication, and issue resolution processes. Ensured workstream alignment with integration goals, project plans, cross-team interdependencies, and overall schedule. The project was successfully completed and strategies were leveraged in subsequent integration projects.

Production Engineering Manager

- Managed the Sustaining Engineering, Manufacturing/Process Engineering, and Facilities departments (12 direct reports). Responsible for a US \$3.5M budget.

INVIVO – INTERMAGNETICS, Orlando, FL, USA

Sep 2005 – Nov 2006

Special Projects, Lean Project Manager

- Converted a 45K sq. ft. warehouse into a US \$50M Medical Device Manufacturing facility with operational excellence supporting processes. Managed a US \$1M budget, completing the project under budget and on-time, within a six month time frame.
- Reengineered a wrist coil production line which reduced production lead time from 22 days to 5 days, reduced manufacturing standard hours per unit from 31 hrs on average to 10 hrs, increased annual turns from 2 to 10, reduced labor requirements from 5 to 3, trained and empowered production technicians to identify waste and propose projects for continuous improvement.
- Launched a project transferring the service and repair operations from Pewaukee, WI to Gainesville, FL.

STRATEGY 3 INC, Dayton, OH, USA (*Strategic partnership with the George Group - Accenture*)

Jan 2004 – Sep 2005

Lead ImpleMentor – Engineer (Consulting and Implementation)

- Provided Lean Manufacturing consulting for 7 customers with operations in connectors and harnesses, marine pumps and accessories, food manufacturer, powder coating, color fusion, metal pressing, screen printing, stamping and welding.

KEY ACCOUNT:ITT CANNON INDUSTRIES VEAM, Milano, Italy*A US \$47M connector and harness business acquired in 2003, with a production backlog of approximately €1.5M*

- Launched a company-wide operational improvement project reengineering all manufacturing processes, reducing production lead time from 22 days to 1.5 days, and overall backlog reduction of €250K.
- Supported a full ERP implementation, training over 100 manufacturing employees in Lean Manufacturing concepts and principles.

ADDITIONAL**CONTINUOUS EDUCATION**

PHILIPS ELECTRONICS

Six Sigma Black Belt Training Certification

2008

UNIVERSITY OF MICHIGAN

Six Sigma Green Belt Certification

2007 - 2008

DEVELOPMENT PROGRAMS

- Philips High Potential Since 2009
- Philips ORION – 6 Month Leadership Development Program 2008
- Philips TRIM Facilitator Certificate 2008

SKILLS AND OTHERS**Other Interests**

- Studying languages, golfing, running, overall fitness and photography

Active Non Profit

- Alegria de rua (São Paulo, Brazil)

Professional Groups

- Fórum sobre Integração de Empresas (São Paulo, Brazil)

Internships

- Delphi Automotives; Co-op Program (Dayton, Ohio) ▪ 3 Semesters between 2001-2003

BRITTANIE S. CHIN

1152 W. Fulton Market., UNIT 4C, Chicago, Illinois • 60607 • 312-285-7761 • <mailto:bchin@tyco.com>

PROFILE

Deep expertise in customer/employee experience management and communications with a proven ability to: identify opportunities, solve problems, develop and execute strategic plans, and deliver savings and profitable growth. Demonstrated success across diverse settings through exceptional skills in:

- Consumer and Employee Insights
- Public Speaking and Presentations
- Customer Relationship Management
- Statistical Data Analysis
- Strategy Development and Implementation
- Team Leadership

PROFESSIONAL EXPERIENCE

Tyco Security Solutions - formerly ADT Worldwide (Multiple Locations)

May 2003 – Present

Director, Customer Service Transformation (September 2009 – Present)

- Manage and drive global transformation of customer service across 6 regions and all segments to increase “Net Promoter” score and reduce attrition (11% reduction to date), leveraging Voice of the Customer and employee data insights
- Led implementation of first global employee engagement survey for over 60,000 employees across 6 regions: achieved 80% response rate and developed communication and action plan strategies for all regions
- Partnered with Human Resources to align employees with customer service vision and strategy through engagement and change management efforts
- Partner with Marketing and Communications to lead customer relationship and touchpoint surveys in 20 global markets with 65,000+ surveys completed to date
- Developed first global President’s reward and recognition program for customer service and Tyco values performance for 60,000 employees

Six Sigma Master Black Belt (November 2006 – September 2009)

- Selected to lead first ever *Voice of the Customer* initiative with Walmart, ADT’s largest retail customer. Conducted gap analysis and identified business pain points to strengthen the account relationship and assess new opportunities
- Received Master Black Belt certification in 1 year (a record for ADT)
- Selected to lead training of first *Design for Six Sigma* team in Johannesburg, South Africa for 30 managers
- Managed and trained a team of 4 direct reports to achieve Operational Excellence goals for Corporate Services disciplines, resulting in \$11M+ EBIT savings for the company.
- Collaborated with business leaders to support execution of operational, financial and strategic initiatives applying Six Sigma/Lean methodology and tools
- Partnered with global Six Sigma Directors to implement company-wide learning, including curriculum development and training delivery

Six Sigma Manager (August 2005 – November 2006)

- Received two-level promotion to Six Sigma management team, selected from among 30 Black Belt team members nationwide
- Won Tyco Fire & Security Operational Excellence competition for best Six Sigma project and best Lean Servicing project
- Directed all Six Sigma communications; edited internal and external newsletters distributed nationally to all ADT employees
- Coached and mentored 10 Black Belts responsible for Six Sigma projects in various business units, including administrative tracking and auditing of projects resulting in \$16M+ EBIT savings
- Honored by Service Excellence community; selected to provide best practices in “Project Playbook” publication and to present at national Operational Excellence conference

Six Sigma Black Belt (August 2005 – November 2006)

- Partnered with Bank of America (a \$50 million customer for ADT) to lead process improvement; increased accuracy by 96% and reduced invoice presentment time by 100 days
- Received Black Belt certification with highest first-time passing score in class on certification exam
- Achieved \$4M+ of net benefits for company through process improvement projects
- Used DMAIC problem solving methodology to reduce variation and increase productivity in key business processes, while shaping company culture towards business excellence

Account Support Specialist (May 2003 – July 2004)

- Managed product ordering for 4 national security roll-outs for Sears, resulting in revenue gain of \$15M
- Served as liaison between Sales, Shipping and Installation departments and ADT customers to increase satisfaction and monitor customer account profitability
- Developed and presented policy and procedures for 4 department processes, increasing efficiency by 20% in a 6-month period

International Auto Show (Detroit, MI)

September 1999 – May 2005

Public Presenter/Product Specialist

- Served as public speaker: presented information to audiences to increase awareness of vehicles' operational efficiency
- Partnered with leadership team to create and manage local marketing events for 6 states in the Southeast region
- Facilitated product demonstrations and test drives for high-profile customers, averaging 3 cars sold per dealer event
- Traveled nationally to organize publicity for Land Rover with 35 dealers during new product launches

Pepsi Bottling Group (Detroit, MI)

May 1999 – July 2001

New Business Sales Representative

- Presented fountain and bottle/can beverage proposals and supported contract negotiations to create new business for high-profile customers in the marketplace
- Directed community relations efforts on behalf of the company, serving on 2 community boards, coordinating various company sponsored programs, and speaking at various events/schools
- Managed local market territory consisting of 1,000+ accounts, resulting in 3% volume growth in individual account portfolio
- Facilitated national Urban Development program and *SoBe* marketing campaign in Detroit zone to grow overall beverage category by 7%

EDUCATION

Northwestern University, Kellogg School of Management (Evanston, IL)

December 2011

Executive Masters in Business Administration degree,

University of Michigan (Ann Arbor, MI)

May 1999

Bachelor of Arts in Communications

1995-1999: 4-Year Academic Scholarship (Recipient of Scholar Award)

1996-1998: Dean's List

PROFESSIONAL QUALIFICATIONS AND SKILLS

- Certified Group Fitness Instructor
- Associate Board Member LINK Unlimited
- Chicago Foundation for Woman council member
- Certified Master Black Belt Certified; Certified Six Sigma Black Belt; Lean Leader Certified Design for Six Sigma Leader
- Corporate Leadership; Building Effective Leadership Skills; Perfecting Project Management
- Specialized Sales & Marketing Planning & Forecasting
- The Pepsi Way to Sell

Craig Cook

1729 Cedarwood Loop, San Ramon, CA 94582
408-398-1723 cgcook@gmail.com

Corporate Development / Strategy

Strategy Executive with Execution Expertise. Accomplished business development and global strategic alliances director with a strong track record of delivering innovative solutions which drive bottom line revenue. Natural leader with the ability to fully develop cross functional and multi-cultural relationships and an extraordinary talent to transition strategy into action and achievement.

EXPERIENCE

SAP, Palo Alto, Ca

2001 – Present

Senior Director, Business Development and Global Strategic Alliances (2011 – Present)

- Managed an \$8B partnership with one of the world's largest technology companies.
- Created new joint cloud business model with \$800M+ pipeline.

Director, Business Development and Global Strategic Alliances (2007 – 2011)

- Managed SAP's largest Global Partner, significantly expanded pipeline, and drove several new innovations
- Negotiated partnership worth \$75+ Million over 3 years with one of the two largest hardware vendors in the world, including minimum revenue commitments and software co-development commitments for the first time in the twenty plus year history of SAP and the partner.
- Executed a new partnership with one of the most innovative technology companies in the world and negotiated several new initiatives with the partner which will drive \$30+M in SAP revenue over 3 years.
- Actively managed SAP's largest global technology partners and increased partner satisfaction by over 12 points (per partner sat surveys).
- Shaped SAP's overall strategy in collaboration with key stakeholders and multiple partners.
- Successfully managed global, multi-cultural, and cross-functional virtual teams.
- Selected as a "Top Performer / High Potential" employee (less than 1% of employees are nominated for this program) multiple times.

Senior Program Manager, New Product Introduction (2005 – 2007)

- Envisioned a new product, designed a team to create and bring that product to market, and executed the product delivery on time and under budget
- Obtained over 5 million dollars in funding from the biggest hardware providers in the world for a new product introduction and rollout.
- Negotiated contracts with the top four global hardware providers.
- Created go to market Initiatives, including a road show, to introduce and train our largest Strategic Integration Partners, driving incremental adoption rates 20% higher.
- Evaluated white space, created business plans, marketed them to executive management and integrated new approaches into new and standard products.
- Formulated a detailed business strategy for appliances at SAP.
- Developed a new appliance delivery model for SAP which resulted in the most successful SAP appliance to date with over 500 customers in 35 countries in less than 12 months.
- Created a reusable New Product Introduction Lifecycle from concept through field enablement.
- Represented SAP at major industry conferences to increase customer awareness and adoption of new products.

Software Development Manager / Development Architect (2001 – 2005)

- Managed worldwide projects with people in 5 different countries and remained within budget.
- Improved employee satisfaction ratings by 23% over 2 years as measured by ISR surveys.
- Managed over 40 people in the United States, Germany, Israel, and India.
- Designed, implemented and managed the global rollout of SAP's internal enterprise portal to 36000+ users as well as their external portal (sdn.sap.com) for 100,000+ users.
- Handled and resolved several production issues and reduced their turnaround time by half.
- De-escalated critical customer issues by facilitating communication between development teams and the customer.
- Acted as a liaison between the business community and technical implementation teams to provide more value to the business while reducing total cost of ownership.

TOP TIER SOFTWARE, San Jose, CA

2000 – 2001

IT Manager / Sr. Network Engineer

- Managed Global IT Team in the United States, the UK, and Israel.
- Directed all worldwide network operations.
- Planned and executed the migration from NT4 based systems to Windows 2000 Active directory under budget and ahead of schedule.
- Managed global Microsoft Exchange landscape.
- Planned, managed and executed a network integration project to SAP's infrastructure.
- Implemented a disaster recovery plan which reduced costs by over 50%.

NORTHERN CALIFORNIA CANCER CENTER, Union City, CA

2000

End User Support Manager / Network Engineer

- Developed and implemented a complete redesign of the network infrastructure.
- Managed a diverse 24X7 end-user support team that resulted in 15% decrease in end user complaints.

SIEMENS, Hayward, CA

1996 - 2000

Consultant / Project Manager

- Managed large scale implementations of Siemens proprietary software application.
- Developed custom onsite applications.

CONTROL TECHNOLOGY SPECIALISTS, Sacramento, CA

1993 - 1996

Shop Manager

- Managed a team of 15-20 employees.
- Worked directly with customers and suppliers to determine project schedules

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY, Evanston, IL
MBA, degree expected Dec 2012

UNIVERSITY OF SAN FRANCISCO, San Francisco, CA
BS, **Organizational Behavior and Leadership** *with honors*

ADDITIONAL INFORMATION

- Member of the Executive Steering Committee for the Crohns and Colitis Foundation of America – Northern California Chapter “Take Steps” Program.
- Microsoft Certified Systems Engineer (MCSE)
- Certified SAP Netweaver Solution Consultant
- Significant international experience including Europe, Asia, and the Americas

RYAN NATHANIEL DANNER

2111 W Churchill St, #107, Chicago, IL 60647
Phone: (425) 417-6180 Email: rdanner2012@kellogg.northwestern.edu

SUMMARY

Driven and successful technology executive with 13 years of proven global leadership in partner development, marketing, operations, and finance. Known for cross-organizational collaboration, entrepreneurial intuition, integrity and enthusiasm. Responsible for \$16.4M annual budget in support of a \$200M Microsoft product group. Partner relationships include Accenture, Global Knowledge, New Horizons, and Careerbuilder.com. Principal strengths include new business / partner development, analytical decision making, turn-around management and mentoring others to reach their full potential.

EXPERIENCE

MICROSOFT CORPORATION

Redmond, WA

Field Marketing Manager

2007 – Present

- Full responsibility for strategic development and field execution of marketing and sales enablement initiatives for Learning Solutions in North America, driving over \$63M in revenue and managing \$750K budget.
- Led North American campaign strategy and execution of employability initiative to help IT Professionals and Developers advance their careers, resulting in \$4.7M landed revenue and \$9.2M additional pipeline revenue, 120M impressions and certification of over 275K individuals. Campaign selected from over 450 submissions across company to win *Microsoft Marketing Excellence Award* from Chief Marketing Officer.
- Led vision and development of Metropolitan Statistical Area analysis of revenue indexed across 52 US markets to identify micro-market over/under performance and total market potential. Trained account teams to redeliver results to partner executives enabling more effective data-driven growth strategy.
- Enabled 738 unique customer events (90% of global total) through account planning, one-to-many consulting, funded incentives, infrastructure resource investment and content development.
- Fostered strategic relationships with top managed accounts on market penetration initiatives in key growth segments resulting in over \$2.5M incremental partner revenue. Led monthly marketing business reviews with Microsoft and partner executives.
- Designed and launched viral marketing game, *Are You Certifiable?*, to promote Microsoft Technical Certification, reaching 400K customers from 214 countries who collectively have amassed over 8.5 years of continuous game play.
- Represented Microsoft at numerous industry conferences across North America. Selected to deliver *Career Campaign* keynote address to 500 global partners at Microsoft's Worldwide Partner Conference 2009.

Vendor Account Manager

2004 – 2007

- Responsible for strategic and operational management of \$16.4M annual budget in support of Microsoft global supply chain.
- Directed alignment of Microsoft business strategy with vendors to ensure a sustained platform for growth, capacity, quality, and fiscal performance. Set strategic direction with global executives and executed strategy through regional account personnel.
- Drove unconnected Microsoft organizations to utilize established global supply chain processes, resulting in over \$950K cost savings while shipping time-sensitive collateral to 40 countries in support of 320 live Microsoft launch events.
- Represented Microsoft in regular strategic business reviews with senior executives from a \$1.6B global partner organization.
- Developed business case analysis to realign product manufacturing to a royalty outsource model, resulting in a contribution margin growth of \$1.5M while freeing 1.6 headcount and eliminating a \$1.7M inventory position.
- Directed aggressive lean management of \$7.5M inventory across global distribution sites while ensuring maximum inventory turn efficiency and adequate volumes located to meet continually changing customer demand.
- Onboarded new manufacturing partner in Europe, Middle East, and Africa regions and performed frequent benchmarking of negotiated pricing, quality, and efficiency across manufacturing supply chain.

Customer & Partner Experience (CPE) Manager

2003 – 2004

- Elected to Server & Tools Division (\$5.5B) *Executive Diversity Council* goaled to ensure recruitment, retention, and promotion strategies would result in a diverse leadership team and create growth opportunities for women and under-represented minorities.
- Proposed process and culture shift towards a predictable and singular customer experience at all connection points along the end-to-end customer experience from initial product assessment through purchase, deployment and support.
- Conceptualized various innovative programs such as CPE Guard, CPE Employee Recognition, and CPE Index & Scorecard that instilled customer-centric thinking across business functions while enabling the ability to quantify and measure CPE health index.

Business Operations Manager

2000 – 2003

- Directed team of 3 consultants through analysis and implementation of an optimized global logistics modality alignment resulting in lean, just-in-time global inventories. Drove \$2.2M savings over three years with no impact on customer satisfaction.
- Designed system architecture for Resource and Project Management Tool to provide senior management real-time visibility into historical and forecast organizational resource deployments and capacity.

- Built Customer Satisfaction and Service Efficacy studies, analyzed data, and presented recommendations and measurement systems to achieve target customer satisfaction objectives.

Finance Undergraduate Intern

1999 – 2000

- Performed complex financial and business model analyses using Excel, Access, SQL Server and Visual Basic. Designed revenue reporting applications and implemented Balanced Scorecard reporting solution for use by Microsoft division executives.
- Achieved two concurrent highest possible 5.0 performance review scores from Director of Finance and Operations.

**CIVIL AIR PATROL, UNITED STATES AIR FORCE AUXILIARY
Captain; Safety Officer (Former), Emergency Services Officer (Former)**

**Seattle, WA
2005 – Present**

- Designed and implemented mission alert procedures that shortened response times to actual Search and Rescue / Disaster Relief emergency operations, ensuring flights airborne within 60 minutes of alert.
- Designed and led aircrew training exercises including ground and flight training and flight safety. Culminated in weekend exercise with 5 aircraft, full mission base operation, and 35 personnel, leading to 9 successfully qualified new aircrew members.
- Received leadership commendations for aerial photography relief missions in 2008 U.S. Presidential Declared Natural Disaster.

**LOCHSHIRE COMMUNITY HOME OWNERS ASSOCIATION (HOA) BOARD OF DIRECTORS
President of the Board / Treasury**

**Kirkland, WA
2002 – 2006**

- Managed P&L of \$200K annual budget and \$225K operational income. Leadership responsibilities included oversight of outsourced property management operations, homeowner relations, accounting, contracts and legal negotiations.
- Protected investments of 100 individual homeowners by leading HOA through 3-year, \$10M construction defect lawsuit and remediation resulting in a 125% average appreciation of home values.
- Transitioned HOA from recurring net loss organization to a financially healthy organization, growing capital reserves from \$6K to over \$250K through ongoing cost reduction and responsible fiscal management.

MERRILL LYNCH

State College, PA

Financial Analyst & Research Intern

1998 – 2000

- Conducted detailed research and securities classification and created portfolio allocation and diversification models used by Private Client Group financial consultants managing \$1M+ portfolios.
- Analyzed client portfolios for Vice President using Merrill Lynch proprietary software and comprehensive Excel models.

**DANNER SUPPLY, INC. (Family Owned Retail and Wholesale Building Supply)
Retail Manager**

**Altoona, PA
1988 – 1998**

- Directed daily supervision of 15 full time staff, \$2M warehouse inventory, and daily shipping and receiving operations.
- Designed and led employee training program for company migration to computerized POS and inventory management system.

EDUCATION

**KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY
Executive MBA**

**Evanston, IL
Expected Dec 2012**

**THE PENNSYLVANIA STATE UNIVERSITY
BS, Finance with Distinction (3.7 Cumulative GPA / 3.8 Major GPA)**

**University Park, PA
2000**

HONRS AND ADDITIONAL INFORMATION

- **Awards:** Nominated to Microsoft’s Emerging Leaders Development Program; Microsoft Marketing Excellence Award for Customer Centricity 2010; Windows Server 2008 Ship Award; Nominated to Microsoft’s Management Excellence Conference; Microsoft Learning Operational Excellence Award; Microsoft Learning Outstanding Achievement Award; Microsoft Gold Star Bonus Award (Repeat Recipient); CAP Senior Emergency Services Qualification Badge; CAP Logistics Qualification Badge
- **Certifications:** Kellogg Marketing @ Microsoft Program Certificate; Microsoft Office Master Certification (Access, Excel, Word, PowerPoint, Outlook); Microsoft Certified Technical Specialist; Microsoft Sales Certification; FAA Private Airplane Pilot
- **Philanthropy:** *Kellogg Venture Community*; *Outdoors For All* volunteer to enrich the quality of lives for children and adults with disabilities; *Volunteers in Bellevue Education System (VIBES)* mentor to K-12 children in support of high academic achievement
- **Interests:** Aerodynamics and aviation; avid outdoorsman and sports enthusiast; business incubation and consulting

Jason Arthur DeHaan

2320 West Medill Avenue
Chicago, Illinois 60647

jason@jdehaan.com

Home: 773-477-7924
Mobile: 773-251-9151

QUALIFICATIONS

- Technology Program Leadership
- Strategic Planning
- Process Improvement
- Diverse Staff Management
- Vendor Negotiations and Management
- Corporate Budgeting
- Platform Experience Including UNIX, Linux, Microsoft, iSeries, Mainframe
- Software Development
- IT Operations, Security
- Technical Architecture
- System Integration

PROFESSIONAL EXPERIENCE

City of Chicago

Chief Information Officer

First Deputy Chief Information Officer

Chicago, Illinois

2010 – Present

2007 – 2010

Set technology strategic direction for municipal government with 33,000 employees and \$6 billion annual budget. Lead information technology department. Deliver to over 30 diverse business units ranging from Animal Care to Water Management. Oversee 100 employees, 175 consultants / contractors and a \$90 million annual budget.

Manage Enterprise Programs, Software Development, Technical Operations, Enterprise Architecture, Project Management Office, IT Security, Health and Human Services IT, Digital Excellence and Finance and Administration groups. Select accomplishments:

- Consolidated several departments' independent IT functions into central IT organization, preserving focus on business unit needs while reducing City costs by over \$6 million annually.
- Renegotiated six year \$78 million contract with the City's IT infrastructure outsourcing partner, resulting in cost savings of over 30%.
- Guided design, development and release of new City website used by all City business units. Website simplifies access to information by employing a resident-centric perspective.
- Improved City's billing and collections efforts by enhancing payment methods and billing systems. Reduced medical reimbursement rejection rates by 25%, increasing annual revenue by \$1 million.
- Built results-oriented culture in an environment with limited incentive tools. Lead senior staff strategy sessions defining goals based on the City's major initiatives. Use goals to help senior staff manage individual team members' objectives and assure individuals understand their opportunities to contribute.
- Increased productivity by restructuring organization and by recruiting and hiring outside talent.

Excapsa Software

Vice President of Research

Toronto, Ontario

2005 – 2006

Transitioned business of ieLogic to a new software development company. Excapsa grew to \$120 million in annual revenue with a \$400 million market capitalization. Member of Excapsa's senior management team reporting to the CEO. Built the technology organization. Led technical architecture and third party integration.

Assessed acquisition targets and strategic alliances. Select accomplishments:

- Assessed international datacenters and presented contingency recommendations to board of directors.
- Negotiated contracts and managed relationships with vendors including MCI, EMC, Sun, Dell and Oracle. Negotiated office lease and staff, contractor and consultant terms.
- Kept critical systems with over 25,000 concurrent players running throughout rapid growth.
- Planned, built and deployed \$3 million production facility capable of supporting 20,000 additional concurrent players in less than three months.

ieLogic (sold to Excapsa Software in 2005)

Chief Technology Officer

Portland, Oregon

2001 – 2005

Led Internet poker software development company from start-up to \$80 million in annual revenue. Built and led software development and technical operations teams. Contributed to strategic decisions on company direction, marketing and new business opportunities. Managed \$4 million annual technology budget and 30 IT

ieLogic, continued

professionals across multiple physical locations. Select accomplishments:

- Transformed prototype into enterprise solution, facilitating technical re-architecture, development, deployment and on-going operations.
- Created a feature request process, regular release cycles, work plans and status reporting, ensuring the organization consistently met release deadlines.
- Led organization through technology show-stoppers, maintaining 99%+ availability through rapid growth with limited budgets. Drilled down providing hands-on technical leadership as needed.

Accenture

Chicago, Illinois

Manager, Global Retail Practice

1996 – 2001

Led strategic software development and packaged software implementation projects at multi-billion dollar clients. Responsible for cost-justification, product selection, design, development, implementation, operations and transition to client personnel. Hands-on technical architect and project manager. Advised senior executives. Led teams of up to 50 people and managed project budgets of up to \$45 million. Consistently ranked at the top of peer group. Rapidly promoted from analyst to consultant to manager. Select accomplishments:

- Awarded Accenture Inspiring Leadership Award in 2001 and Accenture Core Values Award in 1999.
- At H&R Block, implemented a national point-of-sale network for 5,100 offices which delivered daily sales reports to leadership, replacing a manual system that provided weeks-old data.
- At Bridgestone/Firestone, created a strategic point-of-sale system for 1,500 automotive service centers, reducing time to create repair estimates from 20 to two minutes. Championed and implemented thin-client solution, saving \$3.6 million in capital and \$2 million a year in replacement costs.
- Led a project team of 50 through the creation of a custom human performance web site for Accenture.

University of Illinois at Urbana-Champaign

Urbana, Illinois

Manager of Onsite Consulting, Computing and Communications Services Office (CCSO)

1994 – 1996

Key member of team responsible for implementing University-wide computerized class registration used by 40,000 students, faculty and staff. Advanced quickly to lead team providing point-of-last-resort technical consulting services and training to all 170 University departments. Built cost-recovery consulting service. Supervised 12 employees across three project groups and consulted to over 300 network administrators.

EDUCATION

Kellogg School of Management, Northwestern University, Evanston, Illinois

Masters of Business Administration

Degree expected June, 2012

University of Illinois, Urbana-Champaign, Illinois

Bachelor of Science in Finance, High Honors

June 1994

EXECUTIVE LEADERSHIP

- Mayor’s Council of Technology Advisors, City of Chicago, 2010-present. Co-Chair.
- Board of Directors, Chicago Council on Science and Technology, 2010-present.
- Board of Directors, Illinois Technology Association, 2010-present.
- Information Technology Governance Board, City of Chicago, 2008-present.
- Program Committee, i.c.stars, 2011-present.
- Non-Competitive Procurement Review Board, City of Chicago, 2007-2010.
- Board of Directors, Chicago Access Network TV, 2002-2007. Treasurer, Finance Committee Chair.

PATENT

U.S. Patent #7,272,728 for Network Security and Fraud Detection System and Method, 2007.

NICOLAS DELGADO

Calle 97a # 7a-24 Apt 408, Bogotá, Colombia

Phone: + (57) 311-2546021 Email: ndelgado2013@kellogg.northwestern.edu

SUMMARY

Finance Executive with 10+ years of experience in various industries such as consumer products, financial services and investment banking. Led strategic initiatives both on operational and financial projects of USD 120M and USD 59M respectively. Directed cost and expense initiatives with savings in excess of USD 5M. Proven ability to effectively communicate, lead teams, be flexible and partner with all levels of the organization.

EXPERIENCE

QBE SEGUROS S.A. Chief Financial Officer

**Bogotá, Colombia
2010 – Present**

QBE Insurance Group is Australia's largest international general insurance and reinsurance group and one of the top 20 insurers and reinsurers worldwide as measured by net earned premium, with operations in all key insurance markets

- Acquired a local insurance broker for USD 10 million in order to gain control of distribution of mainstream insurance products sold through this network
- Overseeing a \$180 million USD investment portfolio; develop and execute investment and asset allocation strategies
- Identified and executed USD 3 million in savings via expense reduction and financial and tax optimizations

DANONE ALQUERIA S.A. Chief Financial Officer

**Bogotá, Colombia
2007 – 2010**

Group Danone, a French food products multinational corporation, worldwide leader in fresh dairy products and bottled water. Joint venture green field project between Danone and local dairy company Alquería for the Colombian market

- Involved in business planning, legal, human, industrial, logistic and marketing & sales project to enter Colombian dairy products market
- Oversaw the initial industrial site facility investments of USD 25 million
- Led the overseeing and optimal use of operational and administrative synergies between the partners, in order to foster growth and minimize costs for the joint venture, through a new shared center service
- Optimized financial and tax structure for the new constituted entity, with initial savings of USD 2 million
- Directed a cross functional team that implemented the company's information system to support all operational, administrative and financial functions

ALQUERIA S.A. Chief Financial Officer

**Bogotá, Colombia
2006 – 2007**

Alquería is a private, family owned business, leader in the Colombian dairy products market

- Led a cross-functional team for the structuring of a joint venture business plan with Danone, for manufacturing and selling fresh dairy products for the Colombian market, with an overall initial investment of USD \$50 million

NICOLAS DELGADO
PAGE 2

- Structured and placed a USD \$20 million long term bond offering with for the local market. AAA rated by Fitch, with a partial guarantee by the Interamerican Development Bank

Financial Planning Manager

2004 – 2006

- Appraised and structured Alquería's first ever acquisition: Productos Lácteos Andina, a dairy company located in Cali, Colombia. Transaction worth USD 7 million. Revenue increase for FY 2005 of USD 13.5 million
- Structured a syndicated loan with the local market of COP 30.000 million (USD \$17 million) for 100% refinancing of outstanding debt obligations, which reduced average debt cost by 150 bps at the time
- Awarded the 2005 Employee of The Year Award for commitment and development of corporate projects that created value for the entire corporation

NOGAL ASESORIAS FINANCIERAS
Financial Analyst

Bogotá, Colombia
2002 – 2004

Nogal is an independent investment banking firm providing corporate finance advisory and capital raising services to clients in Latin America with a particular focus on Colombia.

- Structured a USD 22 Million syndicated loan granted by the International Finance Corporation for a leading, privately-owned, Andean Region manufacturer with sales of USD 150 Million in the Andean Region intended for debt refinancing
- Valued and sold a clothing division company of a leading Colombian industrial group with sales of USD 6 Million to a group of local investors
- Advised in the divestiture of a local food company of a leading Colombian industrial group with sales of USD 25 Million
- Advised a Latin American leading aviation company of a possible acquisition in the local market
- Valued a publishing and advertising local group as support for an internal equity exchange

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY
Executive MBA

Miami, FL
Expected June 2013

UNIVERSIDAD DE LOS ANDES
B.S., Industrial Engineering – Emphasis in finance & Statistics

Bogotá, Colombia
September 2002

ADDITIONAL

- Languages: English, Spanish (native), French
- Colombian Army Reserve Lieutenant. Received 'Juan B. Solarte' Medal of Honor
- Board member of various local companies
- Interests in films, literature, travel
- Hobbies include golf, soccer, running, squash, swimming, basketball

PIERRE-RICHARD DUBUISSON
11639 NW 11th Street Pembroke Pines, FL 33026;
Mobile: (954) 547.9856
pdubuisson2013@kellogg.northwestern.edu
<http://www.linkedin.com/in/pierrericharddubuisson>

SUMMARY

Analytics, Strategy and Operations Manager with eight (8) years of progressive leadership experience for the world's leading virtual call center. Proven track record of integrating cross-functional initiatives to maximize resource utilization, process development and enhancement to drive both top and bottom line improvements of over \$25M. Strong leadership and complex problem resolution across entire value chain. Results oriented, decisive, and innovative leader who thrives in dynamic fluid environment while remaining pragmatic and focused. Executive MBA from Kellogg School of Management expected in June, 2013.

EXPERIENCE

ARISE VIRTUAL SOLUTIONS

Miramar, FL

MANAGER – ANALYTICS, STRATEGY & OPERATIONS

January 2010- Present

Arise is the leading virtual call center in the United States and the company's solutions are the industry benchmark for solving many of the persistent problems that plague brick and mortar customer contact centers. Arise Virtual Solutions provides high-quality voice, e-mail, and chat customer service, technical support, and sales to major companies through a network of home-based agents in the United States, Canada and the United Kingdom/Ireland.

- Oversee department of 16 employees.
- Lead transformational and sourcing projects to define company operational growth process and cost improvement. This initiative has led to a revenue increase of \$25M YTD and gross margin increase of 8%.
- Provide insight into current company processes using Six Sigma principles to drive continuous improvement in processes and results.
- Work with subject matter experts across different departments to improve processes and implement best practices.
- Interface and present to executive leadership team on a regular basis.
- Assist the Project Management team in prioritizing and executing high level projects on time and on budget.
- Manage and prepare departmental monthly P&L report.
- Conduct continuous market intelligence and research to identify opportunities/strategies in the social media, Web 2.0 space for sourcing and recruiting.
- Execute and maintain innovative SEO driven social network marketing plan in the U.S., Canada, and in the UK that garnered a 100% increase in business-to-business contracts over previous year while improving ROI by over 30% year to date.
- Manage the company's sourcing/recruiting and operation strategies that led to a 95% increase in the company's agent population in 2010 while decreasing operational expenses by 20%.

ARISE VIRTUAL SOLUTIONS

Miramar, FL

STRATEGIC PLANNING ANALYST/TRANSFORMATION OFFICE

July 2007 – January 2010

- Participated as a key member of the agent recruiting process (main driver of Arise business model). Process improvements in 2007 led to a 100 percent increase in the number of Arise agents and revenue increased by \$25M. This initiative alone changed Arise's business model.
- Managed vendor negotiations across five departments. Negotiations included business case development and contract negotiations. These efforts led to cost savings of over 30% and revenue generation of approximately 5% in 2009.

**MACY'S INC
OPERATIONS & LOGISTICS SUPERVISOR**

**Miami, FL
June 2003 – June 2007**

Oversaw planning, logistics and fulfillment/inventory management of Macy's retail department in partnership with the Area Inventory Control Manager. Maximized the strengths of the work teams through training, leadership and open communication and problem analysis of operational issues (such as sudden productivity dips) and recommended solutions in a creative and logical manner.

- Participated in inventory management projects that yielded 60% reduction shrink
- Managed a group of 16 retail employees. Responsibilities included performance management, hiring and continuous coaching on Macy's customer centric approach.
- Led warehouse redesign for easy identification of products and stock levels.

UNITED TO CHANGE HAITI (UCH) (www.changehaiti.com)

Founded a socio-cultural grass roots organization in Haiti to provide a forum for young college educated Haitian in the US to contribute to the Haitian Society at Home. Major activities in the past three years include:

- Distributed school supplies throughout six public schools in Haiti.
- Established performance-based reward system for schools.
- Raised private funding for current initiatives.
- In the process of expanding scope through public funding.

EDUCATION

**KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY
Executive Master of Business Administration**

**Miami/FL
Expected June 2013**

**FLORIDA ATLANTIC UNIVERSITY
Bachelor of Business Administration, International Business**

Boca Raton, FL 2006

ADDITIONAL INFORMATION

- Six Sigma Black Belt Certified through Key Performance/ Florida Atlantic University, 2010

DAVID DUNN

3863 Zenobia Street, Denver, CO 80212 Cell: 310-427-5893

ddunn2011@kellogg.northwestern.edu

INVESTING/STRATEGY/MARKETING

Agile executive with more than 10 years of experience delivering outstanding returns on invested capital and building successful teams. Strengths include strategy formulation and execution, building rapport and trust with customers and colleagues, quantitative analysis and generating new, actionable ideas. Results-oriented leader with exceptional work ethic and ability to thrive under pressure and with limited resources.

PROFESSIONAL EXPERIENCE

CORESITE, Denver, CO

2004 - Present

CoreSite Realty Corporation was a wholly-owned portfolio company of The Carlyle Group until a successful IPO on the NYSE raised \$289.2 million in Q3'2010. Through the IPO, Carlyle diversified its interest, but still owns more than 50%. CoreSite is a public real estate investment trust (REIT) with 225 employees, 700 customers and a total enterprise value of \$1 billion (NYSE: COR). Since its inception, the company has realized compounded annual revenue growth of more than 20% and returned some of the highest equity multiples in Carlyle's Realty Funds' history.

Senior Vice President, Mergers & Acquisitions, Denver, CO, 2011 - Present

Awarded the position to lead domestic and international external growth activities for the company 7 months after a successful IPO. Responsible for identifying new, profitable opportunities in support of the corporate strategy by utilizing market intelligence and developing relationships with a diverse range of partners, including investment bankers, principals, and CEOs. Manage a team of 2 other people to cover more than 25 global markets. Member of the senior leadership team since 2007 and report directly to the CEO.

- Sourced 6 transactions totaling more than \$100 million of potential equity investment.
- Agreed to business terms surrounding the purchase of an operating company generating more than \$1.5 million in annual EBITDA.
- Traveled to four continents in 2011 alone to introduce CoreSite and develop rapport with CEOs and principals to establish and uncover profitable long-term partnerships, joint ventures and acquisitions.
- Evaluate a diverse array of acquisition opportunities, including stabilized properties, land, mergers with operating companies and creating joint ventures.

Senior Vice President, Strategy & Marketing, Denver, CO, 2009 - 2011

Developed and managed one of the most efficient strategy and marketing teams in the industry by spending less than 0.5% of revenues per year. Designed the segmentation, targeting, positioning and corporate go-to-market strategies leading to revenue growth of approximately 25% per year.

- Created and managed all aspects of marketing, including product management, customer pricing, alliances and business development, public relations, and promotional activities.
- Member of the \$289.2 million IPO team that went public four months after filing an S-11, which allowed us to beat two global competitors to market.
- Architected and executed a complete rebranding of the company, including a name change, logo and collateral redesign, and implementation.
- Sourced a successful alliance with Interxion, a leading European data center company, to work on cross-continent customer engagements and extended CoreSite's product line through a partnership with CENX.
- Led the company's customer service and sales engineering teams to successfully generate a Net Promoter Score of 60.
- Spoke publicly at more than 15 industry events, including at the 2011 CloudExpo in NYC in front of more than 1,000 people, and authored thought leadership articles such as *Energy Efficiency through DCIM*.
- Collaborated with facilities, operations, and sales teams to design, construct and lease more than 300,000 square feet of effective data center space in profitable markets.

Senior Vice President, Sales and Marketing, Los Angeles, CA, 2007 - 2009

Promoted to build the sales, marketing and customer service functions across the United States. Built a cross-functional team from 4 to 30 people and consistently ranked as one of the top selling data center companies, despite having much lower expenses as a percent of sales.

- Increased revenues by 200% in three years (\$50M to \$150M) and doubled the number of customers.
- Led the sales team in negotiating over 500 transactions for nearly \$400M in total contract value.
- Member of the company's 4-person senior leadership team who developed successful personnel that were promoted within and ultimately outside the organization.

Real Estate Investment Manager, Los Angeles, CA, 2004 – 2007

Selected by The Carlyle Group to move from its headquarters in Washington, DC to CoreSite, one of its wholly-owned subsidiaries, after successful work at the portfolio-level. Reported directly to a Managing Director at The Carlyle Group.

- Responsible for leasing a one million square-foot office and data center portfolio, achieving 98% occupancy.
- Sourced and negotiated more than 50 new and renewal transactions totaling more than \$100M in total contract value, with companies from China, India, the Philippines, and Mexico.
- Played an integral role designing and executing the business strategy resulting in Carlyle Realty's most profitable investment in its history (over \$300M in gross profit).

THE CARLYLE GROUP, Washington, DC

2002 - 2004

Analyst

The Carlyle Group is one of the world's largest private equity firms with \$148 billion in assets under management in 89 active funds and 52 fund of fund vehicles.

- Responsible for asset and financial management of some of Carlyle Realty's most important investments, including a \$400 million data center portfolio called CoreSite, a \$150 million Boston office portfolio, a \$100 million retail development joint venture with Staubach and a \$50 million industrial property joint venture.
- Recommended cash distributions and equity investments of over \$100M and maximized return on invested capital through debt recapitalizations and sales of existing assets.

JER PARTNERS, McLean, VA

2001 - 2002

Analyst

JER Partners is a private equity firm focused on international real estate investments and debt products.

- Valued and conducted diligence a range of real estate acquisition opportunities including office, industrial, multi-family, hotel, build-to-suits, ground-up development and resort properties.

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY, Evanston, IL
Master of Business Administration, 2011

THE WHARTON SCHOOL, UNIVERSITY OF PENNSYLVANIA, Philadelphia, PA
Bachelor of Science in Economics, Magna Cum Laude, 2001

- Concentration in Finance and Minor in Spanish

ADDITIONAL INFORMATION

- Appeared in Sport Illustrated's Faces in the Crowd for being the #1 and #6 ranked 12-and-under mogul and aerial freestyle skier in the nation
- Rang the opening bell with senior colleagues at CoreSite's \$289.2 million IPO on the NYSE
- *Increase Sales Efficiency* executive education course at the Kellogg School at Northwestern University
- Volunteer for Minds Matter of Denver, mentoring underprivileged high school students

SUMMARY

Strategy and management consultant with over 20 years of experience in delivering customized and innovative business and technology solutions to Fortune 500, mid-size, and start-up companies across a broad range of sectors in the financial, healthcare, service, and food industries. Strong track record of applying outside-in perspective while operating in the client’s reality to achieve near-term results and roadmap for long-term strategic initiatives. Key client value delivered through combined expertise in customer-centric strategic planning, business and technology solution design, and actionable roadmapping.

CORE PRINCIPLES

Customers are the source of profitable growth. The main purpose of a business is to create customers. There is a direct link from employee satisfaction to customer loyalty, and, consequently, to profits. Operational effectiveness is a necessity but not a substitute for strategy. Competitive strategy is about sustainable differentiation and clear trade-offs. Technology is an accelerator, not a driver of profitable growth. The Business Architecture discipline is a powerful tool for strategy operationalization and a must have link between business and technology. Every good company has profitable growth opportunities that can be realized by systematically applying practical methodologies and frameworks that connect company goals with an optimal value proposition for its customers.

EXPERIENCE

GALEA CONSULTING GROUP, IL
Cofounder and Principal

2011 – Present

Galea specializes in developing customer-centric growth strategies for individual brands, enterprises, and venture capital acquisitions. We bring a holistic skill set to our engagements: research, brand strategy, business capability planning, and solution design to create clear, tangible, and feasible growth opportunities.

GALEA is equipped with robust and customizable methodologies and frameworks:

- Proprietary methods of translating customer research and insights into deep & holistic customer knowledge
- EXTREME™ Segmentation and Targeting frameworks utilizing proprietary customer-company matching techniques and the Pareto principle (aka the 80-20 rule)
- Customer Value Proposition design methodology specifically aimed at attracting new customers, improving and sustaining customer loyalty, and cutting costs outside of what is important to the target customer
- Processes, frameworks, and modeling techniques for creating customer value and profit opportunities in the entire “stack” of the business model: brand, customer relationships, products & services, business capabilities, distribution channels, and organization & culture
- Business capability maturity modeling and clustering framework
- Methods to measure and maximize customer equity - the asset value of customer relationships and customer profit opportunities.

Our service offering is uniquely built to focus our client’s resources on what is important to the target customers and on key drivers of profitable growth:

<p>CUSTOMER</p> <ul style="list-style-type: none"> ▪ Identification of “Preferred” customers and customer markets with undeveloped opportunities ▪ Customer Segmentation & Targeting ▪ Superior Customer Value Proposition design 	<p>BUSINESS</p> <ul style="list-style-type: none"> ▪ Business Capability design and Maturity modeling ▪ Cross-sell and Up-sell strategy and solutions ▪ Culture and Organization strategy alignment ▪ Distribution Channel strategy and solutions
<p>BRAND</p> <ul style="list-style-type: none"> ▪ Brand Strategy and Brand Positioning ▪ Brand Equity Extension and Expansion 	<p>AUDITS</p> <ul style="list-style-type: none"> ▪ Customer Equity audit ▪ Brand Equity audit ▪ Competitive Advantage audit

KEY ENGAGEMENTS**Allstate Insurance Company, Northbrook, IL**

- Cross-sell strategy and the supporting business capabilities' maturity modeling and clustering framework
- Enterprise-wide methodology and framework for strategic business-technology roadmapping
- Strategic business capability roadmaps for core lines of business.

Bushnell Performing Arts Center, Hartford, CT

Brand strategy and action initiatives to modernize a well-known heritage brand.

SKYLINE COMPUTING SERVICES, IL

1996 – 2011

Owner

Skyline specializes in delivering business and technology strategy, architecture, and solutions design, and providing expertise in Business Architecture, Enterprise Architecture, Service-Oriented Architecture, technology infrastructure, technology best practices, methodologies, and frameworks. Dual proficiency in business and technology positions Skyline as the link between IT and business organizations and allows the client to effectively capitalize on the best business and technology options.

KEY ENGAGEMENTS**Allstate Insurance Company, Northbrook, IL**

- Methodology, processes, framework, standards, models, and tools to establish and grow a new Business Architecture internal consultancy practice and competency center. The framework has been recognized by Gartner, Inc. in a case study and at Gartner, OMG, and Brainstorm conferences.
- Multiple Business Architecture engagements to build strategy realization roadmaps and produce various business assessments in support of business and technology decision-making and strategy execution.

Caremark Rx, Inc. (now CVS/Caremark), Lincolnshire, IL

Technology and project leadership in the reengineering of the order intake and validation processes.

Discover Financial Services, Riverwoods, IL

Definition and client adoption of key Enterprise Architecture standards and practices in support of various strategic business initiatives.

McDonald's Corporation, Oak Brook, IL

Technology leadership on a strategic business initiative to differentiate the customer experience and improve operational efficiencies through a pervasive suite of applications for restaurant logistics.

CorSolutions (now Alere, Inc.), Buffalo Grove, IL

Technology and development-lifecycle leadership on a business transformation initiative that "set a new standard for technology integration in the disease management industry." Involved in all key aspects, from ideation to warranty, of the development of a business-operating platform that created substantial competitive advantage and saved \$300,000 per month in operating costs.

The Options Clearing Corporation, Chicago, IL

Technology selection, business analysis, architecture design, and infrastructure development for the Options and Financial Futures Clearing System for EUREX (European Exchange).

Other Engagements with Aerial Communications (now T-Mobile USA, Inc.), Chicago, IL; Wheels, Inc., Des Plaines, IL; William M. Mercer (now Mercer), Deerfield, IL.

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY
Executive MBA

Evanston, IL
degree expected June 2013

Pete Eichhorst

2437 Sandstone Drive Woodbury, Minnesota 55129
(612) 381-7254 (Cell #) peichhorst2012@kellogg.northwestern.edu

SUMMARY

Experienced Information Technology Program Manager with fifteen-year track record of leadership in both military and corporate settings. Diverse background and perspective into dynamic international environments including military, aerospace and healthcare. Specialties include global operations, international relations, and continuous process improvement. Proven track record of leading numerous large-scale enterprise IT implementation projects and cross-functional teams on fast paced government and multinational projects. Demonstrated ability to combine expertise in business and IT strategy, software engineering, and program management to develop corporate strategies that produce measurable results.

EXPERIENCE

Boston Scientific - Saint Paul, Minnesota

4/08- Present Manager, Software Engineering: Leads team of 16 information technology resources in support of pacemaker and defibrillator manufacturing in Saint Paul, Minnesota, Ireland and Puerto Rico. Manages and executes \$2.2 million budget.

- Coordinated design and deployment of 6 custom-developed software applications for inbound manufacturing equipment; 5-year ROI over \$17 million.
- Implemented Standard Manufacturing Systems project to limit hardware and software variety from 7 vendors; 20% labor savings and 10% reduction in product time to market.
- Led 18 “Value Improvement” Projects; ensured FDA compliance, reduced operator workload; saved over \$15 million to date.
- Initiated annual international cross-site software alignment conference; shared team projects noted by Senior VP as “best practice”.

7/07-4/08 Senior Project Manager, Software Engineering: Led time-critical, international projects in support of the Cardiac Rhythm Management division.

- Coordinated testing of 121 faulty pacemakers during Stop Action Notification; gathered evidence vital to patient safety.
- Led development of Six Sigma based process capability dashboard to ensure early detection and control of manufacturing variation; 15% reduction in downtime.
- Coordinated multiple Kaizen events and Lean initiatives aimed at improving operator efficiency; 5-year NPV over \$3 million.

United States Air Force

1/07-7/07 Commander, Plans and Implementation Flight: Led 12-person team planning, managing and implementing new communications technology for Beale AFB, CA. Executed \$2.3 million communications budget.

- Implemented \$760,000 classified network upgrade that increased bandwidth 15-fold.
- Directed \$1.6 million Global Hawk operations center renovation project; doubled existing capabilities.
- Led \$126,000 base weather support systems project; improved reliability and decreased maintenance 75%.
- Selected by squadron commander as Squadron Company Grade Officer (CGO) of Year.

1/05-1/07 Commander, Information Systems Flight: Led 74-person team managing \$15 million metropolitan area network with 6,800 users. Managed equipment worth \$28 million and \$150,000 budget.

- Led \$1.5 million unclassified network upgrade that increased bandwidth 16-fold.
- Implemented \$100,000 project to broadcast live video to every computer on base network in only 2 days.

- Led 50-person plus team to organize and execute 2-day air show; 260 participants, over 65,000 attendees; 10% under budget.
- Rated by group commander #1 of 42 CGOs and selected over 14 peers as Base Comm and Info CGO of Year.
- Attended 6 weeks Advanced Network Training.

1/04-1/05 Commander, Mission Systems Flight: Led 32-person team maintaining communications, air traffic control and landing systems worth \$51 million. Managed \$2.1 million budget.

- Implemented \$3.2 million mobile radio upgrade project; completed 3 years early/\$1.2 million under budget.
- Expedited \$330,000 fiber installation, 400% more bandwidth for Global Hawk imagery transfer to analysts.
- Led team that achieved 99% Presidential High Frequency uptime rates; 4% above Command average.
- Rated by squadron commander #2 of 10 company grade officers in squadron.

1/03-1/04 Chief Navigator of Training Flight, Instructor Navigator, RC-135: Led 6-person team managing training for 150 assigned officers, including curriculum development and classroom training.

- Coordinated in-flight refueling and designed aircraft orbits, maximizing intelligence collection and preventing friendly fire casualties in Iraq during Operation IRAQI FREEDOM; awarded Air Medal.
- Planned successful movement of RC-135 aircraft operations from Saudi Arabia to Qatar.
- Designed improved operating procedures, resulting in 0 mishaps in 150 missions flown over Iraq.
- Coordinated successful rescue of aircrew members from 2 downed helicopters and an F/A-18.
- Contributed to crew being selected as Air Force Reconnaissance Crew of Year.

7/97-1/03 Chief of Squadron Safety, Instructor Navigator, RC-135: Led 4-person team providing risk management, planning and training for 142-person RC-135 squadron with 16 aircraft worth \$2.5 billion.

- Designed orbits and flew 50 SOUTHERN WATCH and 10 ENDURING FREEDOM intelligence collection missions; resulted in 100% mission effectiveness and zero coalition losses, awarded Air Medal.
- Developed and led risk management training, contributing to over 8,000 mishap free flying hours for 16 RC-135 aircraft in 7 worldwide locations; awarded Air Combat Command Flight Safety Award.
- Led emergency response to engine fire seconds after takeoff, safely recovered aircrew and aircraft.
- Attended 17 months Joint Undergraduate Navigator Training, 15 months RC-135 Navigator Training.

EDUCATION

Kellogg School of Management, Northwestern University, Evanston, IL
Executive MBA, degree expected December 2012

Embry-Riddle Aeronautical University, Daytona Beach, FL
MS Aeronautical Science (with distinction), 2002

University of Wisconsin, Madison, WI
BS Computer Science, 1997

ADDITIONAL INFORMATION

- Project Management Professional (PMP) certified since 2009
- Adjunct Instructor – Rasmussen College
- Boston Scientific Adoption Network webmaster
- Big Brothers / Big Sisters volunteer since 2000
- DoD Top Secret / SCI Security Clearance

TERRI L. EVANS

5414 Hilltop Court Lane • Fort Lee, NJ • 07601 • 630.781.1518

terrievans27@yahoo.com

Profile:

A creative and goal-oriented senior level executive with over 10 years of Sales and Marketing experience. A high energy leader who enjoys working on strategic planning initiatives and developing new ideas that impact growth and increasing market share of new and existing products. Ability to lead teams and partners effectively such that the organization's goals are achieved and targets are exceeded. Excellent communication and interpersonal skills. Problem solver who possesses exceptional analytical and solution oriented skills. Currently enrolled in an Executive MBA program at Kellogg School of Management, Northwestern University with an expected graduation date of December, 2012.

Work Experience:

BMW NA, Woodcliff Lake, NJ

September, 2010 - Present

Retail Communications Manager

Responsibilities include managing the MINI Brand for all dealer groups nationally for MINI USA

- Responsible for managing the Multicultural Market: AA Segment including Media and Events.
- Responsible for managing 40 Market Co-Ops across the country.
- Support National Marketing Initiatives and vehicle launches.
- Developed first Sales Event for MINI USA: Rocks the Rivals Competitive Test Drive.

BMW NA, Schaumburg, IL

January, 2007 – September, 2010

Regional Distribution Manager

Responsibilities included managing distribution of Regional Vehicles to CR Centers

- Managed Company Car Fleet: Regional/Field/Pool/Marketing Fleet.
- Supported Regional Events with Vehicle Logistics for both Field Training and Marketing Events.
- Managed relationships with the internal/external vendors to accomplish monthly objectives.
- Managed the Wholesale Process through Regional Sales and the BMW FS Remarketing Process.

BMW NA, Minneapolis, MN

February, 2006 – January, 2007

Marketing Sales & Operations Manager

Responsible for providing day-to-day sales and marketing consultation to 13 BMW centers within IL, WI, SD, IA and MN.

- Developed and implemented sales, marketing, and operational improvement plans to enable retailers to meet National and Regional sales goals.
- Hosted sales meetings and training sessions on sales activities/programs, CPO and marketing initiatives.
- Supported the retailers on Performance Management and monitor Key Performance Indicators. Conduct training on the KPI Modules in Market on a continual basis. Supported the Client Advisors on CSI and Product Knowledge Training.
- Developed advertising priorities and initiatives with the center, Region and Market Co-Op.
- Developed Multicultural Strategy for Tier III Retailers.
- Supported the National and Regional Offices on Event Initiatives to achieve 100% participation throughout the market (Susan G. Komen, Golf Cup). In addition to the BMW NA events, participate in the implementation and development of local events, Center Salon Shows, Auto Shows and promotional opportunities within the Market.

BMW NA, Woodcliff Lake, NJ

March, 2003 – February, 2006

Management Associate

Developed an understanding of various parts of the BMW North America and BMW AG business operations;

- Vehicle Distribution Center: PJVDC (New Jersey) – Conducted Gap Audit of the facilities operation. Assisted in certification of ISO 9001 – 2000 Standard.
- Marketing: Performance Center (South Carolina) - Worked as the following: 3 Series & Z4 Delivery Specialist; Driving Event & Program Host; Roadster Reunion Volunteer Committee. Conducted Center Visits to market the Performance Center Program.
- Tax & Controlling: Finance (New Jersey) –Worked on the following: Monthly/Quarterly Budgets–VDC Operations/ Workshop Receivables/ Performance Center Activity.
- Marketing: Media Communications (New Jersey) – Assisted in management and implementation of X3 Product Launch: X3 FreeSki; Radio DJ Program. Supported Regional and Dealer related Media and Marketing Events. Lead the team as the event liaison to Optimedia and Octagon, our agencies of record.
- Sales & Marketing: (BMW AG – Munich) – Developed an understanding of the Sales & Marketing Structure of BMW AG by working in the following areas: V4-1, VZ-52, VP-1.
- Sales & Marketing: Central Region (Illinois) – Developed an understanding of the business operations of the Central Region, specifically the areas of MINI and Center Development.

Education:

KELLOG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY, Evanston, IL

Executive MBA Degree Expected December 2012

SPELMAN COLLEGE, Atlanta, Georgia

B.A. in Economics, May 1998

Computer Skills:

Windows, Excel, Microsoft Word, PowerPoint, Centernet, Infonet, Cognos, Hyperion

Board Affiliations:

Athletes Against Drugs – Advisory Board Member

Little Black Pearl Art & Design Center – Board Member

Honors, Affiliations & Activities:

Alpha Kappa Alpha Sorority, Inc.; Spelman Alumni Association; HBCU Hall of Fame

Laxmichand Fatnani

St. Louis, MO

Contact : 814 441 9257 Inf2013@kellogg.northwestern.edu

TECHNOLOGY/STRATEGY/MANAGEMENT

Accomplished in leading technology practice, developing strategies, emerging technologies, building operations, technology delivery and competency centers .Over 14 years of experience in program and client management, leading global teams, and executing projects for companies with revenue of \$50 million to over \$200 billion in the industries of Oil & Gas, Chemical, Healthcare, IT consulting, Hi-Tech, Bottling, Manufacturing & Mining industries. Expertise in technology infrastructure planning for Enterprise Resource Planning (ERP) – SAP, Open Source – Liferay, Alfresco, Redhat, Emerging Technologies – SAP Mobility, Adobe. Highly motivated, entrepreneurial with excellent analytical and problem solving skills. International business experience (US, UK, Asia and Mideast)..

Work Experience

Forest Pharmaceuticals, MO

Solution Architect / PM (consultant)

Nov 2011 – Present

- Architect and lead for internal cloud implementation program.
- Provide thought leadership, vendor evaluation; work with stake holders/executives for their strategies, project scope and roadmaps.
- Lead migration activities for all SAP landscapes (ECC, BW, SCM, SRM, Portal) from AIX based systems to the new cloud. The project includes Unicode, OS/DB and Platform migration.

CIGNEX Datamatics, CO - Vice President

April 2009 – Sept 2011

- Chief Architect and Head of global business unit of SAP Practice with revenue of over 7 million dollars.
- Manage delivery of services to clients with a global delivery model in form of consulting, project executions, client management, partnership management with SAP, technology strategies and expansion of company operations.
- Program Management – Responsibilities include Project Deliveries, Budget, timelines, prioritization, resource management and coaching, technology strategies and expansion of company operations
- Provide thought leadership in developing competencies in technology areas, manage consulting operations, client management, partnership management with SAP and Redhat, grow SAP Footprints for the company and Client.
- Client Management - Work with Client business/stake holders, executives for their strategies, project scope and roadmaps.
- Built and manage competence centers for research and training, internal technical strengthening, implementation of best practices for service deliveries, change management, development projects, training and recruitment.
- Collaborate with marketing and sales teams for presales, RFP response, client presentations, business development and project bidding
- Initiate and Lead Emerging Technology Areas ----- Develop Mobility and Adobe Initiatives.
 - Drive mobile technology advisory and implementation solutions across all business areas, capitalizing upon potential opportunities for innovation.
 - Develop Adobe Practice for providing enterprise solutions using Adobe Lifecycle Designer and Flex and integrating with backend ERPs and Workflow.

World Networking Services Inc, NJ –Program manager/Architect

Jan 2003 – Mar 2009

- Principal of consulting services and operations.
- Project, Client Management and Architect
- Led consulting projects in SAP Infrastructure planning and executions for following clients(roles)-
 - Foundation Coal (Project Manager)
 - British Petroleum (Lead)
 - IDT (Sr. Consultant)
 - Air Products and Chemicals (Sr. Consultant)
 - Harrington Bottling (Lead)
 - New York Times (Sr. Consultant)
 - BBraun Medical (Lead)
- Contributed in company expansion and led building of operations in India (Mumbai) and Philippines(Manila) with responsibilities of research, business development, recruitment ,strategies, building offices and teams, client management, adopting best business practices for project deliveries
- Build and Lead Competency Center, Lead Global SAP Team, build and lead Offshore Development Center.
- Instrumental in taking the company from few hundred dollars to over \$6 million in revenue in 2 years.

Independent Consulting, PA– Lead Consultant

Dec 2000 – Dec 2002

- Provided consulting services to clients in technology infrastructure using SAP.
- Led Basis teams and implemented SAP Business Intelligence – Air Products and Chemicals. The teams included consultants from Bearing Point, SAP and PWC.
- Received Recognition Service Award from management of Air Products and Chemicals.

Cybertech, India and Mideast – Consultant

Dec 1998 – Nov 2000

Leading Technology Consulting Company with offices in US, UK, India, Mideast.

- Promoted to lead consultant for overseas client projects.
- One of the first consultants from Cybertech to be hired by SAP AG and to represent them at clients in India, Saudi and Dubai. Led consulting projects in India and Mideast.
- Led a 5-member team of consultants in SAP implementation project for a local client.
- Trained in SAP, business process improvement and development tools.

AT Systems P Ltd, India– Software Engineer

Jul 1997 – Nov 1998

ERP Product (RESPA) and Implementation Company

- Member of product development and implementation team of an ERP tool for manufacturing companies in India. Responsible for modules of materials management, production planning and quality management
- Worked with pharmaceutical client such as Intas Pharmaceutical Ltd, Hindustan Ciba Geigy Team, E Merck
- Trained in ERP, software development methodology and business process understanding.
- Promoted to lead module implementer within 12 months and selected for client facing roles and presales activities.

Education

Kellogg School of Management, Northwestern University, Evanston,IL

June 2013(expected)

Master of Business Management – Strategy, Finance and Marketing.

University of Mumbai,India

June 1997

Bachelor of Mechanical Engineering.

National Institute of Information Technology, India

Sept 1998

GNIIIT in Systems Management

Additional

Permanent Resident (Green Card) in US.

Open to Global Operations and Consulting.

GUILLERMO FERNANDEZ - MAZARAMBROZ

Arquimedes 11. Dpto. 702

Col. Polanco. Del. Miguel Hidalgo,

Mexico DF 11560, MEXICO

Phone: + 52 (55) 528 20200. Cel: +52 (155) 417 79440

Email: gmazarambroz2011@kellogg.northwestern.edu

SUMMARY

Spanish architect with strong background in Finance and Project Management. One year of managerial experience as Area Manager in Hill International overseeing Project Management operations in Mexico, Central America and Caribbean. Six years of international experience as Owner Representative in the luxury hotel industry, coordinating developments of more than \$150M USD each. Demonstrated leadership and decision making skills. Graduated from Executive MBA at the Kellogg School of Management, Northwestern University on the Miami, Florida campus, on December 2011.

EXPERIENCE

HILL INTERNATIONAL

Mexico City, MEXICO

Director Development

2010 - present

- Responsible, as Area manager, for all the operations that HILL International (NYSE: HIL) does in Mexico, Central America and Caribbean. (www.hillintl.com);
- Full responsibility over the company in this area of the world focusing on growing it and maintain the level of quality in the services we provide.
- Responsible for Operations, Financing, Business development, Human Resources and marketing strategy.
- In one year at Hill Mexico I have been able to meet income expectations and increase the Net income by 3.
- Expected Income for 2012 is expected to increase by 45% while Net Income is expected to increase by 120%

OHL

Playa del Carmen, Q. Roo, MEXICO

Director Development

2007 - 2010

- Responsible, as Owner Representative, for all the investments that OHL Developments does in Mexico. (www.mayakoba.com); (www.ohldesarrollos.com)
- Conduct research on the appropriate land, partners and consultants who will be involved in each project.
- Responsible for coordination of design, construction and real estate sales and marketing strategy.
- Participate in the financing negotiations
- Total Budget: \$350 Million USD

Project Director

2006 - 2007

- Oversaw the investment of the Banyan Tree Mayakoba Hotel and Residences.
- Coordinated Design, Construction, Financing, Sales and Marketing, Furniture and Hotel Equipment purchase and Preopening
- Reported monthly to the Board of Directors.
- Budget: \$170 Million USD

OHL

Madrid, SPAIN

Assistant to Senior VP of Developments

2005 - 2006

- Participated in the reporting to the Board of Directors of OHL
- Directly managed the new investment opportunities in several countries (Cuba, Panama, Dominican Republic, Turkey and Mexico)

OHL

Puebla, Puebla, MEXICO

Project Manager**2003 - 2005**

- Coordinated the “Paseo de San Francisco Project”, developed within the historic center of the city of Puebla, named World Heritage by UNESCO in 1987.
- Very singular project due to the interaction between the existing and new construction
- First commercial project in Mexico where such interaction has successfully offered.
- One of the projects has been greatly awarded. i.e: La Purificadora Hotel www.lapurificadora.com

GEED ARQUITECTOS**Madrid, SPAIN****Design Architect****2002 – 2003**

- Collaborated on several projects as designer and construction supervisor.
- Participated in projects including Schools, Housing, Old People´s Homes or Town Halls.

EDUCATION**KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY** Evanston,IL/Miami, FL**Master of Business Administration****December 2011**

- Completed degree while working full time.

UNIVERSIDAD POLITECNICA DE MADRID**Madrid, SPAIN****Master in Infrastructure and Public Services Management****2005 – 2006**

- Program focused on Concessions, with concentration on public infrastructures financing

UNIVERSIDAD POLITECNICA DE MADRID**Madrid, SPAIN****Graduate in Architecture****1996 – 2002**

- Student Delegate one year, Member of the School Board three consecutive years
- Active in several school sport activities including the soccer, rugby and ski teams

UNIVERSIDAD NACIONAL DE EDUCACION A DISTANCIA (UNED)**Madrid, SPAIN****2nd degree, Laws****1996 – 2002**

- Completed law studies to second degree level though learn from home program

ADDITIONAL

- **Certificate**, Project Finance: Structured Financing. Structuralia, 2006
- **Certificate**, International Project´s Management and Financing. Structuralia, 2005
- **Language skills**: Fluent in Spanish and English, conversant in French
- **Computer skills**: Microsoft Office, Excel, Power Point, Photoshop, Auto Cad
- **Community Service**: Coordinator, “Pueblo Maya” project, promoting new ways of living in the Mayan region; Nurse, Lourdes Sanctuary pilgrimage with ill people
- **Interests**: I like to travel, experience new places and meet new and different people. I like to practice all kind of sports, especially Skiing, Soccer, Rugby, Scuba Diving and Paddle

David W. Ferryman, P.E.
541 S. Sleight St., Naperville, IL
(708)341-9209
dferryman2012@kellogg.northwestern.edu

Profile

A creative executive adept at analytical problem solving. Proven track record of maximizing operational efficiency. Strong leadership skills driving team effort toward corporate objectives. Quickly determines strengths of key leaders and able to determine best fit for success. An innovative leader who continually strives for professional improvements and personal growth.

Education

Kellogg School of Management, Northwestern University, Evanston, IL
Executive MBA, December, 2012

Colorado State University, College of Engineering, Fort Collins, CO
BS Degree, Civil Engineering, 1992

Experience

August 2005 – Present **CN Railroad** **Edmonton, AB & Homewood, IL**
Vice President System Engineering

Responsible for CN's 20,000-mile railroad infrastructure and 6,000 engineering employees. Lead the System Engineering Department, including the groups responsible for maintenance and construction of Track, Signals and Structures, as well as Project Management, Design and Standards. Allocate and manage over \$1 billion in Capital and \$700 million in Operating expenses, annually. Instill the fundamentals of CN's 5 guiding principals of Service, Cost Control, Asset Utilization, Safety & People. Instrumental in various railroad acquisitions. Oversaw major capacity expansion projects. Negotiated collective bargaining agreements.

June 2003 – August 2005 **CN Railroad** **Homewood, IL**
Chief Engineer Southern Region

Lead day-to-day railroad maintenance & construction activities for CN's network in the U.S. Prioritized and planned all major capital improvement projects in the U.S.

August 2000 – June 2003 **CN Railroad** **Troy, MI**
General Manager - Michigan Division

Responsible for Railroad Operations in Michigan including all Train Operations, Dispatching, Mechanical & Track Maintenance. In charge of Service to all customers in Michigan including General Motors & Ford. Negotiated collective bargaining agreements with the UTU & Brotherhood of Locomotive Engineers.

June 1999 – August 2000 **CN Railroad** **Jackson, MS**
Division Engineer - Gulf Division

Lead day-to-day railroad maintenance & construction activities for CN's railroad south of Centralia, IL. Planned and prioritized all Capital Work Programs and directed them through to completion. Assisted in integration of the Illinois Central into the CN Railroad.

David W. Ferryman, P.E. –Page 2

April 1997 – June 1999 **Illinois Central Railroad** **Jackson, MS**
Asst. Superintendent Engineering

Facilitated cultural change management by leading infrastructure improvement projects, safety process initiatives and sustainability projects.

June 1995 – April 1997 **Burlington Northern Santa Fe** **Alliance, NE**
Roadmaster

Directly Supervised Track Maintenance employees in BN's Powder River Basin coal loop. Set Safety Record for Fewest Accidents & Injuries for my Territory. Received 5 System Housekeeping Awards.

April 1993 – June 1995 **Burlington Northern** **Lincoln, NE**
Project Manager

Lead the construction of \$30 million Hobson Yard Construction Project. Received President's Award for Excellence.

July 1992 – April 1993 **Burlington Northern** **Various**
Management Trainee

Summers 1989 – 1990 **Burlington Northern** **Fargo, ND**
Engineering Intern

Summer 1988 **Terry Surveying** **Trinidad, CO**
Surveyor

Professional Training and Licenses

Registered Professional Engineer, Mississippi (1999)
Executive Finance Course, McGill University, Montreal, QC, Canada (2003)
Design of Railway Track Systems, University of Wisconsin (2004)
Dr. Hay Course in Railway Engineering, University of Illinois, Champaign, IL (1993)

Professional Memberships

American Railway Engineering and Maintenance-of-Way Association (1992)
Railway Tie Association (2003)
North American Chief Engineers Association (2005)

Publications

Guideline to Best Practices for Heavy Haul Railway Operations, Chapter 4.2 – “Overview of Track Inspection in a Heavy Haul Environment”, International Heavy Haul Assoc., 2009

AREA Technical Bulletin, Volume 97, Bulletin 757, “BNSF's Hobson Yard Construction Project”, October 1996

Other Interests

Chicago Marathon (2010 & 2009), Miami Half Marathon (2009)
Musician – Piano, Guitar, Vocals

Torino K. Fitzgerald

90 West Street, Apt 6U New York, NY 10006 • (312) 420-5403 • tfitzgerald2013@kellogg.northwestern.edu

Summary:

- **Seasoned Professional:** Over 10 years of experience conducting strategic analysis, driving change in a highly consensus driven culture, and influencing various levels of management across Lines of Business and within Staff Groups
- **Global Experience:** Proven ability to lead and collaborate while working in culturally diverse environments to deliver transformational outcomes. Experience includes having worked across 4 continents: North America, Africa, Asia and Europe
- **Strategic Planning & Execution:** Quantitative/qualitative analysis skills that lend insight to highly ambiguous and sensitive business problems that result in measurable business results
- **Product Management:** Demonstrated competency in translating business issues into customer solutions by managing product requirements, market analysis, product adoption, and integrating with product development organization
- **Project & Team Management:** Proven ability to drive consensus across diverse stakeholders, geographies, and functional areas to identify, prioritize, and design solutions for business challenges
- **Budget Management:** Proven ability at forecasting and managing a multi-million dollar budget
- **Leadership:** Recognized year over year for outstanding people leadership
- **Distinguished Performance:** 1 out of 20 high-performing directors selected across the company to participate in an 8 month leadership and development program to retain, develop and promote to the next level

Professional Experience:

American Express: New York, Chicago, & Phoenix, March 1999 - Present

Director Strategy & Change Management, Global Client Group (New York, New York) 10/07 – Present

Successfully lead a team of 5 individual contributors to drive the channel strategy for a global portfolio of the 150 largest commercial card clients

- **Competitive Research & Analysis:** Led competitive analyses that included detailed competitive briefs to direct sales efforts, positions our solutions in the market, and promotes our strengths, resulting in key account retentions and multiple competitive take-a-ways
- **Channel Growth Strategy:** Developed strategic approach to drive increases in charge volume and in new customer wins by identifying and driving sales efforts (e.g opportunity identification & pipeline management & reporting)
 - **B2B Growth Strategy:** Developed strategic approach and conducted analysis to identify capturable B2B spend opportunities and worked with the field and product owners to develop business development plans, resulting in \$500M+ in identified opportunity. Execution planned in 2012
 - **Global Prospecting:** Developed, led and implemented a global prospecting approach that identified the top 25 global prospects whereby American Express possessed a high probability of winning, resulting in 6 wins in 2009 and the 3 wins in 2010
 - **Segment Growth Strategy:** Developed and executed a transformational strategy to drive single-digit growth across a managed portfolio of clients historically focused on retention. Field implementation is currently underway.
 - **Global Product Development & Adoption:** Drove customer adoption of proprietary & non-proprietary products by co-developing a global product strategy, orchestrating sales campaigns (e.g strategies, white papers, sales tools and training material) and driving sales efforts (opportunity identification & pipeline management & reporting)
- **Channel Optimization Strategy:**
 - **Client Setup Optimization Strategy:** Performed a comprehensive analysis of the global implementation process to identify the drivers and solutions to close the gap between potential charge volume and booked charge volume, resulting in a 16% increase in booked charge volume in non-lead markets
 - **Customized Value Propositions:** Created and implemented customized value propositions that differentiated capabilities from the competitor and delivered measurable value to the client

Director Strategy and Change Management, Global Commercial Card (New York, New York) 10/04 – 10/07

Successfully led a team of 7 individual contributors who developed a track record of driving high-impact business results, managing complex initiatives across more than 50+ projects and influencing executive decisions via compelling analysis, superior deliverables and effective communication skills

- **Strategic Analysis & Change Management:** Transforming business via strategic analysis and effective partnerships with Sr. Level Executives to drive account segmentation, new hire performance of sales force

Professional Experience: *continued*

- expansions, competitive and organizational re-alignment strategies, resulting in 173% increase in charge volume achievement of middle market new hires and double-digit increases across the middle market portfolio
- Global Experience: Worked globally across four continents to grow commercial card volumes by launching products and improving product adoption, resulting in 13% growth on Corporate Purchasing Card accounts; \$1B+ in Meetings Card spend; \$1.1B across all B2B products; and \$312K in Platinum Card fee revenue
- Change Management: Managed large project teams and developed creative solutions that included a go to market strategy, customized value propositions by sales segments, and a client set up tool for middle market, resulting in 19 Basis Point reduction in offered Corporate Card incentives; 8 Basis Point reduction in Purchasing Card incentives; \$2M reduction in contract exceptions; and \$5M in cost avoidance by mitigating the risks associated with a new category of spend
- Agency Management: Managed Agencies to create Sales & Account Management client-facing collateral, e-learning modules and e-commercials

Manager Change Management, Middle Market Sales (Chicago, Illinois) 10/01-10/04

Responsible for executing broad-based change initiatives that supported organizational strategies for middle market sales and account management growth

- Change Management: Partnered with the Sales and internal Marketing to implement key initiatives including a new category of spend, a new client acquisition ramp up process and implementation of new technologies, resulting in more than \$1B in charge volume and to the receipt of the Meeting & Exceeding Customer Expectations leadership award
- Relationship Management: Successfully managed external vendor relationship to drive marked improvement in Sales and Account Management performance on business critical applications

Business Development Consultant (Phoenix, Arizona) 8/99 –10/01

Experienced consultant responsible for driving new acquisitions through targeted lead generating activities, development of value-based client proposals and influencing client decisions through effective positioning

- Business Development: Co-developed and co-presented customized solutions to service middle market corporate travel and card clients, yielding year over year target achievement
- Acquisition Management: Drove strategy development of value-based proposals in the US and Canada, which led to more than \$1M in sales and to the receipt of a *Business Partnership Excellence* award
- Client Management: Defined processes to collect revenue, conduct and evaluate client forums, and drive business through the American Express Consulting sales process, resulting in the collection of \$300K in past due receivables, 10% YOY increase in new leads and to the receipt of the *Collaborating and Influencing* award

Accenture (Chicago, Illinois) 3/96 – 8/99

Junior consultant responsible for driving process design, change management, and stakeholder engagement of critical projects

Consultant, Change Management:

- Process Re-engineering: Worked with clients across three continents to manage the process redesign and stakeholder engagement work streams to support broad system implementations
- Change Management: Defined roles, responsibilities, competencies and accompanying change management plan to align people with the processes and strategic direction of core functions
- Project Management: Created standard processes and procedures for providing high-impact customer service, which was incorporated into the worldwide customer service training plan

Education:

Kellogg School of Management, Northwestern University, Miami, FL
Executive MBA, degree anticipated June 2013

University of Illinois at Urbana-Champaign, Urbana, IL
Bachelor of Arts, 1995

Kim Fluckiger

PO Box 533, Stevensville, MI 49127

2024 Halsted, Stevensville, MI 49127

269.429.6124 Email: kdfluke@gmail.com

Senior Marketing and Sales Executive with solid and extensive experience in **Analytical Process Management and Thought Leadership** in support of **National Channel Sales and Direct Customer Relationship Management**. Extensive manufacturing, retail and business to business experience in account management, strategic analysis, consultation, and program optimization. Proven ability to develop sales potential in new marketing arenas. Strong analytical and planning skills. Greatest strength in the application of analytical thought to determine and drive towards the big picture goals while reconciling the immediate requirements.

PROFESSIONAL EXPERIENCE

Director – Strategy & Operations

Senior Sales Manager – Strategy & Operations;

Senior Director Business Intelligence

Program Manager

Senior Sales Manager –National Channel Sales

Senior Manager, Category Solutions & Insights

Senior Market Analysis

Retail Sales Management

Goldsmith & Jeweler

Quality Assurance Management

Retail Store Enterprise Management

Nineteen years solid background in retail and business to business experiences. Six years developing and sharpening complex statistical analysis modeling and methodologies. Over ten year's successful management, training, and mentoring experience in corporate environments. Twelve+ years senior level management, working closely with VPs and C-Level executive teams to deliver outstanding and consistent results, meeting corporate goals of double digit growth.

EMPLOYMENT HIGHLIGHTS

January, 2012-Present – **Whirlpool Corporation**, Benton Harbor, MI

Director – Key Accounts Strategy & Operations,

- Develop and operationalize the strategies to drive profitable business through a \$1.7b channel in the major appliance industry.
- Manage all cross functional operations (supply chain, marketing, merchandising, financial, to sales) in order to apply the customized strategies between Buy Groups, National Accounts, Key Regionals, and Large Big Box Retailers (i.e. Best Buy) incorporating the complexities of both retail and contract business.

January, 2010-2012 – **Whirlpool Corporation**, Benton Harbor, MI

Senior Sales Manager – Best Buy Channel Strategy & Operations, Cooking & Cleaning Category Sales & Profit Pool Products

- Managed the relationship of a national channel (~\$200mm) throughout product allocations, multiple price increases, multiple product launches, and a souring of terms between Whirlpool and Best Buy; resetting this relationship and growing key categories in EOP and DCM.
- Launched the first Home Delivery enablement project across multiple channels greatly reducing home delivery and special order costs and reversing a multiple 6 figure allowance credit each month.
- Despite facing supply issues, provided double digit growth within categories, increased floor presence, added profit pool categories to channel SKU assortments.
- Negotiated more stable and profitable program for the coming year and established audit trails for accountability on marketing/promotional channel support.

September, 2007-December 2009 – **Whirlpool Corporation**, Benton Harbor, MI

Senior Merchandising Manager – Category Solutions & Insights - Competitive Marketplace Intelligence

- 4 ½ years with the company. Kim has outperformed his peers consistently, recognized as one of the top 50 employees of Whirlpool globally in 2009 (Chairman Award from CEO Jeff Fettig) and receiving a 2008 performance rating of 1 and a 2009 performance rating of 2.
- Management and support lead for sales and merchandising organizations within the company, to provide fact-based platforms on decisions relating to pricing and plans-to-sell towards retail trade customers. Intricate knowledge of the pricing processes, loyalty programming, and go to market strategies across all retail channels. Provided one on one sales facing support for Independent Retail, Contract, Sears, Best Buy, and many Key Account sales activities. Performance based position graded on actions derived support to secure and maintain growing floor presence and sales goal realization.
- Co-Senior leader on \$12million multi-phase business intelligence project, designed to bring fact-based intelligence to the forefront of Whirlpool decision making. In an environment of extreme cutbacks, this project continues to receive additional budget and funding has the core project team has grown in numbers due to the level of strategic value perceived by the company.
- Management of day to day competitive reporting and analysis for corporate intelligence. Direct the creation and embedment of corporate dashboards and standardized reporting on key performance indicators.
- Project Lead and architect of the new floor planning tools; integrating pricing, product, and market intelligence into single planogram creation and measurement applications. This \$1.4million project designs and manages the roadmap of multiple field

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sales and internal applications designed to bring various data streams into single conjoint tools for complex analysis and trade customer planning.

- Consult on field representation services for the field sales organization. Establish tools and metrics for the massive reorganization and integration efforts, providing ROI analysis and direction on validation of the largest field sales investment of the company.

August, 2002-September, 2007 – **MarketStar Corp**, Ogden, UT

Sr. Sales and Marketing Director – Sales, Business Intelligence and Market Analysis

- 2006-2007 Annual MVP (top 3% of company) 2004 Q2, 2004 Q3, 2005 Q2, 2006 Q1, 2006Q3, 2006 Q4 Quarterly MVP Awards (top 5% of company)

- Drive a double digit growth of sales projects into the sales channels changing the team from a cost center to a profit center. Develop these products from conception through engineering and implementation as sales assets enhancing the core sales functions of the company. Manage the sales teams responsible for contract bidding, sales funnel management, and the executive accountability to the CEO.
- Utilize market channels in gathering primary and secondary research on industry and client trends to recognize market opportunities, making recommendations for adjustments, and creating execution efficiencies. Create forecasting and ROI models for strategic analysis and consultation for Fortune 500 tech companies; including, but not limited to Hewlett Packard North America Sales, Whirlpool Corporation, Maytag Sales, Motorola International, RIM Global Point of Sale Program, Best Buy, SIRIUS Satellite Radio, Intel Corporation, NVIDIA, Microsoft Channel Sales, Verizon Communications, and Cisco Systems. Develop and maintain internal reporting and metric tools for client and program performance measurement.
- Direct a team of 50+ Market Analysts, Production Reporting Specialists and Data Specialists in accomplishing the same; by establishing clear directives, process, quality assurance, and measurables. Utilizing hands on management techniques to mentor and drive performance. Coordinate multiple strategies, tasks, and projects for multiple clients (Retail and B2B). Consult and collaborate analytical process management with Business Development groups, Client Service Operations teams, Executive Management, Marketing, and IT services. Successfully defined, standardized and commercialized analysis and reporting products. Directed the automation of said products and brought discipline to analytical methodologies. Established analysis and reporting services as viable and profitable products both in support of core competencies as well as stand alone commodities. Created Relationship Bridge between the Client Service teams and the IT support organization. Employed score-carding and benchmarking processes to internal organizations and improved quality and response through disciplined communication practices. Developed and employed a comprehensive training process, driving ramp/on-boarding time for new staff members from 6 months to 3 weeks, thus lowering turn-over and tenure costs.

1991-1994; 1996-2002 – **Ken's Jewlery**, Layton, UT

President & Goldsmith

- Retail sales management, focusing on the full spectrum of clientele. Responsible for employing targeted marketing promotions to draw and retain multiple segments of the customer base. Due to the level of responsibility and size of organization, obtained experience as a professional buyer, seeing international travel in search of product in demand, and dealing on referral and private trade show scenarios. As manager, dealt with customer relations, both face to face and via internet correspondence. Managed the financing of two growth periods and the expansion of the business into new business segments (Business to Business, Bricks & Mortar, Mall Kiosks, and internet commerce.) Grew business to an annual net profit growth of 12% month to month, where the business had no profitable growth in years prior.

EDUCATION

Kellogg School of Management, Northwestern University, Evanston, IL

Executive MBA, June 2011[International in Koblenz Germany and China (Beijing, Shanghai, Hong Kong)]

University of Utah, Salt Lake City, UT

BA, Business Marketing & German 2002 University of Utah, Salt Lake City, UT Major: **Marketing, German**, 3.98

Six Sigma Blackbelt – Motorola DMAIC Six Sigma Program, Markham, ON

ccOPEX Program 2003 Whirlpool Corp, Brandywine, MI

Christian Albrecht Universitaet 1997 Kiel, Germany German Studies Foreign Exchange

Pforzheim Master GoldSmith Certified – 1997

April 1994-June 1996 Service missionary in Munich, Germany for the Church of Jesus Christ of Latter-Day Saints

Gerald Font

4165 Old Dowlen Rd. #62

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EXECUTIVE SUMMARY

Senior Process Engineer with over sixteen years of experience in chemical/oil and education industry working in design, operation and consulting. Firms ranged from privately owned to Fortune 500 (ExxonMobil), national and international. Managed multinational teams of engineers, contractors and professional domestic and overseas. Key skills include project management, process designs, plant operations & optimization, financial management, contract negotiation and teaching. Experienced in the plant design and production management. Registered Professional Engineer in States of Texas and Florida. Speak English and Spanish.

EXPERIENCE

EXXONMOBIL CORPORATION

Houston, TX

Senior Process Engineer

2007 – Present

Responsible for process design in oil refinery and chemical plant, equipment designs, project management, safety reviews, economics, project start up and plant optimization.

- Managing projects from \$1M to \$20M creating strategy to better utilize technology including new systems with \$40M revenue potential and projected 90% return on invested capital.
- Successfully completed a \$15M energy projects with over \$10M energy saving per year in Beaumont Chemical Plant.
- Managing a staff of two to four engineers during project design, construction and commissioning,
- Conducting safety and environmental reviews for projects costing from \$1M to \$30M.
- Responsible for setting up procedures, training engineers and team of professionals.

WATER AND WASTEWATER DEPARTMENT. DADE COUNTY

Miami, FL

Engineering Section Head

2005-2007

Responsible for design and plans review for water and wastewater projects.

- Conducted projects (total \$50M) to improve water distribution system in Miami Dade County.
- Managed a staff of five engineers, three drafters and five technicians.
- Implemented new engineering standards for water and sewer system designs.
- Designed wastewater pumps stations and reviewed the design criteria, equipment selection and piping specification.
- Streamlined the service department and the technicians' responsibilities.

ECOLAB, INC.

Miami, FL

Project/Sale Engineer

2002 – 2005

Responsible for water/wastewater treatment design systems in sugar mills and commercial facilities.

- Provided technical assistant for the equipment selection and specification for power plant in Sugar Industry, including boilers, cooling towers, pumps and filters
- Conducted programs to reduce the water losing by 30% and energy saving by 10% in South Florida sugar mills.
- Managed a team of three salesmen on Florida Water Care Division with sales over \$1M per year.

SHERRITT INTERNATIONAL, CO.

Edmonton, Canada/Moa, Cuba

Process/Production Engineer

1995 – 2002

Responsible for plant design, bottlenecking, process optimization and production management

- Managed a team of six engineers and ten operators to increase the plant production rate by 8% with minimum investment.
- Responsible for setting up procedures, training engineers and operators.
- Supervisor of several process plants such as: Hydrogen & Hydrogen Sulfide Plant, Metal Precipitation Plant, and Power Plant.
- Provided process design for projects from \$0.5M to \$5M including equipment design, safety reviews, project start up and optimization.

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY **Miami, FL**
Executive MBA, degree expected June, 2013

UNIVERSITY OF SANTIAGO DE CUBA **CUBA**
B.S. Chemical Engineering **1995**

ADDITIONAL

Affiliations: Senior member of American Institute of Chemical Engineers, Chemical Institute of Canada.

Registration: Registered Professional Engineer: Florida, 2003; Texas, 2008. Disciplines: Chemical, Mechanical, Environmental and Civil.

Language: English, Spanish.

Interest: Teaching, running, reading.

OBJECTIVE: *Results-driven Management Professional eager to contribute expertise in driving operations, sales, customer relations, and team-building initiatives toward actively collaborating with a dynamic organization in maximizing bottom-line performance.*

SUMMARY OF

QUALIFICATIONS: Significant strengths in financial and retirement planning, public speaking, consultative sales, and team leadership. Adept at managing sales and business operations with proficiency in strategic P&L (profit and loss) management, customer relations, and formulating strategies which increase productivity, service levels, and efficiency. Keen organizational, interpersonal, problem solving, and communication skills.

- Steadily advanced throughout a series of promotions with The Vanguard Group based on superior performance and achievements.
- Led Vanguard client service team to secure 78% of potential retirement plan assets resulting from client's corporate acquisition.
- Achieved remarkable Net Promoter Score of 90% among institutional clients with total \$1.5B assets under management.
- Slashed operational costs by 32% and established precise initiatives to reduce capital losses for Phoenix location of Sears Home Central.
- Elevated sales 20% year-over-year for Arizona market of Sears Home Central by devising and implementing comprehensive consultative sales training programs.
- Reversed annual operational net loss of \$100K to annual operational net profit of \$40K within nine months for Sears Home Central.

EDUCATION:

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY
Evanston, IL
Masters of Business Administration (MBA) **Expected Dec 2012**

SAINT LEO UNIVERSITY
Saint Leo, FL
BA, Business Administration, Management **June 2010**

EXPERIENCE:

The Vanguard Group, Scottsdale, AZ / Malvern, PA **1999 - Present**
Relationship Manager **2007 - Present**

- Successfully lead service team responsible for institutional relationships by sharing knowledge and feedback and utilizing a varied management style that depends on the level of experience, skills, and knowledge of each individual.
- Demonstrated ability to manage teams through uncertainty. Navigated assigned relationships through varied economic cycles including rapid business growth, downsizing strategies, M&A and bankruptcy. Ability to grow and retain business during RFP/RFI process with no losses.
- Proven thought-leader among colleagues and client service teams, with the conviction to take calculated risks and effectively challenge the status quo.
- Provide direction, management and support to client service teams by overseeing the development and implementation of dynamic client business plans.
- Strategically manage a book of business comprised of clients with defined contribution, defined benefit and non-qualified plans totaling \$1.5B in assets under management by partnering with C-level institutional investment committees in exploring, identifying and evaluating financially-beneficial opportunities.
- Direct accountability for maintaining service excellence, client loyalty and expansion of existing relationships.

- Resourcefully create and implement competitive fee arrangements that satisfy client needs, are competitively compelling and provide necessary revenue to the business.
- Developed and directed innovative mentorship program to drive talent development and identify candidates to be considered for advancement to Relationship Manager.

Communications Consultant

2004 - 2007

- Effectively lead design and implementation team responsible for institutional client communication strategies by fostering a collaborative and engaging atmosphere.
- Teamed with retirement plan sponsors in design, development, and administration of participant education strategies, leveraging excellent communication skills to consult with C-level managers as well as HR and finance professionals.
- Applied keen analytical strengths toward providing consultative guidance surrounding plan design, successfully assembling education programs for clients.

Retirement Education Specialist

2000 - 2004

- Traveled to client locations to deliver informative and convincing seminars geared to assist individuals in planning for retirement and other financial goals.
- Cultivated relationships with institutional clients in various industries.
- Successfully presented more than 2,100 meetings nationwide and trained new team members in presentation delivery and product knowledge.

Participant Services Specialist

1999 - 2000

- Proactively assisted retirement plan participants by knowledgeably responding to inquiries related to retirement planning, investing and maximizing savings.

Sears Home Central, Phoenix, AZ / Montgomery, AL

1997 - 1999

Regional Manager

1998 - 1999

- Oversaw operations within the Arizona region and cost-effectively controlled \$1M annual budget.
- Supervised, motivated and led a call center manager, three zone sales managers, and an operations manager.
- Increased operational efficiency through mentor leadership and managing accountability across functional areas.

Zone Manager

1997 - 1998

- Spearheaded territory management covering most of central Alabama with full P&L accountability.
- Exhibited outstanding leadership talents in managing, motivating and supervising 18 commission-based sales consultants, three administrative employees, and two technical professionals.
- Considerably boosted revenue from operations by implementing in-house consultative sales training programs for sales consultants.

Prior Background includes role as Reservist with the United States Naval Reserves, 1991-2001. Honorably discharged.

**PROFESSIONAL DEVELOPMENT/
CREDENTIALS:**

- Proficient in Portuguese.
- Qualified 401k Administrator (QKA), American Society of Pension Professionals and Actuaries (ASPPA)
- Chartered Retirement Planning Counselor (CRPC), College of Financial Planning
- FINRA Series 6 and 63 licensure

Troy R. Foster

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Mountain View, CA 94040

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PROFILE

An innovative and results-driven senior level executive with over seventeen years' experience in the start-up and high growth phases of high-tech businesses or within new product development in the enterprise software space, focused on Internet, mobile, and process management technologies. Proven track record of building organizations, evangelizing and selling technology products and services, business development, leading teams and engagements, ensuring client satisfaction, and becoming a trusted advisor. Frequent interaction with board-level management to drive company and product strategy.

EXPERIENCE

Bosch Software Innovations, Palo Alto, CA 2008–Present
Senior Vice President, Technology and CTO

Held ultimate responsibility for all technical activities of the company within the Americas, along with other global responsibilities, encompassing the following areas: product evangelism, scouting for potential business opportunities, professional services, technical pre-sales, product management, product development, technology alliances, product training, customer support.

- Led global initiatives in: software infrastructures for the Bosch “Internet of Things” strategy; cloud computing; clean tech, including smart grid, electric vehicle infrastructure, M2M; cross-division product integrations.
- Worked with the Bosch board in order to present business plans, strategies, and a vision for Bosch Software Innovations' products. Worked effectively within the German management structure to take a German-led company and grow sales in the Americas by 600% in my first year.
- Had additional responsibility for leading the expansion of all business operations to Latin America.

IBM, San Jose, CA 2006–2008
Product Manager, Information Management Division

Drove IBM's product offering and defined software requirements for the IBM FileNet BPM, Business Process Framework, and eForms products.

- Gathered, analyzed, and prioritized product requirements from clients, partners, prospects, and IBM sales and consulting organizations.
- Worked with and supported the internal engineering team, sales engineering, and consulting organizations to drive two major product releases in 2007.
- Analyzed market trends relating to product domain in order to determine market positioning and long-term product requirements.
- Collaborated with Product Offering Managers to drive positioning and marketing programs for the IBM FileNet P8 BPM, Business Process Framework and IBM FileNet P8 eForms products.
- Created and presented whitepapers and technical product presentations at major IBM conferences.
- Worked extensively with the sales organization to position and sell product into new and existing accounts via participation in sales calls, webcasts, conference calls, product demonstrations, and RFP/RFI responses.

VMware, Palo Alto, CA 2005–2006
Product Manager

Worked with OEM partners on synchronizing roadmaps, features for VMware's enterprise-class products, including Virtual Infrastructure 3, ESX, VirtualCenter, etc. Developed strategy for support of future OEM hardware in VMware's products. Achieved VMware *President's Club* in 2005.

BroadVision, Redwood City, CA 1999–2005

Product Line Manager, 2003 - 2005

Championed and drove from inception through release all aspects of BroadVision's first new major new product line in 4 years and rearchitecture of the platform to be based on it.

- Formulated the strategy behind BroadVision Process, based on the market need for business agility in web applications by evolving how those applications are created and continually modified; this was done by leveraging the concepts of human-intensive business process management and rapid and flexible web application development. The product is also the new framework upon which all new and upgraded BroadVision applications are to be based.
- Extensively worked with and supported the internal engineering team, sales engineering, and consulting organizations to drive the release of four major versions.

Product Manager, 2001 - 2003

Championed internal support and drove from inception to release all aspects of the creation of a new product offering called BroadVision Multi-Touchpoint Services to be used for mobile device and voice channel access to all BroadVision Internet applications.

- Determined BroadVision's product offering strategy in the mobile space on a global basis.
- Managed technology partner relationships to integrate with and complement core BroadVision competencies in the creation of Multi-Touchpoint Services.

Sales Engineer, 1999 - 2001

- Based in Silicon Valley and assigned to the Western region, led the pre-sales technical activities of a sales team to sell e-business solutions based on BroadVision's Internet platform software into Fortune 500 and Global 2000 accounts.
- Achieved BroadVision *President's Club* in 2000.

Sun Microsystems, Palo Alto, CA 1999–1999

Systems Engineer

- Led the technical activities of a sales team to architect and implement solutions, based on Sun hardware and Sun/Netscape Alliance (iPlanet) e-commerce software, for large accounts.
- Achieved Sun *President's Club* in 1999.

Raytheon Systems Corporation, San Jose, CA 1998–1999

Lead Software Developer

- Implementation of Mission Distribution System for U.S. Navy Tomahawk cruise missile program.

Citibank, Chicago, IL/New York, NY 1996–1998

Technical Consultant

- Deployment of Citibank's initial web-based online banking product.

EDUCATION

Kellogg School of Management, Northwestern University, Miami, FL/Evanston, IL

Executive MBA, degree anticipated December 2012

DePaul University, Chicago, IL

M.S. Computer Science, *summa cum laude* 1998 GPA: 3.96/4.0

North Central College, Naperville, IL

B.A. Accounting and Spanish, *magna cum laude* 1994 GPA in major: 3.8/4.0

ADDITIONAL DATA

- Fluent in English and Spanish. U.S. DoD security clearances, CA Real Estate Broker License, Silicon Valley Association of Startup Entrepreneurs, Universidad Cooperativa de Colombia–Adjunct Advisor.

THOMAS GEORGE

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+1201.982.5580 ♦ thomasgeorge@cisco.com

STRATEGY & OPERATIONS EXECUTIVE

*Leadership, Strategic Planning, Business Development, Finance,
International Experience, Business Intelligence, Collaboration Technologies*

- **Talented Strategy & Operations Executive with a strong combination of business and technology experience within global corporate environments** in diverse industry verticals across the United States, Europe, Asia, Africa, and Latin America. History of successfully providing leadership expertise to source and deliver complex global-scale projects simultaneously on time and within budget.
 - **Solid understanding of financial aspects of solutions.** Consistently impact productivity improvements, cost savings, and sustainable revenue through combination of proficiency in business architecture, implementation and troubleshooting. Very strong analytical skills & ability to absorb large amounts of data quickly.
 - **Strategic and tactical thinker with ability to formulate and implement advanced technology and business solutions to meet ever-changing business and consumer needs.** Proven ability to drive use of innovative organizational and technical solutions. Unique talent for communicating on business and technology issues, linking activities / needs of business people *and* technologists. Widely regarded for strong analysis, creative problem solving, diplomacy, and cohesive leadership skills.
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EXECUTIVE ACHIEVEMENT SUMMARY

Cisco Systems, Inc. – New York, NY

2006 to present

***Senior Strategic Business Development Executive, Global Collaboration Solutions Sales, 11/09-present
Business Development Manager, Advanced Technology Sales, 10/06-10/09***

Drive overall business development strategy for Cisco's Customer Collaboration business. Partner with account executives to identify customer business drivers and develop effective sales strategies. Responsible for development of detailed business plans for major accounts and drive weekly and monthly forecasting. Articulate and deliver business value to the Global Financial Services, Insurance, Banking, Pharmaceutical, Media, Automotive, and Enterprise accounts through strong leadership and building executive level customer and partner relationships. Subject matter expert leading a matrix organization responsible for global deal cycles.

Major Accomplishments:

- Exceeded yearly revenue targets for Advanced Technologies in named accounts consistently. Sales Champion (top 10% globally) for FY10 with goal attainment of 195% of plan and for FY07 with goal attainment of 215%. Sales Achiever for FY09 and FY08 with 115% and 145% goal attainment respectively.
- Successfully positioned \$100m+ in Collaboration Technologies Sales during tenure for accounts ranging in scale from commercial mid-tier, enterprise, to global.
- Sourced and successfully closed \$20m+ in revenue for Cisco's Contact Center business during tenure through developing and cultivating executive level relationships in target accounts.
- Promoted to senior level through consistently exceeding targets, developing deep and trusted customer relationships, leveraging the Cisco internal social networks to facilitate global collaboration, and delivering exemplary performance.
- Rated as among top 1% within global organization during performance appraisal for 2010

Mercedes-Benz USA, LLC. – Montvale, NJ

1997 to 1999, 2001 to 2006

Manager, Strategy & Operations, Advanced Technology Group (2002-2006)

Scope of responsibility was diverse and included providing strategic solutions and directing staff in areas of business intelligence, voice, video, and data network architecture planning, engineering, and design for MBUSA. Accountable for operations of Mercedes-Benz Enterprise telephony systems, network architecture, security, and contact centers. Oversaw activities of 4 direct reports, 2 matrix reports and 15 external project based consultants. Budget authority included \$3.5M in systems and maintenance, \$1.5M for consultants, and \$2M for new

development projects. Non-technical functions included HR administration, policies and procedures, interviewing, hiring, training/development, resource allocation, and employee relations.

Major Accomplishments:

- Delivered \$3M in cost savings and reduced overall time to production for new installations by 75% by spearheading introduction of VoIP and IP Communications throughout MBUSA. Identified need for, authored business case, piloted proof of concept, and ultimately gained C-level management approval.
- Achieved greater productivity, cost avoidance (over \$3.5M), technology flexibility/scalability, and cost savings from consolidation of disparate systems and reduction in time to deployment for new facilities.
- Created new division to manage IP Communications and Call Center networks.
- Program managed the deployment of new technologies to multiple regions and facilities across the enterprise. Delivered total savings of great than \$2m from streamlined operations and managing resources effectively.
- Completed multi-million dollar project to address increased call volumes and staff reductions without compromising performance. Managed development of voice user interface and shaping customer experience. Projections include estimated 40% deflection of inbound calls and savings of \$1.5M per year.
- Integrated enterprise call center metrics into Management Information System by leading major data warehousing and Business Intelligence project. Architected solution to obtain data from various sources to a data warehouse that enables provision of daily, detailed information to senior management team in order for them to effectively run operations.
- Recruited to return to MBUSA in 2001 by management team to lead Advanced Technology Group

Lead Network Architect, Network Operations (2001-2002)

Accountable for architecture and operations of Mercedes-Benz Enterprise telephony systems, network architecture, security, and contact centers. Directed staff of three Senior Network and Systems Engineers

US Delegate, DaimlerChrysler Technology Council – Stuttgart, Germany (2002-2006)

Played key role on DaimlerChrysler Germany Technology Council to review & establish global standards and operating procedures for advanced IP communications; published best practices for operations quarterly.

Telematics Specialist (1997-1999)

Early Career:

Sony Music Entertainment, San Francisco, CA - *Practice Lead, Network Operations (2000 to 2001)*

iBeam Broadcasting, Sunnyvale, CA - *Senior Manager, Network Engineering (1999 to 2000)*

Malayala Vartha Newspaper, Bergenfield, NJ - *Managing Partner (1996 to 1997)*

The New York Times Newspaper, New York, NY - *Sales Leader (1992 to 1996)*

EDUCATION

Kellogg School of Management, Northwestern University, Miami, FL

Executive Master of Business Administration, 2011

Stevens Institute of Technology, Hoboken, NJ

Master of Science in Information Systems, 2004

Graduated *summa cum laude* and perfect academic record (*summa honors*)

Rutgers University, Newark, NJ

Bachelor of Arts in Political Science, Minor in English, 1999

ADDITIONAL INFORMATION

- Extensive international and cross cultural integration experience with American, European, Latin American and Asian cultures
- American Council on Germany/ Atlantik-Bruecke e. V. – New York and Berlin, Member, Alumnus, Young Leader 2004
- Member, The Indus Entrepreneurs (TiE)
- Volunteer as mentor for young adults providing career guidance
- Interests include travel, biking, cooking, photography, and team sports

KEVIN L. GONZALGO

699 14th Street, Unit 528, San Diego, CA 92101 • (510) 590-6848 • kgonzalgo2012@kellogg.northwestern.edu

SKILLS AND QUALIFICATIONS

- Positioned to deliver visionary and inspirational leadership in a general management capacity through a solid foundation of experience and success within key leadership roles in marketing, sales, strategy, organizational change management, and operations fields.
 - Highly motivated, experienced professional with skills in marketing, relationship-building, coaching and development, project management, and labor union partnerships.
 - Poised to apply strong leadership, strategic perspective, and process improvement skill set in a dynamic multi-faceted corporation.
 - Specialized in creating strategy, improving operational efficiency, and inspiring others to consistently raise the bar in performance and organizational success.
-

EXPERIENCE

AT&T, INC.

Consumer Centers Support

San Diego, CA

Senior Project Manager, Mobility / U-verse Entertainment

2010 - Present

- Leverage common assets across Mobility and U-verse business units to create a seamless and unified customer experience for over 80 million Mobility and over 3 million U-verse television customers
- Project manage a \$350 million project with numerous initiatives that unify billing and customer care across the U-verse, DirecTV, and Mobility lines of business enabling a truly integrated bundle with a single bill and a common customer experience across the AT&T enterprise

Consumer Sales and Service

San Diego, CA

Center Sales Manager, U-verse Entertainment Sales

2007 - 2010

- Responsible for \$5M in annual consumer sales revenue
- Led a sales organization of 100 employees that specialized in consumer sales for AT&T products – home telephone, long distance, broadband / Wi-Fi services, advanced television, and wireless services
- Supervised 8 managers with responsibilities to coach, develop, maximize productivity on teams of 10-18 sales reps
- Aggressively managed attendance for all employees including FMLA, disabilities, and workers' compensation cases
- Managed budget, labor union relations, and personnel hiring

Consumer Marketing, San Francisco Market Area

San Ramon, CA

Sales Manager Direct Sales Agents – Marketing and Sales

2007

- Responsible for launching first direct agent door-to-door IPTV U-verse Entertainment and Core/Legacy sales team in California
- Delivered over 65% of all IPTV sales in the San Francisco Market and produced best in class results Q107/Q207 for total submitted sales and productivity per agent in California
- Managed a \$10M budget for all vendor operations, commissions, and expenses

Chief of Staff / Sr. Market Research Manager, Local Consumer Marketing

2005 - 2007

- Provided strategic marketing research and support to the San Francisco Market Area Vice President-General Manager in marketing and business planning
- Provided competitive intelligence and created strategic marketing plans to address wireline loss, high speed internet gains, AT&T | DISH satellite service gains, customer retention, and customer flowshare trends
- Developed diverse marketing plans to address multicultural, LGBT, and college markets
- Oversaw San Francisco Market Area budget and provide financial forecasts to market area VP on a regular basis

SBC COMMUNICATIONS, INC. (Acquired AT&T, Inc.)

Consumer Marketing

San Ramon, CA

Associate Director – Consumer Marketing, Channel Delivery West

2005

- Managed a team of 6 Associate Directors to train and implement central/regional sales marketing initiatives to all AT&T Consumer Sales and Service centers in California and Nevada
- Led Consumer sales channel initiatives that included: call time reduction efforts, streamlining product and disclosure verbiage, maximizing call center efficiencies, and re-scripting service representative/customer contact verbiage to maximize sales opportunities on every call

Consumer Markets Group**Oakland, CA****Associate Director – Sales Implementation, Consumer Sales and Service****2004 - 2005**

- Acted as a liaison between the sales channel and central/regional marketing to ensure that sales and product training is effectively delivered and implemented
- Supported and trained diverse markets sales offices to include in-language centers providing support to Korean, Chinese (Mandarin/Cantonese), Filipino, Japanese, Vietnamese, and Spanish speaking language-dependent customers
- Provided culturally relevant advice and counsel to central/regional marketing on key initiatives that focus to expand language support and services for language dependent customers
- Supported and trained 11 Associate Sales Directors and over 100 Coach Leaders in the California Consumer Sales Centers to meet regulatory compliance standards and to effectively implement new marketing initiatives and promotions
- Maintained consistent and open communication with the sales channel to remove barriers and to establish solid sales skills with their direct reports to continually succeed in achieving 90-day net revenue targets

Associate Sales Director, Consumer Sales and Service**2003 - 2004**

- Responsible for all aspects of a 65-person specialty (deaf and disabled services) Residential Customer Sales and Service Center including 90-day net target achievement (over \$1M FY2003), customer service satisfaction, attendance management, and developing positive and constructive union partnerships
- Supervised 4 first level managers on key leadership attributes that include developing the skills needed to drive positive results through others, teambuilding and sharing best practices, as well as creating process improvement skills to impact center-wide results

Consumer Markets Group**San Ramon, CA****Project Manager, Diversity Marketing****2002 - 2003**

- Developed and integrated strategic marketing initiatives for language dependent and disabled customers in California and Nevada
- Analyzed current SBC language support capabilities and further assessed what was required to provide a more end-to-end customer service experience for language dependent and disabled customers

Network Services**San Jose, CA****Installation and Repair Supervisor, Service Operations North****2001 - 2002**

- Supervised and developed a crew of 20 service technicians providing quality service for consumer, business, and CLEC customers in the areas of order installation and service maintenance for wireline services, DSL, and ISDN services

Industry Markets**San Francisco, CA****Local Service Center Supervisor, Wholesale Operations****2000 - 2001**

- Created and implemented expense reduction protocol to streamline, optimize, and maximize efficiency which cut costs and eliminated local wholesale monthly 271 performance measure remedies in excess of \$100,000 per year
- Supervised and coached over 40 service representatives serving in a competitive CLEC customer care center, service management escalation, and order completion capacity

EDUCATION**KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY****Evanston, IL****Executive Master of Business Administration****Expected June, 2012****UNIVERSITY OF CALIFORNIA, BERKELEY****Berkeley, CA****Bachelor of Arts, Double Major in Political Science and Asian American Studies****2000**

ADDITIONAL INFORMATION

- University of California Alumni Association, Member
- Asian Pacific Islanders for Professional and Community Advancement, Public Affairs Officer (So. California Chapter)
- Leadership Education for Asian Pacifics Alumni
- Proficient in Tagalog (Pilipino) and conversational Spanish
- Passionate world traveler and backpacker

Manish Gupta

346 Ridge Rd

Washington Grove, MD 20880

Phone: 202-247-5099 Email: mkguptamail@gmail.com

SUMMARY

Experienced and progressive senior level executive with more than fifteen years of success. Communicates effectively, develops new initiatives and business unit assessments across the organization's national and international operations to create efficiency and increased profitability. Extensive qualifications in corporate and business development; risk management; CFO advisory and financial transformation; control optimization; global assurance management; team development and change planning.

EXPERIENCE

The Washington Post Company

Director, Corporate Audit Services

Washington, DC USA

2008-Present

Lead the global internal assurance and advisory efforts of 10+ professionals serving multiple divisions focused on key strategic, operational and financial risks such as mergers and acquisition integration, business and operational analyses, financial management and reporting, and internal control evaluations. Cumulative accomplishments for assessments of over 20 divisions, averaging \$150 million in sales, include:

- Education, cable, media, and broadcasting evaluations of Kaplan (\$2.9 Billion - Higher Education, Test Preparation, Ventures and International – Europe, Asia-Pacific), Cable One (\$750+ Million, 10th largest U.S. cable company), Washington Post Media (5th largest U.S. Newspaper), PNS TV Stations (6 Local Broadcasters), Newsweek and Corporate office.
- Led team's discovery of over \$25 million in improvements to financial results and \$600,000 in working capital improvements.
- Turned around quality, credibility and value of professional services provided to CEOs, CFOs, Controllers, business unit management and Audit Committee. Realized over \$500,000 in external audit cost savings/efficiencies.
- Improved resource utilization hours/levels and business unit exposure by over 200%. Introduced integration of IT skills in assessment process and collaboration with technical IT resources, supporting a robust data analytics focus.
- Built a reputation and cross business units relationships that proactively seek to leverage department's resources.
- Modernized department to leverage leading audit technology to enhance the overall efficiency of department's processes, e.g. complex data analysis tools and engagement review/documentation management.
- Consult internally on financial infrastructure and operations to a new, in-house advertising agency providing social media marketing services to Fortune 100 brands.

PricewaterhouseCoopers LLP

2001-2008

Director, PwC – Financial Management Advisory Practice, Washington, DC (2004 – 2008)

Led and directed multiple projects, including:

- \$15 million Financial Transformation project: served as Engagement Director overseeing the proposal, business development and delivery of cross-functional team project providing corrective action plan guidance, ensuring internal control remediation, and project quality assurance. Managed efforts of 20+ professionals.
- \$20 million, multi-year Financial Statement and Performance Audit overseeing reporting process, supervision of financial and performance audit services, and development of methodology. Managed efforts of 10+ professionals.
- \$2 million SOX implementation directing a full-time staff of 9 accounting professionals.

- Project advisor to NASA's CFO office for structuring long-term plan to strengthen the quality of its internal control assessments and remediate a long-standing material weakness.

Manager, Business Process Requirements Team, Tampa, FL (2003-2004)

- Managed \$150 million Internal PwC SAP Implementation, a Top 3 PwC initiative in 2004
- Led the definition, design, testing and implementation of systems for future business process requirements in Procurement, Asset Management, Accounts Payable, and Engagement Management for SAP R/3 version 4.6c modules.
- Provided extensive staff training in assurance methodology and data analysis during the SAP implementation.

Manager, Florida Region, Miami, FL (2001-2003)

- Led practice development for Florida region by providing strategy, process improvement, benchmarking, cost reduction and technology related consulting services to middle market and mid-cap companies.
- Project Manager of team that developed complex cash flow model for a \$160 million luxury cruise line.
- Managed consulting team to analyze product costing/inventory management for \$53 million wood products company.
- Led structuring of complex, pro-forma financials to launch a cargo leasing venture for an \$80 million parent company.

Sony Corporation

1995 – 1998

Manager, Corporate Finance - Sony Entertainment Television India, Bombay, India (1997 – 1998)

Senior Auditor, Sony Corporation of America, Los Angeles, CA (1995-1996)

Arthur Andersen LLP

Washington, DC

Audit Associate

1992-1994

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY Miami, FL/Evanston, IL
Executive MBA, 2012 (anticipated); Global Management & Finance emphasis

UNIVERSITY OF MICHIGAN, ROSS SCHOOL OF BUSINESS
Bachelors of Business Administration

Ann Arbor, MI
1992

CPA, Certified Public Accountant in DC, MD, VA

CISA, Certified Information Systems Auditor - ISACA

CITP, Certified Information Technology Professional - AICPA

CGFM, Certified Government Financial Manager - Association of Government Accountants

ADDITIONAL

2010 Nation's Triathlon: Olympic Distance Race Finisher, Washington, DC

RICHARD E. HELLER, III, M.D.
737 West Washington Blvd., #1801
Chicago, Illinois 60661
T: 312.559.4559 | E: reh3md@yahoo.com

SUMMARY

Fellowship-trained pediatric radiologist with more than seven years of experience in clinical and administrative leadership roles. Currently serving as the chief of pediatric radiology at a suburban Chicago children's hospital. Qualifications include consulting for hospitals, healthcare-related finance issues, medical research, medical legal consultation, presentations, publications and quality assurance analysis. Interested in healthcare-related finance and building strategic alliances for growth in healthcare related industries.

EXPERIENCE

RADIOLOGY IMAGING CONSULTANTS

Oak Lawn, IL

Chief of Pediatric Radiology

2005—Present

- Attending Radiologist, specializing in pediatrics and body imaging at Advocate Christ Medical Center and Advocate Hope Children's Hospital.
 - Partner with R.I.C. since 2007.
 - Certified by the American Board of Radiology with an additional Certificate of Added Qualification (Pediatrics) in November 2006.
 - Active Medical Licenses in Illinois and Kentucky.
 - Hospital appointments include Advocate Christ Medical Center and Advocate Hope Children's Hospital in Oak Lawn, Illinois; Advocate South Suburban Hospital in Hazel Crest, Illinois; Ohio County Hospital in Hartford, Kentucky; Owensboro Medical Health System in Owensboro, Kentucky; Monroe County Medical Center in Kentucky; and Trigg County Hospital in Kentucky
-

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY

Evanston, IL

Masters of Business Administration

Degree Expected June 2012

HARVARD MEDICAL SCHOOL, CHILDREN'S HOSPITAL BOSTON

Boston, MA

Pediatric Radiology Fellow

2004—2005

WASHINGTON UNIVERSITY SCHOOL OF MEDICINE, MALLINCKRODT INSTITUTE OF RADIOLOGY, BARNES-JEWISH HOSPITAL

St. Louis, MO

Diagnostic Radiology Residency

2000—2004

- Licensed by the American Board of Radiology in Diagnostic Radiology in June 2004.

FEINBERG SCHOOL OF MEDICINE, NORTHWESTERN MEMORIAL HOSPITAL

Chicago, IL

Medical Internship

1999—2000

FEINBERG SCHOOL OF MEDICINE, NORTHWESTERN UNIVERSITY

Chicago, IL

Doctor of Medicine

1995—1999

- Alpha Omega Alpha: Medical School Honor Society.

COLGATE UNIVERSITY

Bachelor of Arts

Hamilton, NY

1991—1995

- Major concentration in Biology. Minor concentration in Political Science.
 - Beta Beta Beta: Biology Honor Society.
 - Pi Sigma Alpha: Political Science Honor Society.
 - Co-Captain Colgate University Debate Society, 1992—1995 and Representative of Colgate University and The United States of America to The World Universities Debate Championships: Melbourne, Australia 1994 and Princeton, NJ, USA 1995.
-

ADDITIONAL INFORMATION

- Partnered with *RxArt*, a non-profit organization dedicated to placing original fine art in healthcare facilities, and *Kiehl's Since 1851* in bringing artist Jeff Koons to Advocate Hope Children's Hospital for installation in radiology, summer 2010. Featured in New York Times Style Magazine November 8, 2009, Chicago Tribune June 28, 2010 and Chicago Sun-Times June 30, 2010, among others.
- Question writer for the American Board of Radiology's Maintenance of Certification exam (Pediatrics) 2008- 2010
- Society of Pediatric Radiology's Community Hospital-Based Pediatric Radiologists Committee 2007-2010.
- Member of the Radiology Society of North America, the Society of Pediatric Radiology and the American College of Radiology.
- Lectures on pediatric radiology, including imaging of acute appendicitis in children
- Publications, including in *Pediatric Radiology* and *Radiology Business Journal*
- Board appointments: Hope Foundation Council at Advocate Hope Children's Hospital, Advocate Christ Medical Center Cancer Center
- Private financial, strategic and developmental consultation in the medical imaging field
- Heller Family Art Collection, contemporary art collection, featuring works by Marilyn Minter, Jenny Holzer, Glenn Ligon and Jeff Koons, among others.

Robert J. Hendricks

540 Brickell Key Drive, #305 • Miami, FL 33131
305.803.8336 • HendricksRob@yahoo.com

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY, Evanston, IL
Executive Master of Business Administration, 2011

FLORIDA INTERNATIONAL UNIVERSITY, Miami, FL
Bachelor of Science in International Relations, 1997

PROFESSIONAL EXPERIENCE

BGT PARTNERS – Miami, FL and Chicago, IL **2010 – Present**
A leading integrated marketing, commerce and technology services firm, that creates and engineers highly relevant brand experiences, to accelerate business growth and fuel brand advocacy.

Senior Strategist, Consulting Group, 2010 – Present

Joined the firm in 2010 to focus on creating innovative strategy and capitalize on emerging technologies. Delivered wireframes, marketing strategy, social, mobile, and digital out-of-home campaigns that are fully aligned with client's offline business objectives. Expertise in mobile, web, and traditional strategy development, cost and revenue estimating, competitive market research, business case and best practices analysis, senior stakeholder interviews, persona development, ethnographic research, usability testing, complex platform and workflow integration, SEO and analytics implementations.

Accomplishments:

- Key clients include Autonation, Kaplan, Office Depot, Bank of America, NextEra Energy, GE, and ADT
- Developed a new, innovative method of presenting online services for an unprecedented banking, automotive and e-commerce group-partnership. Convinced clients to think about their digital business opportunity in exciting new ways. Strategy resulted in a new client win, and a \$3M to \$5M engagement for the agency. Built the online go-to-market strategy for a major energy service provider's roll out of Smart Grid technologies, taking into account federal mandates, costs, and the enterprise business plan. Developed customer communication strategy, and internal rollout strategy
- Introduced thoughtful modeling capabilities and analysis of competitive practices, which resulted in securing \$800K in new business, from the largest automotive dealership group in the country. Helped a multi-billion dollar office supply client understand how a complex back end registration and cart fulfillment process was impacting their business. Designed a solution which reduced cart abandonment by greater than 70% Defined website redesign requirements for the world's largest B2B wireless infrastructure solutions provider. Created a strategy to integrate suppliers within a multi-supplier business model. Managed client teams ensuring that risk mitigation plans were executed and issues were driven to conclusion.

CONDO.COM – New York, NY and Miami, FL **2008 – 2010**
Fast-paced start-up organization and the world's largest condominium marketplace with over 800,000 listings valued in excess of \$200 Billion.

Vice President (2009 - 2010)

Promoted into a strategic management position and invited to become an integral member of the local Site Management Team. Led activities for Change Management. Provided guidance for growth strategy and design enhancements using analytical/statistical engineering tools to enhance user experience and grow subscribers.

Strategy Consultant (2008 - 2009)

Evaluated, analyzed and led the business transformation, and change management engagements. Interviewed key stakeholders, prospective employees, and developed the roll out strategy, which grew the business from 6, to more than 600 agents worldwide. Primary strategist and usability consultant on major redesign initiatives.

Accomplishments:

- Developed a change management strategy to transform the organization from an advertising-driven business model, to a subscription-based lead generation model, growing revenues by +300% within two years
- Secured valuable listings with the leading real estate listing services in China, Russia and Brazil. Built an effective and relevant growth strategy, as the company sought to expand from a regional, domestic, business model.
- Led all international sales and business development efforts tied to the new strategy. Managed six account executives - along with key client relationships in Mexico, Costa Rica, Panama, Brazil, Santo Domingo and Puerto Rico.
- Managed and led a staff of 14 technical and non-technical professionals. Promoting individuals and enhancing performance of weaker members.

CONSUMERSOURCE INC. – New York, NY; Washington, DC and Irvine, CA **2006 – 2008**
Leading publisher and distributor of AutoGuide.com, ApartmentGuide.com, & NewHomeGuide.com.

Regional Director (2006 - 2008)

Recruited by the Vice President of Consumer Source (previous supervisor at AutoTrader.com). Initially hired as a publisher in the Homes Division, and based on record-setting performance, was promoted to regional director, to develop a turnaround strategy for the Automotive Division. Managed a team of 90 FTE's covering: Los Angeles, Seattle, Portland, Wisconsin, Denver, Colorado Springs, Phoenix, and Dallas.

Publisher (2006 - 2006)

Accomplishments:

- Served as the 2nd employee hired to establish the Washington, DC office, website, and sales strategy. Led a 3-month discovery project, and built the data forecasting models analyzing market potential, the competitive landscape, vendor sourcing and selection, product distribution, and expected sales, and administrative levels. Developed models capable of forecasting worst case, best case, and expected outcomes.

AUTOTRADER.COM | TRADER PUBLISHING, General Manager **2003 – 2006**

INDEPENDENT, Management Consultant, Strategist **2001 – 2003**

24/7 REAL MEDIA, Business Development Manager **2001 – 2001**

KNIGHT-RIDDER DIGITAL, Internet Advertising Consultant **1989 – 2001**

- Promoted to Internet Advertising Consultant, (1998 – 2001)
- Promoted to Display Advertising Sales, (1995 – 1998)
- Promoted to Customer Service/Shared Services Center, (1993 – 1995)
- Nominated to Herald Leadership 2000, Leadership Development Program, (1993 – 1996)
- Various roles, (1989 – 1993)

Joshua Baird Hershey
2502 Live Oak Street #135
Dallas, TX 75204
Phone: (214) 914-3057 Email: joshhershey@hersheyintl.com

SUMMARY

More than eight years' experience in project management, global markets, and brand development, spanning across manufacturing, finance, aerospace and transportation industries. Proven team leader able to implement successful strategies, communicate goals, manage risk and lead with moral and ethical integrity.

EXPERIENCE

HERSHEY'S INTERNATIONAL, INC **VP of Business Development**

York Springs, PA
2003 - Present

- Hershey's International is a diversified group, with primary business interests segmented in the following: manufacturing, fashion design, agriculture and land management, ginseng, and aviation. The company primarily serves European and Asian markets and supplies such brands as Inden-Ya, Gucci, Guess and Florsheim. Founded in 1929 and incorporated in 1989, the company continues to grow its brand and meet the needs of retailers worldwide.
- Responsible for developing international markets and global brand image. Design sales and marketing strategies, manage international trade shows, and implement new product development. Consult with producers for quality control and integration of customer demands into manufacturing design and specifications. Negotiate purchase contracts with suppliers and sales contracts with buyers.

AMERICAN EAGLE AIRLINES, INC **Pilot (First Officer)**

Fort Worth, TX
2007-Present

- American Eagle Airlines is a wholly-owned subsidiary of AMR Corp. and considered to be the world's largest regional airline system. Operating more than 1,800 flights per day and serving 159 cities, American Eagle is a member of the OneWorld Alliance.
- Safely pilot and operate commercial airline aircraft, assist Captain in decision making and crew coordination, and conduct all flight operations within company standards and FAA regulations.

MERRILL LYNCH **Financial Advisor**

Dallas, TX
2009 – 2010

- Merrill Lynch is the largest brokerage in the world, with approximately \$2.2 trillion in client assets. Acquired by Bank of America in 2009, the firm serves clients in more than 150 countries and has working relationships with 99 percent of the U.S. Fortune 500 companies and 83 percent of Fortune Global 500. Located in downtown Dallas, our branch managed more than \$11 billion in client assets in its dynamic environment.
- Analyze market trends, including geopolitical, monetary, fiscal policy, and execute equity and bond trades. Determine suitable client strategies and solutions, develop investment portfolios, manage risk and construct asset allocations. Also, worked with defined benefit and defined contribution plans, consulted with estate planning and trust providers, analyzed tax implications, tax harvesting, rates, and policy changes.

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY **Evanston, IL**
Executive MBA **May 2013**

- GMAT 710
- High Passes in all classes taken.

TAYLOR UNIVERSITY **Upland, IN**
BA, International Business **May 2002**

- Minor in Marketing.
- European Business Tour; Evian, Caterpillar, World Trade Organization, Deutsche Bank, Goldman Sachs.
- NCAA Football All-Conference Selection; Team Captain.

ADDITIONAL

- Fluent in the Spanish language.
- FAA Certified Flight Instructor.
- Bronze Medalist, Keystone State Games
- Certified Scuba Diver.
- Reside with spouse, Jessica, and daughter, Lisseth.

REFERENCES

- *James Aiello*
Vice President – Hershey’s International, Inc.
8210 Carlisle Pike
York Springs, PA 17372
Email: hershey@hersheyintl.com
Tel: +1.717.528.4138
- *Larry Schwieger*
President and CEO – National Wildlife Federation
11100 Wildlife Center Drive
Reston, VA 20190
Email: schwieger@nwf.org
Tel: +1.703.438.6450
- *Raj Markan*
Vice President – Merrill Lynch
2001 Ross Ave, Suite 1000
Dallas, TX 75201
Email: raj_markan@ml.com
Tel: +1.214.969.2325
- *Rein Lewis*
Captain – American Eagle Airlines, Inc.
DFW P.O. Box 612527, MD 1195
DFW Airport, TX 75261-2527
Email: captreinman@yahoo.com
Tel: +1.972.567.3914

JAMES R. HOSKIN

9801 S 88th East PL ~ Tulsa, OK 74133

Cell: (918) 398-3154

Home: (918) 286-3072

hoskinj@hotmail.com

SUMMARY OF QUALIFICATIONS

An innovative manager with a proven ability to lead individuals in both the military and corporate worlds. Enthusiastic, hands on individual with a broad experience in bringing diverse teams together to achieve a common objectives as a commanding officer, a sales marketing representative, a professor, and a project leader on domestic as well as international assignments.

PROFESSIONAL EXPERIENCE

MAGELLAN MIDSTREAM PARTNERS

2007-Present

Project Manager

Managed projects through all phases of planning and execution – estimating, engineering design, and construction. Prepare detailed job descriptions, construction contracts, solicit and evaluate bids, requisition material, supervise construction activity, and maintain expense forecasts.

- Leading \$90 Million construction effort central to Magellan's strategic conversion of a 500 mile pipeline from refined product to crude.
- In the middle of Hurricane Ike, with only one days notice, reversed an entire 250 mile long network of pipelines, pump stations, and terminals making Magellan the only company that was able to relieve a desperate shortage of gasoline to the Dallas Ft Worth area within 10 days; a great success for the company
- Led a team in the acquisition and successful integration of a \$300 million operation from BP consisting of 29 separate locations. In only 6-months timeframe migrated the entire system – field operations, IT, programming and hardware – in Magellan's Operations Control Center.

UNITED STATES ARMY, MAJOR

2009

Battalion Executive Officer, Training Support Battalion

Responsible for plans, training, operations, budget and training support in a battalion consisting of four companies with over 465 military and civilian personnel. Enabled the training of over 65,000 soldiers on 38 live-fire ranges in a safe and well maintained environment.

- Established incentive pay program for civilian employees in the battalion. This program trained military supervisors in the civilian rewards program and provided the structure for rewarding superior performance in an effective and transparent manner.
- Created Battalion annual budget process that established spending priorities and monthly forecasting meetings. This system ensured priorities were funded and post support costs were effectively transferred to the appropriate external units. This system resulted in post sponsorship for projects in excess of \$500K that were previously funded from the Battalion budget.

BOSTON SCIENTIFIC

2005-2007

Field Clinical Representative (FCR), Cardiac Rhythm Management

Technical representative working in hospital labs and operating rooms assisting physicians in programming implantable pacemakers and defibrillators. Ensured follow-up support to physicians including working directly with patients on periodic device checks.

- Increased sales by 300% to \$2.0 million and attained 95% market share following assignment as the FCR for a new location in the Westchester NY Region.
- Conducted in-clinic medical device follow ups for cardiologists in the region to maintain a Boston Scientific friendly referral base. Assistance at these clinics has led to numerous Boston Scientific replacements or upgrades of competitive devices.
- Accompanied two referring physicians on medical education trips to build personal relationships as well as build confidence in Boston Scientific products and patient care.

UNITED STATES ARMY CORPS OF ENGINEERS

1993-2005

Assistant Professor, United States Military Academy, West Point (1999-2005)

Civil Division, Department of Civil & Mechanical Engineering, United States Military Academy, West Point, New York. Led, mentored, developed, and taught cadets as a Civil Engineer Professor in a nationally recognized undergraduate engineer curriculum.

- Directed two years of research on high strength lightweight concrete. Using the data from our research, students won 2nd place in a National American Concrete Institute paper competition.
- Developed three programs for the Corps of Engineers Concrete Lab in Vicksburg, MS which reduced data analysis time from over 4 hours to less than 20 minutes accelerating project completion and lowering technician costs.

Company Commander, Engineer Battalion, Missouri (1998-1999)

Combat Engineer Headquarters Company Commander. Directly responsible for five officers and 165 personnel and \$12 million of capital equipment.

- Commanded the largest and most diverse of four combat companies. Directly responsible for the readiness, training, morale, safety, and welfare of 165 personnel. Rated as one of the top four of forty commanders rated in the brigade.
- Successfully planned and executed a 400-mile, 100-vehicle convoy that included oversized vehicles and recovery assets. Convoy required coordination with numerous township supervisors, as well as two state highway patrols.

EDUCATION

Executive MBA, Kellogg School of Management,

Northwestern University, Evanston, IL

(degree expected) May 2013

Master of Science in Civil Engineering, Georgia Institute of Technology

2001

Master of Science in Engineering Management, University of Missouri-Rolla

1998

Bachelor of Science in Civil Engineering, United States Military Academy

1993

- Top Graduating Civil Engineer (1/55), 1993
- Top Student of Military History (1/500), 1992

CARA M. HOUCK

2520 Illinois Road
Northbrook, Illinois
630-202-1249
cmh1248@yahoo.com

Page 1 of 2

Cara M. Houck is a civil litigation partner in the Chicago office of the largest law firm in Michigan. She has over fifteen years of experience before state and federal trial and appellate courts, has successfully defended multi-district litigation in mass tort, product defense liability cases, practiced before administrative agencies, and in arbitration and mediation settings. Ms. Houck remains involved in a wide variety of commercial cases including the representation of special servicers and receivers in multi-million dollar commercial foreclosure cases.

EXPERIENCE

MILLER CANFIELD PADDOCK AND STONE, P.L.C. **2008 - Present**
Partner, Chicago, Illinois

McGUIRE WOODS, LLP **1998 - 2007**
Associate, Chicago Illinois

REPRESENTATIVE MATTERS

- *In re: Asbestos Product Litigation* (U.S. Dist. Ct., Philadelphia, MDL 875) (multidistrict asbestos litigation) – prevailed on majority of cases through motions for summary judgment in Madison County, Illinois based on lack of product identification, Case 03 L 1460, et al.
- Obtained an arbitration award in DuPage County on behalf of Crown Equipment Corporation in a breach of contract dispute. *Crown Equipment Corporation d/b/a Crown Lift Trucks v. Karoll, individually and a/k/a Furniture Zone, Inc.*, Case No. 03 L 639.
- Defended a Land Trust seeking specific performance on a motion to dismiss with prejudice. *Alice Prus v. Chicago Title Land Trust Co., et al.*, No. 05 CH 3424 (Cook County, Ill).
- Defended a personal injury lawsuit wherein plaintiff alleged serious facial and other burns as a result of a product manufactured by the defendant. After the close of discovery in July 2001, the U.S. District Court for the Northern District dismissed for want of prosecution. *Kuss v. The Sherwin-Williams Company*, Case No. 00 C 1821 (Cook County, Ill).
- Obtained dismissal for lack of personal jurisdiction (based on the fiduciary shield doctrine) *Burns v. Prestige v. BLD Funding, et al.*, Case No. 00 C 2933 (N.D. Ill.).
- Obtained multiple judgments in favor of plaintiff in breach of contract proceedings. *Crown Equipment Corporation v. Faustech Industries, Inc.*, Case Nos. 00 M1 115922 and 142773.
- No liability award in arbitrated negligence action. *Allstate Insurance Company as Subrogee for Weilin Tao v. Guy Malizzio*, Case No. 00 M1 02311.
- Obtained summary judgment in favor of defendant in breach of distributorship agreement action before the U.S. District Court for the Northern District of Illinois, Western Division. *Richard Trank v. The Sherwin-Williams Company*, Case No. 98 C 50253.
- Defended a negligence action in a trial by establishing plaintiff was more than 50% contributorily negligent. *Allstate Insurance v. Crown Equipment Corp.*, Case No. 99 M1 022256.
- Obtained summary judgment in favor of defendant manufacturer of an outdoor ice arena in a negligence case. *Gardella v. Patine Corporation, et al.*, Case No. 97 L 17225
- Co-authored winning partial summary judgment on issue excluding plaintiff from seeking pre-judgment interest totaling more than \$1 million. *BCS Financial Corporation, et. al. v. Coopers & Lybrand, LLP*, Case No. 96 L 2560.

- During a wrongful death case against Metra, favorably argued a critical motion *in limine* excluding evidence based on 42 U.S.C. § 409. *Zieman v. Northeast Illinois Railroad and Burlington Northern*, Case No. 95 L 17225.
- Briefed and argued two winning motions to dismiss plaintiff's complaint on negligence and negligent misrepresentation issues. *Blinderman Construction Co. v. El Greco Painting Contractors, Inc. and The Sherwin-Williams Company*, Case No. 02 L 0605.
- Challenged venue and obtained transfer from Cook County to DeKalb County. *Irene Belmonte v. Crown Equipment Corporation, et al.*, Case No. 03 L 60.
- Summary judgment in favor of defendant in consolidated cases alleging a design defect in the defendant's product affirmed on appeal where plaintiff's expert was excluded on *Daubert* grounds. *Bourelle and Wendling v. Crown Equipment Corporation*, 220 F.3d 532 (7th Cir. 2000), CCH Prod. Liab. Rep., p. 15,860

EDUCATION

Kellogg School of Management,
Northwestern University, Evanston, IL (MBA Expected 2012)
Thomas M. Cooley, Juris Doctor, August 2006
Northwestern University, Bachelor of Science, June 1990
Northwestern University post-graduate related course work

PUBLICATIONS

"Nephrogenic Systemic Fibrosis and Gadolinium-Based Contrast: Medico-Legal Implications," Seminars In Dialysis, Online Early Articles, Published Online Early, January 23, 2009 <http://www.blackwell-synergy.com/doi/abs/10.1111/j.1525-139X.2007.00404.x>.

The First State to Reject the Learned Intermediary Doctrine: West Virginia," McGuireWoods Pharmaceutical, Medical Device & Biotechnology News, October 29, 2007.

"Price Advertisers Beware," McGuireWoods Life Sciences Industry News, July 30, 2007.

"Attacking the Learned Intermediary Defense with Evidence of the Behavior of the Manufacturer's Representative," McGuireWoods Pharmaceutical, Medical Device & Biotechnology News, November 20, 2006.

"Direct-to-Consumers Advertising: A Threat to the Powerful 'Learned Intermediary Doctrine' Defense?" McGuireWoods Pharmaceutical, Medical Device & Biotechnology News, October 16, 2006.

PROFESSIONAL AND CIVIC ORGANIZATIONS

American, Illinois and Chicago Bar Association
Defense Research Institute
National Association of Women Lawyers
The Chicago Bar Foundation

The Chicago Challenge
Board Member, 2000-present
Prevent Child Abuse -
Board Member 2005-2008
Awassa Children's Project - Ethiopia
Volunteer 2011, Board Member 2012

AWARDS

Nominated Illinois Super Lawyer, *Super Lawyers Magazine*, February 2012
Miller Canfield Pro Bono Award, 2011

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MICHAEL A. HOWTON

Round Rock, TX

512-522-8233

michaelhowton1@sbcglobal.net

OPERATIONS MANAGER AND STRATEGIST

Business Operations and Strategy leader with 15 years of experience developing and executing analytics based strategies to drive profit, innovation and quality. Experience in operations management, developing and using KPI's to drive operations improvement, organizational design and process optimization with a focus on delivering value to the customers. Member of the Sr. Leadership Team driving an organization of 1,200 employees in a multi-billion dollar company. Core strengths of ideation, strategy, execution, forward looking and inclusiveness.

Demonstrated expertise in:

- Operations Management
- KPI Development
- Project Management
- Statistical Data Analysis
- Relationship Management
- Productivity Improvement
- Team Building & Development
- Coaching and Mentoring
- Contract Management
- Information Systems Development
- Software Development
- International Experience (Brazil)

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY, Evanston, IL
MBA, focus on Strategy and Innovation, 2011

ST. EDWARDS UNIVERSITY, Austin, TX
BBA, Business & Management, 2005

- 3.8/4.0 in major

PROFESSIONAL EXPERIENCE

THE NIELSEN COMPANY, Austin, TX 2008 - Present
Director, KPI Reporting and Continuous Improvement

Recruited to the Sr. Leadership team to develop and drive operational goals and strategies, to develop comprehensive reporting systems and to build and lead an operations team of 30 talented employees.

- Identified operations issues and developed process improvement solutions to improve productivity and decrease costs.
- Improved client deliverables by reducing order fulfillment times by 15%
- Developed information reporting system that improved product quality, increased employee performance and reduced costs by \$2 million annually.
- Managed vender relationships and negotiated vender contract at 32% below pricing norms.
- Key member of selection committee to evaluate and select a \$1.2 million operations platform.

SEARS HOLDINGS, Provo, UT and Austin, TX
Sr. Operations Analyst, Austin, TX (2002 – 2008)

1999 – 2008

Manager of operations analysts, automated customer experience tools, workforce management tools and reporting across 26 locations supporting 6,000 employees.

- Managed project to create, develop and deploy a centralized associate-tracking system for human resources that increased efficiencies in HR, forecasting, training and resource management.
- Managed the development and execution of the Exceptions Web, which resulted in \$200k a year savings by increasing communications and request fulfillment.
- Researched and developed plans to implement a more efficient telephony architecture which resulted in an annual savings of \$11 million.
- Developed automated data solutions that reduced recurring cost by \$320k a year.

IT Production Support Specialist, Provo, UT (1999-2002)

Team lead for the national hardware support team.

- Supported computer and phone systems for a 1,100 seat call center.
- Project Lead for a 400-workstation project rollout.
- Authored and rolled out new procedures in data center that reduced recurring costs by 100k a year.

BRIGHAM YOUNG UNIVERSITY, Provo, UT

1998-1999

Assistant Network Architect – Strategic Planning

Lead assistant in developing a strategic 5-year data network development plan.

- Researched various vendors and technologies.
- Wrote specific plans for data and telephony migration.
- Authored network monitoring procedures and migration plan.

PC FOCUS COMPUTER CO., Sacramento, CA

1990-1993 & 1995-1998

Technical Department Manager

Responsible for computer manufacturing, and installation.

- Relationship management with customers for sales and support
- Reduced manufacturing time by 75% implementing software imaging solution.
- Developed application and database for tracking manufactured computers and components.

ADDITIONAL INFORMATION

Continuing Education

- Sears University – Situational Leadership II, Ken Blanchard
- Sears University - Team Manager Training

Recognition and Awards

- Delta Mu Delta Honor Society
- 2006 Excellent Service Award
- 2004 Sears Great Performance Award
- 2002 Excellence in Responsibility Award
- 2001 HERO award for Team Work and Customer Satisfaction
- BSA Eagle Scout

Languages

- English (Native)
- Portuguese (Conversational)
- Spanish (Basic)

Michael A. Izhaky

310 Devon Drive, Burr Ridge IL, 60527 Phone: +1 312 404 5323

Email: mike@izhaky.com

PROFESSIONAL PROFILE

Hedge fund and proprietary trading executive with extensive trading, management, and business development experience with a specific focus on trading and risk management technology. Possess very strong quantitative and analytical skills with a deep understanding of derivatives, including experience with exotics and structured products, volatility market dynamics, application design and coordinating technology implementation for trading businesses. Extensive experience producing commercial software for financial services businesses and have been directly involved in several large contracts for joint marketing, source code licensing, and other intellectual property based transactions. After starting my career gaining valuable experience at global investment banks I have changed my career focus to entrepreneurial ventures that combine my leadership and strategic vision with my financial services expertise.

PROFESSIONAL EXPERIENCE

FT OPTIONS, LLC, Chicago, IL

2008-Present

Founding Partner. FT Options is an equity options and volatility arbitrage proprietary trading firm. I am responsible for running operations, technology, quantitative research and setting strategy.

- Led the formation of our new trading entity including establishing clearing and execution relationships, as well as technology and operational infrastructure for launch.
- Work with quantitative research team and traders to refine analytics that drive our strategies.
- Manage key external relationships with vendors, prime brokerage, execution and service providers.
- Participate in capital allocation decisions.
- Share responsibility for investor relations.

FT PROVIDERS, LLC (FORMERLY OPTIONVISUALS), Chicago, IL

2003-Present

President/Founder. FT Providers develops and markets real time Risk Management and Volatility analysis tools for the equity options market. Clients include major banks, hedge funds, and proprietary trading firms.

- Set strategy, interface with clients and investors and supervise operations.
- After shifting the focus of the company from deployed white-labeled software to a virtual proprietary software service in March 2009 we have quadrupled revenues and profits.

KCM MANAGEMENT, Chicago, IL

2005-2008

Managing Director. KCM management is a hedge fund that focuses on a variety of volatility-based equity options strategies. My role was combined CIO/COO. As one of the earliest employees of the company I had an opportunity to build large swaths of the business from the ground up.

- Designed and supervised the creation of the entire equity options trading platform.
- The platform we built initially supported a single trading group of 4 traders and I was instrumental in growing this to 50 traders spread across 5 different trading groups all under a fund of funds hedge fund structure.
- Haircut grew from \$5 million to \$80 million and trading revenues from \$2 million to \$50 million.
- Built the systems used by the parent fund of funds and the brokerage company to manage multiple hedge funds and trading groups; while I was there assets under management grew to over \$150 million.
- Oversaw creation of a remote market making business of four traders, including deploying the systems and exchange connectivity.
- Developed key components of the platform including realtime risk management, volatility analytic and scanning tools, volatility backtesting framework, proprietary OMS with multiple execution venues and high frequency spread and gamma hedging systems.

FULCRUM INVESTMENT GROUP, Chicago, IL

2001-2003

Senior Manager. Managed the development team at an equity options proprietary trading firm where I was responsible for developing risk management applications and building opportunity generation and scanning tools for the equity options market, while sitting on the trading desk.

- Developed numerous database and real-time systems that were essential to launching a Volatility Arbitrage business.
- Led a project to develop a multi-factor risk model using time series data and Mathematica.

ROYAL BANK OF SCOTLAND (FORMERLY NATWEST), New York, NY 2000-2001

Vice President - Senior trader, European Options book

Co-ran the global European Options book. Responsible for managing risk, making customer and interbank prices, and structuring the book with proprietary volatility positions.

MERRILL LYNCH, New York, NY 1999-2000

Vice President. Senior trader, European Options book.

Headed the New York desk and co-ran the global European Options book. Made markets and managed risk in vanilla and exotic Euro, GBP, and European crosses.

- Helped develop the franchise by attending client meetings and discussing pricing and strategies with the sales force and their customers.
- Helped coordinate the design and development of a new global fx options risk management system, DT Risk, by representing the traders at project management and design meetings.

GOLDMAN SACHS, New York, NY 1997-1999

Associate

Traded and managed the risk for vanilla, exotic, and structured currency options with particular emphasis on USD/Europe, Sterling, and European crosses.

- Combined proprietary trading and market making for one of the largest global currency options operations.
- Routinely quoted billion dollar notional deals for hedge fund and corporate clients
- Participated in the development of the vanilla and exotic options infrastructure with respect to risk management, volatility surface modeling, and pricing tools by working closely with strategists.

SWISS BANK / O'CONNOR, Chicago, IL 1993-1997

Senior Floor Trader - OTC market maker in Singapore. Priced and risk managed vanillas and exotics. Served as a product developer for the exotic options group.

- After completing an extensive training program, made markets on the floor of the PHLX and CME.
- Designed and conceived new exotic and structured strategies.
- Developed and programmed pricing models, as well as establishing frameworks for dynamic hedging and second order risk management.

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY, Evanston, IL

Executive MBA Candidate, degree expected June 2012

UNIVERSITY OF PENNSYLVANIA, Philadelphia, PA

MANAGEMENT & TECHNOLOGY DUAL DEGREE PROGRAM

The Wharton School

Bachelor of Science in Economics, concentration in Finance, graduated 1993

The Moore School of Electrical Engineering

Bachelor of Applied Science, major in Computer Science and Engineering, graduated 1993

MANAGEMENT CONSULTANT

Experienced management consultant driving sales and delivery of global strategic initiatives that improve business results for large enterprises. My mission is to build exceptional client relationships and develop industry thought leadership. Skilled at crafting solutions to complex business challenges, with subject matter expertise in the following areas:

- Business strategy
- Operational process improvement
- Finance and business valuation
- Financial services industry
- Risk management, including fraud, anti-money laundering, and regulatory compliance

Have demonstrated effectiveness as a change agent both as an external client facing consultant, and internal consultant championing change to drive business impact

EXPERIENCE

IBM, New York, NY

Jan 2011 - Present

Marketing, Competitive Intelligence, Team Lead Major Services Competitors

Analyze competitor strategy and translate into actionable recommendations to positively impact IBM revenue and profitability. Lead team of 6 analysts covering all of IBM's major competitors in the services market. (Accenture, Deloitte, HP, CSC, TCS, Infosys, Wipro, Cognizant)

- Advised all levels of executive management on competitive developments and implications to IBM's current business and growth strategy
- Developed and implemented go to market strategies addressing competitive threats oriented around IBM served markets
- Developed recommendations and lead implementation of actions to improve IBM's competitive positioning, including organization structure, go to market model, pricing, and offerings

IBM, New York, NY

2006 - 2010

Associate Partner, Business Strategy & Transformation

Sell and deliver management consulting engagements to top tier financial services institutions globally. Responsible for sales, profitable delivery, practice development, thought leadership generation, customer relationship management, and third party partnerships in support of our business.

- Manage \$4 million annual sales and delivery P&L
- Launched and developed fraud prevention consulting practice resulting in \$3.5 million in first year sales, growing to \$5 and \$5.5 million in sales and revenue in years two and three respectively
- Participated in task force to launch IBM Japan regulatory consulting group in 2007 resulting in \$25 million in first year sales. Spent significant time in Tokyo working with IBM Japan colleagues and Japanese banking clients
- Developed and implemented new fraud operational practices for a top 3 US bank resulting in \$50 million in annual cost savings and 5% improvement in customer attrition related to fraud events
- Consulted with top tier bank to identify and implement \$400 million in operational cost savings, utilizing industry benchmarking, financial analysis, and best practice strategy frameworks
- Advised several top tier diversified banks through strategic build out of enhanced BSA/AML compliance policy and operations following the passage of the USA PATRIOT Act
- Led recruiting and talent development for practice area comprised of 45 total staff
- Multiple industry speaking engagements and white paper publications
- Notable clients include Bank of America, Wells Fargo, Wachovia, Citibank, Union Bank of California, Bank of Tokyo Mitsubishi, Sumitomo Mitsui Banking Corp, Mizuho Financial Group, American Express, Royal Bank of Canada (RBC), Scotia Bank

CROWE CHIZEK, Grand Rapids, MI

2005-2006

Senior Manager, Financial Services Consulting

Developed and launched a consulting practice focused on Anti Money Laundering transaction monitoring solutions for the banking industry. Responsible for developing service offerings, building practice capabilities through external hiring and internal training, selling and delivering engagements to existing mid-tier banking clients, and supporting a new firm wide strategic initiative to penetrate the mid and top tier banking market segments.

- Analyzed existing regulatory consulting market and formed a strategy for initial penetration of the mid tier customer segment
- Managed first year P&L of \$5 million. Exceeded sales target by 125%. Met profitability, headcount growth, and customer satisfaction targets.
- Established partnership with a third party software vendors to deliver end to end AML solutions to the small and mid tier banking segments
- Notable clients include Key Financial Corp, AMCOR Bank, First Bank of Puerto Rico, Chemical Bank of China, MidFirst Bank, Northern Trust, Sky Financial Group, MidAmerica Bank, Comerica

IBM, New York, NY

2000-2005

Senior Manager, Business Consulting Services

Led consulting engagements for core financial services clients. Developed thought leadership in core consulting disciplines. Managed and developed staff in the IBM consulting community. Identified and sold add-on and follow up consulting services to existing engagements.

- Promoted 4 times in 5 years, Starting as Junior Consultant in 2000, leaving as Senior Manager in 2005
- Analyzed service delivery model for a major retail financial planning firm with 15,000 captive sales representatives. Developed a transformation strategy that reduced the number of front office applications from over 50 to less than 20 resulting in 35% reduction in delivery and support costs, and improved time to market for new support functionality and new business products
- Developed and implemented a successful strategy to turn around a stalled regulatory project for a top 5 bank required to address critical weaknesses identified by bank examiners. Recommendations included changes to project organization for improved communication and collaboration across stakeholder groups, a shift in technology strategy to better align with needs, and formation of an enterprise level program management office
- Performed project management role covering nationwide rollout of a check imaging process that transformed the way checks are routed and cleared in the Federal Reserve system
- Managed multiple systems integration, program transformation, and project management engagements
- Notable clients included American Express Financial Advisors, Wachovia, Wells Fargo, USBank, U.S. Federal Reserve Bank, Toronto Dominion Bank

PRUDENTIAL SECURITIES, Minneapolis, MN

1997-2000

Registered Representative, Retail Securities Broker

- Developed comprehensive financial plans for individuals and small businesses
- Provided retail brokerage services to clients
- Sold variable life, accident, and health insurance products to clients
- Designed and implemented benefit plans for small businesses
- NASD series 7 and 65 registrations– not current

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY, Evanston, IL
MBA – Strategy & Marketing, 2011

AUGSBURG COLLEGE, Minneapolis, MN
Management Information Systems, 2000

CARLSON SCHOOL OF MANAGEMENT, UNIVERSITY OF MINNESOTA, Minneapolis, MN,
Finance & Economics, 1997

AKBAR JAFFER

T (650) 430-0232 E Akbar@TheJaffers.Net
4966 Antioch Loop, Union City, California 94587

PRODUCT MANAGEMENT EXECUTIVE

Over 15 years' experience in the computer industry with start-ups and multinational firms ranging from \$2 M to \$28 B in revenue. Strong technology background and business acumen. Successful at building technology products for consumers and enterprises (B2C/B2B); managing and marketing new products and extending established brands via traditional and online channels with revenues over \$1 B. Expertise includes:

- Business strategy
- Pricing & packaging strategy
- Marketing and product strategy
- Customer success
- Social & Mobile marketing
- Multiple products commercialization
- Field & partner enablement
- Software Development Lifecycle
- Software Quality Assurance
- CRM strategy and implementation
- Enterprise technology strategy

EXPERIENCE

PRINCIPAL OUTBOUND PRODUCT MANAGER, ORACLE CORPORATION, REDWOOD SHORES, CA 2010 - PRESENT

Responsible for defining and implementing go-to-market strategies for over 300 products (\$1 B). Lead strategy for marketing collateral, social media, competitive intelligence, business performance analysis, and customer reference program. Lead over 40-member cross-functional teams.

- Drive 3X increase in number of sales training sessions and 2X increase in partner training sessions; 4X increase in sales force participation; Significant improvement in effectiveness and customer satisfaction in sales and partner enablement.
- Responsible for industry analyst briefings (Gartner, IDC, Forrester), field and partner enablement, and Customer Strategy Councils and Advisory Boards with customers such as Disney, Boeing, USA-HUD, Rabobank, Société Générale, UPS, Siemens, Pella, Apple, and Intuit.
- Contribute to strategic marketing plan and competitive responses. Support execution of tactical marketing initiatives resulting in demand generation and revenue growth. Streamline product messaging and positioning.
- Manage Customer Advisory Board and Strategy Council sessions globally resulting in increase in customer communication and in number of annual customer activities.

PRINCIPAL PRODUCT MANAGER, ORACLE CORPORATION, REDWOOD SHORES, CA, 2006 - 2010

Managed Siebel Business Applications Professional Edition for Mid Size Enterprises (\$30 M) and Siebel Knowledge Management, Siebel Search, Siebel Chat, and Scripting products. Also contributed to the overall CRM strategy and product roadmap initiatives.

- Developed marketing programs for a \$30 M a year Mid Market Edition product to help expand channel footprint by 50% and increase revenue and customer base by 25% over the next two years in small and mid size market.
- Commercialized globally CRM-in-a-Box appliance based on Oracle's virtualization technology, reducing cost and time of CRM implementations.
- Commercialized CRM Chat (five patents pending), a new product and service offering.
- Developed cross-channel/multi-channel Contact Center for Fusion CRM, Oracle's next generation CRM application suite.
- Led a team of senior product managers to create a 3-year product strategy and business plan for products generating over \$100 M in yearly revenue and used by over 4000 customers worldwide.
- Implemented a "Field Outreach" program that utilizes social computing tools to connect with customers, partners and sales representatives. User participation increased by 25% in two months.
- For Global Fortune 1000 companies supported implementation of Siebel CRM. implemented a customer success program, which successfully turned around over 20 accounts in critical condition in less than 10 months. Accounts included Boeing, Disney, DirecTV, Société Générale, UPS, Siemens, Novartis, Apple, and Intuit.

PRIOR PROFESSIONAL EXPERIENCES QUALITY ASSURANCE LEAD, MANAGER, AND STRATEGIST, SILICON VALLEY, CA, 1996 - 2006

A K B A R J A F F E R

T (650) 430-0232 E Akbar@TheJaffers.Net
4966 Antioch Loop, Union City, California 94587

Defined strategies for and designed and developed solutions for IT industry sector. . Selected initiatives include: Designed and developed operating internet software. Defined and managed software development life cycles. Created strategy for and managed matrix teams in multiple off-shore locations. Developed Analytics/Business Intelligence systems. Implemented CRM (Sales, Marketing, and Service) upgrades at Siebel and disaster recovery data center. Implemented Siebel System's very first Sarbanes-Oxley (SOX) and Information Technology Infrastructure Library (ITIL) initiatives. Designed and implemented Global Business Availability and Performance Monitoring system.

- **Siebel & Oracle** 2002 - 2006 Principal Quality Assurance Lead and Program Manager
- **Snapfish.com** 2000 - 2001 Technical Manager Quality Assurance and Operations Engineering
- **Inktomi** 1998 - 2000 Software Quality Assurance Engineer
- **HAL Computer Systems** 1996 - 1998 Software Quality and Sustaining Engineer

E D U C A T I O N

- **Masters in Business Administration**, Kellogg School of Management, Northwestern University, Evanston, Illinois, 2011.
- **Bachelor of Science, Mathematics and Computer Science**, University of Illinois, Urbana-Champaign, Illinois, 1998.
- **Associate in Applied Science, Information Management System**, College of DuPage, Glen Ellyn, Illinois, 1993.

A F F I L I A T I O N S

- **Professional:** * San Francisco & Silicon Valley Immigrant Entrepreneurs * The Indus Entrepreneurs (TiE) * Product Development & Management Association (PDMA) * Organization of Pakistani Entrepreneurs of North America (OPEN)
- **Community:** * The Aga Khan Foundation * The Aga Development Network * Stanford Savoyards * San Jose Lyric Theatre.

<http://www.linkedin.com/in/akbarjaffer>

AKHILESH JAISWAL

1484 Kiner Avenue, San Jose, CA-95125

Home: 408-445-8316, Cell: 650-861-1543, Email: ajaiswal2012@kellogg.northwestern.edu

SUMMARY

Senior Executive with 17+ years of progressive leadership experience in Business Management, Information Technology, Strategy & Leadership, Global Team Management, Senior-Level Operations, Program Management, Project Turnarounds, Budget and Resource Planning, Cross Functional Team Building, Contract Negotiations, Change Control Management, Business Continuity and Disaster Recovery, and Implementing Enterprise Wide Solutions. Results-driven, innovative and business-savvy Senior Manager with track record of goal-surpassing performance, delivering large-scale, complex, cross-functional and global projects on time and on budget. Strategic Business Planner with Visionary Thinking who maximizes productivity and team spirit. Outstanding leader with exceptional interpersonal, communication, project management and problem solving skills and technical proficiency who builds effective working relationships resulting in top performance.

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY, Evanston, IL
MBA - Master of Business Administration - Strategy, Finance & Marketing - degree expected June, 2012

NATIONAL INSTITUTE OF TECHNOLOGY, UNIVERSITY OF RAJASTHAN, Jaipur, India
Bachelor of Engineering - Electronics and Communications Engineering, 1994
Honors (First Division) - Highest Level of Achievement in India

EXPERIENCE

SYNOPSYS INC, Mountain View, CA **2000 - Present**

Synopsys, Inc. and its subsidiaries provide electronic design automation (EDA) software & related services for semiconductor design companies worldwide. The company is headquartered in Mountain View, CA and has annual revenue of US \$1.5B. Synopsys is listed in Nasdaq as SNPS and has around 7000 employees globally.

Senior Manager, IT, May 2007 – Present

Lead 4 global functional teams - Data Centers, Business Applications Infrastructure (SAP), Core Infrastructure (UNIX/Windows), and Electronic Design Automation Tools & Licenses Management. Manage a total of 18 employees including 4 direct & 14 skip-level employees and an annual budget responsibility of US \$15M.

- Active Leadership role in the Contract Negotiations of Future Bay-Area Synopsys Data Center, a deal of US \$55M financial commitment, saving millions of dollars for Synopsys on proposed rates.
- Designed & managed various Data-Center builds including the build of 100+ high-density racks. Achieved savings of US\$1.5M over next 3 years by worldwide Data-Center Optimization.
- Led and managed a major global network transition roll-out to MPLS network spanning 53 worldwide sites and achieved a savings of US \$1M per year and an average of 21% performance improvement.
- Recommended SAP infrastructure roadmap for the company - Led the team by developing a 3 phase implementation plan for SAP infrastructure upgrade and migrations to the new platform, improving the SAP Business Applications' performance by 10% globally.
- Relied upon as the go-to Project Manager to lead Mergers and Acquisitions for engineering environments. Succeeded in bringing a lagging M&A project back on track within four weeks with renewed sense of urgency and provided strong, decisive, technical, and judicious leadership.
- Chair and lead the Change Control Management Board of the organization.
- Led the Cloud Computing Initiative for Synopsys to support EDA tools in Amazon and other Clouds.
- Recruited, Trained, Directed, Motivated and Mentored more than 50 employees located at many sites across the world – Established effective organizational and behavioral skills to manage a diverse team.
- Managed global email upgrade project touching around 6000 email boxes with 6TB of data-storage and improved the global email performance by 25%.
- Recipient of Employee Excellence Award - 2009, given to less than 0.5% of the global employee base to recognize key employees who embody company's core values: Integrity, Customer Success through Execution Excellence & Leadership – based on feedback and nomination from worldwide employees.
- Recipient of the Spirit of Excellence CFO Award - 2008, given to only one person from the Finance organization based on executive management staff recommendations.

Manager-II, IT, May 2003 – May 2007

Lead 3 global functional teams (Network, Data-Storage, and Design-Tools) - Manage a total of 9 direct employees and an annual capital budget of US \$10M for managing worldwide Data-Storage.

- Executed and managed global consolidation of Network Attached Data-Storage for 41 sites worldwide by consolidating more than 250TB of Storage. Received the Recognition Award for leading this biggest ever global Data-Storage environment upgrade project for the company.
- Led network engineers for more than 9 months to upgrade phone systems to the latest Cisco's VoIP technology for 7 campus-buildings including 3300 phones, many routers-switches, and by integrating voicemail with email. This upgrade project saved US \$1M per year in the operational costs.
- Created Business Continuity and Disaster Recovery plans for seven major Data Centers of the world. Performed risk assessment, analyzed business impact and led crisis management team.

Manager-I, Program Manager, IT, April 2001 – May 2003

Lead 2 global functional teams - Manage a total of 6 direct employees and an annual budget of US \$5M.

- Achieved US \$5M savings by efficient monitoring and tracking of global data storage utilization.
- Orchestrated and managed numerous high scope preventative maintenance and upgrade weekends.
- Recipient of the Employee of the Quarter – 2001 award.

Senior System Administrator, IT, February 2000 – April 2001

Acted as single point of contact for supporting all the engineers in the corporate campus along with efficient, timely and effective resolution of problems. Responsible for managing the UNIX compute environment for the engineering groups. Designed and implemented the Database for tracking purchase requests of the company. Managed the implementation of enhancements. Resulted in improving the productivity of the IT team by 15%.

INTELIANT CORPORATION, Santa Clara, CA**1998 - 1999****Software Engineer, Consultant at Cellular One (now AT&T) – February 1999 – December 1999**

Responsible for UNIX system & network administration of Cellular One along with supporting 100+ users. Supported the complete network of the Santa Clara Cellular One Office. Designed and implemented Netcool Alarming System of Cellular One switch network - Reduced the downtime of network by 60%.

System Administrator, Consultant at SUN Microsystems - February 1998 – January 1999

Managed the system, network and UNIX administration for entire SUN campus by providing support to 500 engineers and around 1000 computer systems, improving the overall productivity of engineers by 10%.

MANIPAL CONTROL DATA ELECTRONIC COMMERCE LTD, India**1996 - 1997****System Specialist – Project Leader**

Responsible for leading the Electronic Commerce Services Group of the company. Led and managed 6 engineers with US \$0.5M annual budget. Implemented the first ever Internet/E-mail/X.500-Directory services providing network across 12 cities countrywide. Responsible for system administration in an ISP environment consisting of many servers and over 200 users. Installation, configuration and maintenance of SUN servers with Electronic Commerce software. Responsible for designing the LAN & WAN for the organization, spanning across 12 cities, to provide ISP services to the country.

GLOBAL TELECOM SERVICES LIMITED, India**1995 - 1996****System Engineer**

Project Leader for providing E-mail services in India. Led and implemented the e-mail service-providing network across 8 cities countrywide. Configured the Mail Packages for Services such as X.400 (Message Handling System) and UNIX email. Key Contributor in implementing this new business for the company.

DATAPRO INFORMATION TECHNOLOGY LIMITED, India**1994 - 1995****Network Engineer**

Project Technical Lead: Implemented the first ever email services for a major city in India.

ADDITIONAL INFORMATION

Global Experience: Worked with people from various cultures and countries including Germany, Great Britain, Portugal, Japan, China, Taiwan, Singapore, Malaysia, South Korea, Armenia, India, Chile and Canada.

Volunteer Activities: The Family Giving Tree, Habitat for Humanity, Resource Area for Teaching.

FUAD A. KARIMOV
300 West 110th Street, Apt. 19F
New York, NY10026, USA
Phone: (201) 675-8690 Email: fkarimov2011@kellogg.northwestern.edu

SUMMARY

Financial Services Professional with more than 12 years of experience in audit and advisory services with KPMG. As a Director in Transaction and Restructuring Services, I advise to national and global companies on different phases of the deal cycle, mostly focusing on financial reporting, systems and processes and corporate governance. Through my career, I worked with a number of global corporations from different sectors, including Automotive, Energy and Natural Resources, Power and Utilities, Food and Beverages, Construction & Real Estate, Manufacturing, Publishing and Media.

EXPERIENCE

KPMG LLP U.S. Transactions and Restructuring Services **New York, NY**
Director **2009 – Present**
Lead projects assisting international corporations in Europe and U.S. in large transactions, including IPOs, mergers & acquisitions, carve-out, etc. Act as an expert in implementation of the International Financial Reporting Standards (IFRS), Corporate Governance, Internal Audit and Controls, Systems and Processes.

KPMG LLP U.S., Global Services Centre (GSC) **Montvale, NJ**
Senior Manager, Project Lead in Global Advisory Developments Center **2008 – 2009**
Acted as a Subject Matter Professional in the areas of financial reporting (IFRS / US GAAP), systems and processes, corporate governance, people and change management.

- Led the development and deployment of global advisory methodologies and tools using cross-functional approach.
- Incorporated advisory manuals from other service lines to increase project synergy.
- Supported practitioners globally in marketing and delivering advisory services.

KPMG AG Wirtschaftsprüfungsgesellschaft. Accounting Advisory Service Headquarters **Berlin, Germany**
Senior Manager, Global Deployment and Knowledge Manager **2007 – 2008**
Prime knowledge management point for member firms within the Global Accounting Advisory Services practice.

- Designed a global deployment program for a new Financial Reporting Advisory Services methodology, which was approved for accreditation purposes of the practice globally.
- Lead successful release of the new methodology in several leading practices, including: Germany, The United Kingdom, India, South Korea, Taiwan, Thailand, Chile and Brazil.
- Initiated new product development, such as IPO Advisory Services.
- Reported directly to the KPMG Global Head of the Accounting Advisory Services practice.
- Managed core team of 5 professionals.
- Recommended for the position of Project Lead in Global Advisory Developments Center in KPMG USA

ZAO KPMG Risk and Business Advisory Services **Russia and the CIS**
Senior Manager **2005 – 2007**
Identified sales opportunities, designed and delivered proposals on advisory services.

- Led cross-functional team of more than 20 on different engagements, including: IPO Readiness, Reporting Requirements Compliance, Review and Enhancement of Internal Controls, Reporting Systems Implementation, Corporate Governance Development, etc.
- Recognized as top Manager for revenue and utilization; appointed as Account Manager for the largest advisory client in the region.
- Led recruiting efforts in universities and interviewed/tested candidates from university graduates to managerial levels.
- Conducted number of presentations on conferences.
- Rapidly promoted to senior management role and recommended for the position of Global Deployment and Knowledge Manager at the KPMG Accounting Advisory Service Headquarters in Berlin, Germany.

**One-year secondment from KPMG to TNK-British Petroleum
Senior Financial Reporting Advisor****Russia and Ukraine
2004 – 2005**

Led review of the reporting processes and recommended optimization.

- Managed a team of 4 professionals from other consulting and advisory firms such as Deloitte and Accenture.
- Conducted training for top/middle management and accounting personnel on new reporting requirements.
- Project achieved main Key Performance Indicator: consolidation of the financial and management information of over 300 entities within a week (historically required up to three months).
- Two-month secondment extended to one year at client's request.

**ZAO KPMG Audit Practice
Engagement Manager****Russia and the CIS
2000 – 2004**

Oversaw proposal phases, planning, fieldwork supervision, review and reporting stages of the audit.

Acted as an In-charge/Manager of small and medium-sized projects (up to 10 staff from different divisions, including Tax and IT Risk Management teams).

- Rapidly promoted to Audit Supervisor; responsible for managing audit engagements and reported directly to partners
- Conducted trainings in accounting topics and audit techniques for both new hires and experienced auditors

**KPMG AZERBAIJAN Ltd.
Intern****Baku, Azerbaijan
1998**

Recommended for three-month internship based on status as one of the top finalists from the theoretical course program at the European Union Program on Strengthening Audit Capacity (1998). Was subsequently hired on a full-time basis.

EDUCATION AND PROFESSIONAL QUALIFICATIONS**COLUMBIA UNIVERSITY**, New York, NY**Master of Science in Technology Management - Degree Candidate****2012****KELLOGG SCHOOL OF MANAGEMENT AT NORTHWESTERN UNIVERSITY**, Evanston, IL**Master of Business Administration - Strategy, Finance and Marketing****2011****OXFORD BROOKES UNIVERSITY**, Oxford, UK**Bachelor of Science in Applied Accounting****2010****WESTERN UNIVERSITY**, Baku, Azerbaijan**Bachelor of Science in Management – Legal Regulation of the Economy****1999**

PROFESSIONAL MEMBERSHIP AND QUALIFICATIONS**THE ASSOCIATION OF CHARTERED CERTIFIED ACCOUNTANTS (ACCA)****Member****THE INSTITUTE OF INTERNAL AUDITORS****Member**

ADDITIONAL

- Languages: Azerbaijan (mother tongue), fluent in English and Russian, German - advanced. Turkish – basics.
- Computer skills: Advanced user in different ERP software (Hyperion Enterprise, SAP, etc.).
- The ACCA Chapter Head in New York, New Jersey and Connecticut.
- Member of the Finance Committee at the Kellogg Alumni Club of New York.
- Visited 35 countries. Other hobbies include running (marathon and half marathon runner in US and Europe) and tennis (Columbia tennis club, Upper Ridgewood tennis club).

KEVIN A. KELLIHER

17931 Wheatridge Drive, Germantown, MD 20874
240.413.2564 kkelliher2012@kellogg.northwestern.edu

PROFILE

Biotechnology subject matter expert with more than 10 years of pharmaceutical, biologic, and medical device product experience spanning multifunctional team leadership, alliance management, licensing diligence, pipeline market assessments, regulatory strategy, and preclinical/clinical study development.

Areas of Expertise: Product Development, Client Relationship Management, Business Process Improvement Strategy and Analytics

EDUCATION

THE KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY, Evanston, IL
M.B.A., (Strategy and Finance Concentration) Degree expected December 2012

THE JOHNS HOPKINS UNIVERSITY, Baltimore, MD
M.S., Biotechnology (Biotechnology Enterprise Concentration), 2003

FRANKLIN AND MARSHALL COLLEGE, Lancaster, PA
B.A., Biology, 1996

EXPERIENCE

BOOZ ALLEN HAMILTON, Rockville, MD 2008 – 2011
Associate, Health Strategy & Operations Team

- Identified and procured novel and follow-on work under Booz Allen Health account, including 17 new opportunities from FY 2009-2010 valued at more than \$15M.
- Applied operational strategy concepts in providing restructuring and pipeline assessments for commercial life science organization, resulting in increased structural, informational, and decision rights efficiencies.
- Developed program recommendations for FDA senior leadership that enabled the Agency to develop transparent, accurate, and repeatable resource estimates needed to fulfill its 1400 statutory responsibilities.
- Leader of the 2-year, 7-member Postmarketing Requirement/Postmarketing Commitment Annual Status Report and Backlog Review Study commissioned by Congressional mandate, resulting in reducing the PMR/PMC open backlog from 1400 to 600 and increased FDA's internal database accuracy by 60%.

ICON DEVELOPMENT SOLUTIONS, Ellicott City, MD 2006 – 2008
Manager

- Consulted clients on diligence license examinations, clinical protocol programs, and product development strategies.
- Capitalized on two Small Business Unit (SBU) opportunities, increasing staff by 50 and expanding annual department revenues to over \$5M.
- Closed 100% of opportunities (5/5); awarded work in excess of \$4.25M, a 150% increase over FY2007.
- Acted as lead on 17 consulting projects and FDA contact on behalf of 11 clients at the pre-clinical, clinical, and post-commercialization stages.

NABI BIOPHARMACEUTICALS, Rockville, MD 2005 – 2006
Senior Associate

- Developed strategies to modify three pipeline products and four approved products.
- Developed and presented growth strategies to international human therapeutic regulatory agencies for StaphVax and NicVax conjugate vaccine products.

DIGENE CORPORATION, Gaithersburg, MD 2001 – 2004
Associate, Senior Associate

- Authored/co-authored multiple product applications, including four FDA approvals and first diagnostic device approval for use as a primary screen for testing cervical cancer-causing virus.
- Led both internal team and external alliances for strategies toward manufacturing modifications to three approved Digene products in conjunction with external partners.
- Provided final authorization for commercialization and post-commercialization activities, such as advertisement, safety monitoring, and Digene company website content.

QUINTILES, INC., Rockville, MD

1998 – 2001

Assistant, Specialist, Senior Specialist

- Lead project manager on approved 2 BLAs and 1 NDA filing.
- Implemented and managed pivotal clinical Phase III project with budget exceeding \$9M for approved NDA.
- Provided final review of non-clinical and clinical study reports for client submissions to FDA.

LAB OF GENETICS, NAT'L CANCER INSTIT., NAT'L INSTIT. OF HEALTH, Rockville, MD

1996 – 1998

Fellow

- Recipient of a two-year stipend awarded to a limited number of undergraduate candidates to perform biomedical research fellowship under NIH scientists.
- Examined the role of immunoglobulin and *c-myc* chromosomal translocations in the development of murine plasmacytoma as a model for human lymphoma through biochemical and molecular biological techniques, leading to correlating genetic distinctions between resistant and sensitive lines in their ability to repair DNA damage caused by oxidative stress.

BOARD MEMBERSHIPS

KELLOGG VENTURE COMMUNITY, Evanston, IL

2010 - Present

Fundraising Committee Lead

- Serve as a KVC Board Member in supporting Kellogg students and alumni with launching successful business ventures by fostering relationships between entrepreneurs, venture and equity sponsors.
- Facilitate raising in-kind donation for 2011 of projection of \$3M.
- Support 113 mentors, 4,000 community members, and 184 businesses throughout Kellogg satellite campuses.

PUBLICATIONS

- Felix K, Kelliher K, Bornkamm GW and Janz S. Association of elevated mutagenesis in the spleen with genetic susceptibility to induced plasmacytoma development in mice. *Cancer Research*, 1998; 58:1616-1619.
- Felix K, Kelliher K, Bornkamm G-W and Janz S. Elevated mutant frequencies in lymphoid tissues persist throughout plasmacytoma development in BALB/c.8LIZ Mice. *Cancer Research*, 59:3621-3626.
- Felix K, Kelliher K, Bornkamm GW and Janz S. Transgenic shuttle vector assays for assessing oxidative B-cell mutagenesis in vivo. In: Melchers F, Potter M, editors. *Mechanisms of B Cell Neoplasia: Current Topics in Microbiology and Immunology*. Berlin, Heidelberg: Springer-Verlag; 246:369-377.
- Felix K, Kovalchuk AL, Park SS, Coleman AE, Ramsay ES, Qian M, Kelliher KA, Jones GM, Ried T, Bornkamm GW and Janz S. Inducible mutagenesis in TEPC 2372, a mouse plasmacytoma cell line that harbors the transgenic shuttle vector ILIZ. *Mutation Research*; 63:1712-1717.
- Rosenberg DW, Delker DA, Kelliher K and Bammler T. Glutathione S-transferase profiles in inbred mice: Correlation with colon tumor susceptibility. University of Connecticut, Storrs, CT and University of Washington, Seattle, WA. Abstract presented at American Association for Cancer Research, April 1996.

AMBS KESAVAN

3651 Greymont Dr., San Jose, CA 95136
Phone: (408) 203-0939 Email:akesavan2011@kellogg.northwestern.edu

SUMMARY

Business and Information Technology Executive with 20 years of progressively increasing executive leadership, management and technical expertise. MBA from Kellogg School of Management.

- Leadership and Management experience driving software development projects that generated over 100 million USD in annual software revenue.
 - Proven ability to deliver business-driven technology strategy and implementation to increase revenue and reduce costs.
 - Proven ability to build and lead global teams across US, India, China, Israel and France.
 - Strong team building and mentoring skills with excellent track record for delivering high quality products.
 - Expertise in statistical analysis, financial modeling and data-driven marketing.
 - Recipient of 4 patents and Chairman's award for Innovation at Sun Microsystems.
-

EXPERIENCE

VANN'S INC.

Chief Information Officer

San Jose, CA

2011 – Present

- Developed strategic plan for IT department that is aligned with corporate business objectives for revenue growth and cost containment.
- Defined technology platform strategy to modernize the e-commerce and ERP infrastructure for multi-channel retail business.
- Established strategic service provider partnerships and optimized the mix of in-house and outsourced services.
- Defined key business metrics and performance indicators to measure IT, marketing campaigns and improved productivity.
- Developed financial models for activity based costing, managerial accounting and valuation for individual business units.
- Championed data driven decision making using Business Intelligence tools and web analytics.
- Developing a comprehensive network optimization model and better forecasting mechanisms for improving supply chain efficiency.

EBAY INC.

Software Manager

San Jose, CA

2009 – 2011

- Led the team that contributed to the delivery of 4 high quality Seller Releases with new tools for consumer and business sellers resulting in 25% increase in active listings.
- Accelerated the software validation process by incorporating continuous integration resulting in 20% reduction in deployment time.
- Collaborated with Product Management, Software Development and Quality Engineering for strategic planning, resourcing and execution of Seller Releases.
- Drove successful triage and timely resolution of customer problems consistently exceeding Service Level Agreements.

SUN MICROSYSTEMS INC.

Software Manager

Menlo Park, CA

2006 – 2009

- Managed the team that contributed to the delivery of 6 successful releases of System Management software that generated over 25 million USD in annual revenues.
- Built and managed a global team of engineers from ground up across US, India, Israel and France.
- Managed software products from strategic planning to tactical activities including product roadmaps, value drivers, schedules and budgets.

- Defined software development processes for all phases of product life cycle and drove change management initiatives that resulted in higher quality releases and faster time to market.

Senior Staff Engineer**1997-2006**

- Architected a complex project that involved distributed infrastructure, tools and validation software for Sun Cluster that resulted in several patented innovations.
- Led a global team of 50 engineers on the implementation that resulted in 3 million lines of code in C, C++, scripting languages and Java with ability to run on Solaris and Linux.
- Received Chairman's award from Scott McNealy, Chairman of Sun Microsystems for outstanding work on Sun Cluster product.
- Supervised the team that was involved in the delivery of 10 Sun Cluster releases that generated 1 Billion USD of revenue for Sun Microsystems.
- Defined Sun Cluster Open Storage Certification program for storage products from IBM, HP, EMC and Hitachi that resulted in 50% improvement in 3rd party storage adoption.
- Developed Availability Benchmarks for measuring the performance of planned and unplanned outages that generated 25% improvement in availability metrics.

UNISYS CORPORATION**San Jose, CA****Software Engineer****1995-1996**

- Implemented performance analysis and load characterization tools for Oracle Parallel Server applications running on SVR4 Micro kernel based OPUS parallel computer systems.

ORACLE CORPORATION**Redwood Shores, CA****Member Technical Staff****1994-1995**

- Developed OS specific modules for Ultrix and SCO Unix for Oracle RDBMS 7.1.4 software.
- Ported Cooperative Development Environment (CDE) tools to Ultrix platform.

ICL INDIA**Pune, India****Systems Analyst****1993-1994**

- Developed a Sales demonstration tool for Tuxedo transaction manager involving a heterogeneous distributed transaction spanning Oracle and Informix databases.
- Designed and implemented performance benchmarking tools for customer applications on ICL hardware.

WIPRO INFOTECH LTD.**Bangalore, India****Systems Analyst****1991-1993**

- Designed and developed runtime modules for Wipro COBOL interpreter.

HCL TECHNOLOGIES LTD.**Chennai, India****Software Engineer****1990-1991**

- Implemented voice mail modules for compressing and expanding data for PBX Telco software.

EDUCATION**KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY****Evanston, IL****Master of Business Administration****2011****MADRAS UNIVERSITY****Pondicherry, India****BS, Computer Science****1989**

ADDITIONAL

- Co-authored technical white paper on Sun Cluster Software – Quality by Design for Advanced Availability
- US Citizen

QU H. KIM, AIA, LEED AP, MBA

276 Dahlgren Place Brooklyn, New York 11228

Phone: (718)-974-7044 Email: qkim2011@kellogg.northwestern.edu

SUMMARY

Ten plus years of management and consulting experiences with complex, macro-scale, unique kinds of mixed-use projects valued in the hundreds of millions of dollars of architectural projects and real estate developments.

Areas of expertise in management of architecture and real estate developments, revitalization and renovation, concept strategies, best use site analysis, and zoning and entitlement including managing day-to-day operation, site selection, acquisition, finance, market analysis, municipal and community approval process and construction.

PROFESSIONAL EXPERIENCE

NYC HOUSING DEVELOPMENT CORPORATION

New York, NY

Senior Project Manager/ In-House Architect

2010 – Present

- Senior project manager and In-house architect of the nation's largest municipal housing finance agency and issuer of tax-exempt and taxable bonds to finance developers for multi-family affordable housing in New York City.
- Manage a portfolio of 600 real estate properties in New York City by executing various tasks such as generating property evaluations, identifying deficiencies, devising remediation plans, assessing and assisting clients' financial stabilizations and O&M plans, contract reviews, potential project evaluations, budgeting, scheduling, and delivery.
- Prepare pre-construction evaluations, scope of work, and strategic and project planning, review design guidelines, construction, and change orders, issue certificate of payments, and coordinate entire project processes with clients, internal divisions, consultants, banks, community boards, and municipal agencies including NYC agencies.
- Perform pre and post-project administration compliances and regulations, due diligence, and QA/QC for internal guidelines, federal, state, and local building, safety, and fire codes, LEED certification, and ADA regulations.
- Manage and coordinate community and tenant issues by developing trust relationships with local communities and tenants associations through open communications and involvements in community developments and advise executive managements on a regular basis.

INSPHERE CORPORATION

Brooklyn, NY

President

2001 – Present

- Manage a real estate investment company with \$10 million dollar real estate assets in New York City.
- Perform analytical and transactional process including acquisitions, prospective evaluations, risk and reward assessments, market research, due diligence, financing, negotiations, and closings.
- Perform financial and operational duties such as marketing, leasing activities, accounting, service contract negotiations, and interactions with all involved lines of business.
- Increase the market value of assets by improving free cash flow, refinancing debt structures, implementing strategic capital expenditures, renegotiating leasing agreements and improving rental incomes to the open market rent.
- Create internal financial pro forma to track asset performances of operating budgets, property rent rolls, recoverable and non-recoverable expenses, NPV, and IRR.
- Prepare and present annual financial reports and summaries of potential real estate acquisitions to financial partners.

COE ARCHITECTURE INTERNATIONAL

Los Angeles, CA

Associate Principal

2007 – 2010

- Managed an architecture consulting firm specializing in architecture and urban infill real estate developments.
- Oversaw day-to-day office activities, marketing, and project management including production, staffing, scheduling, budgeting, design, delivery, contract reviews, and negotiations.
- Managed multiple projects with construction development budgets ranging from \$2 to \$150 million dollars.
- Led projects in design and presented viable horizontal & vertical mixed-use developments and feasibility studies.
- Worked directly with the owners of privately and publically held real estate development firms developing mix-use, office, high-rise condominium, townhouse, retail, entertainment, hospitality, and urban planning projects.
- Managed and coordinated development processes between clients, financial institutions, and consultants including government officials, architects, engineers, contractors, future tenants, attorneys, and expeditors.
- Prepared and reviewed strategic and project planning, scope of work, request for proposals, and correspondences.
- Performed and managed land-use and entitlement process, building and safety code compliances, and QA/QC.
- Implemented policies and procedures required to manage short-term issues and pursue long-term solutions.
- Created office standards for quantitative analysis, project pro forma, and project development package.
- Presented and coordinated public presentations and community meetings with local communities.

GRUEN ASSOCIATES

Los Angeles, CA

Senior Project Manager

2005 – 2008

- Senior project manager for an architecture firm specializing in architecture, planning, and real estate developments.
- Managed day-to-day project production and management including design, correspondences, submissions, scheduling, budget monitoring, contract reviews, and negotiations.

- Worked directly with the owners of private and public real estate development firms including Lennar Corporation.
- Developed and designed horizontal and vertical mixed-use developments including offices, shopping centers, high-rise condominiums, low-rise low-income apartments, townhouses, entertainments, institutions, and hospitalities.
- Managed multiple projects with construction development budgets ranging from \$20 to \$140 million dollars.
- Managed and coordinated development processes between clients, consultants, and financial institutions.
- Managed and coordinated with federal, state, and local agencies, and obtained agency approvals including entitlements, conditional-use permits, environmental impact reports, and building permits.
- Managed constructions including construction documents, schedules, budgets, memos, request for information, correspondences, submittals, biddings, shop drawings, site inspections, change of orders, and request for payments.
- Obtained full community supports for projects by developing viable strategies for sensitive community issues.
- Accomplished contractual responsibilities and order of priorities for demanding project schedules.
- Implemented expedite solutions for unforeseen requirements to meet clients' financial goals.
- Advocated social benefits of a diverse demographic model by proposing additions of low-income housing, and developed a project model supporting clients' financial requirements.

ARQUITECTONICA

Los Angeles, CA

Senior Project Manager**2004 – 2005**

- Senior project manager for an architecture firm providing full architecture services for real estate developers.
- Worked directly with real estate development clients, and developed and designed vertical mixed-use developments including offices, high-rise condominiums, retails, and townhouses.
- Managed multiple projects with construction development budgets ranging from \$10 to \$80 million dollars.
- Produced development documents to obtain local agency approvals and permits.

ROBERT A.M. STERN ARCHITECTS

New York, NY

Project Architect**2000 – 2004**

- Project architect for an architecture firm providing full architecture services for private and public clients.
- Worked directly with clients and developed achievable project schedules and budgets.
- Performed the entire architectural process from conceptual design to construction documents for land planning, high-rise condominiums, apartments, townhouses, and high-end single-family houses.
- Obtained local agency approvals and permits and managed project consultant teams.

MARKS THOMAS & ASSOCIATES

Baltimore, MD

Project Designer**1997– 1998**

- Designed and produced architectural documents for senior assisted livings, apartments, townhouses, and offices.
- Performed the entire architectural process from conceptual design to construction documents.

ROTO ARCHITECTURE

Los Angeles, CA

Project Designer**1995– 1997**

- Designed and produced architectural documents for schools, institutions, and high-end single-family houses.
- Managed and coordinated constructions including construction documents, shop drawings, and site measurements.

EDUCATION & PROFESSIONAL CERTIFICATION**KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY**

Evanston, Illinois

Master of Business Administration**Expected June 2011****YALE UNIVERSITY – SCHOOL OF ARCHITECTURE**

New Haven, Connecticut

Master of Architecture**May 2000****PENNSYLVANIA STATE UNIVERSITY**

University Park, Pennsylvania

Bachelor of Architecture & Bachelor of Science**May 1995****NEW YORK STATE REGISTERED ARCHITECT AIA****2004****LEED ACCREDITED PROFESSIONAL****2009****Language/Korean**

ADDITIONAL

- Member: AIA New York & Los Angeles, Urban Land Institute, Kellogg Real Estate Club, Yale Alumni Club
- Community Service: Public Counsel Community Planner, Habitat for Humanity
- Proficient in MS Office, AutoCAD, InDesign, Photoshop, Argus
- US citizen

Wojciech Krupa, CPA, MBA

47 W. Pier, Unit 201, Westmont, IL 60559

Telephone: (630) 400-5942

Email: krupa.wojciech@gmail.com

EXECUTIVE PROFILE

Financial Technology professional with several years of progressive experience in financial systems management, accounting (specializing in Revenue Recognition), and financial systems enhancements and integrations. Strong ability to design and implement process flows and corporate governance policies / procedures in order to ensure appropriate internal controls and strict SOX compliance. Skilled in liaising between the business and information technology groups. Additional core competencies include:

- Financial Syst. Integration of Int'l acquisitions
- Revenue Recognition
- Statistical Analysis and Predictive Modeling
- Forecast and Planning
- General Management
- Preparing Financial and Management Reports
- SOX compliance
- Vendor Management
- Supporting Month End Close
- P&L and Balance Sheet Management
- Audit support
- Process Improvements

CAREER HIGHLIGHTS

- Started Financial Solutions Team charged with responsibilities for making improvements to CareerBuilder's financial systems, cost reduction initiatives, improving processes, and other projects.
- Led International Finance Integration project – integrated acquired international companies with CareerBuilder financial systems (Axiom, Concur, Lawson, ImageNow)
- Helped consolidating International Order Entry process in Scotland Shared Services team which decreased processing time, improved the accuracy of processed orders, and established OE controls
- Co-designed and introduced user-friendly financial reporting system to finance and business teams
- Created “paperless” environment for company's Journal Entry and Account Reconciliation processes that decreased processing time by 25% and created a systematic audit trail
- Fixed methodology of unearned revenue calculation resulting in favorable pickup of \$1.2 MLN
- Fixed Paid Time Off accrual resulting in favorable pickup of \$130k
- Created new methodology of allowance calculation (Bad Debt and Revenue Reserve) which improved accuracy and removed the risk of subjectivity from the calculation
- Supported company's dollar allocation practices on contracts with multiple deliverables (EITF 00-21 & 08-01) through detailed analysis for 2008 and 2009 annual audit
- Helped to implement several internal controls around revenue recognition to make company SOX compliant
- Led initiatives resulting in improved accuracy of revenue review (SOX analyst) up to 95%
- Successfully implemented T&E system to 2,500+ domestic and international employees and co-negotiated contracts with vendors resulting in significant cost savings
- Worked closely with VPs on setting performance targets, and process to track the goals attainment
- Setup revenue recognition guidelines used for making changes to CareerBuilder's main financial system (e.g., revenue arrangements with multiple deliverables, setting up new products)
- Created multiple reports that are distributed to C-level executives on a regular basis - Revenue Forecast based on signed contracts and revenue recognition rules, Cash Collection forecast, Product conversion, and other.
- Led large teams, hired and developed talent
- Recognized by CareerBuilder with an Award for Outstanding Achievements, Poppendieck Award for superior project execution, Diamond Club trip, Award for significant contributions to SOX implementation process, participation in Leadership Development Program

PROFESSIONAL EXPERIENCE

CAREERBUILDER, LLC Chicago, IL

Dec '05 – present

Largest online employment website in the US with presence in 17 countries. Subject to public accounting regulations.

Sr. Manager, Business Development

March '11 – present

- Managing 3 major projects at CareerBuilder – Job aggregator (betterjobs.com), Facebook application (NetworkEffect), Skills Identification and Extraction
- Working with resources in Argentina, UK, Ukraine, India, Pakistan, and US

Sr. Manager, Sales Incentive

June '10 – March '11

- Designed, implemented, and executed compensation plans for North America sales force (~700 reps)

Financial Solutions Team Manager

Jan '08 – June '10

- Supported international financial accounting and operations
- Provided support for international expansion – integrated financial systems, provided trainings, set up new products and processes, supported forecast analysis, etc.
- Led Finance Product Development team responsible for setting up and testing revenue recognition rules on new products, and communicating and training users on them
- Main point of contact for enhancements, issues and changes to main CareerBuilder system – Axiom
- Prepared comprehensive monthly financial package (complex financial analysis and interpretation, trends and variance explanations, reported statistics from other finance groups)
- Ensured correct revenue recognition and revenue reporting for new and existing products and groups
- Provided reporting support and conducted meetings with top management, business managers, and others
- Led Cost Savings Programs (e.g. oversaw travel program, signed contracts with preferred vendors – airlines, hotels, car rentals, shipping companies, office supplies, cell phone carriers, etc.)

Revenue Manager / Sr. Revenue Analyst

Dec '05 – Jan '08

- Researched accounting standards and applied changes based on the analysis (e.g., SOP 97-2, EITF 00-21)
- Assisted with month-end close process; Supervised Staff Accountants
- Prepared, reviewed, and approved Journal Entries and Account Reconciliations
- Led training on revenue recognition process and application of new reporting software
- Worked with other teams on a number of projects to improve processes and reporting (Revenue, Billing, Financial Planning and Analysis, Sales Incentive, Collection, Accounting team)

AON HEWITT ASSOCIATES Lincolnshire, IL

April '04 - Dec '05

Revenue Quality Analyst (SOX compliance team)/ Business Analyst

- Part of newly created team responsible for compliance with Sarbanes-Oxley Act. Helped create internal controls and review processes

OTHER EXPERIENCE

Apr '01- April '04

Washington Mutual/Chase – Chicago, IL

Mix Electronics S.A. – Krakow, Poland

Kruperona, Inc. – Partner at an accounting firm since 2008

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY, Evanston, IL

- **Executive MBA**, expected 2013
- **MBA Accounting**, GPA 3.8/4.0, Graduated with Distinction, 2006

UNIVERSITY OF ECONOMICS AT KRAKOW, Krakow, Poland

- **MS Finance and Banking**, 2002
- **BS Management and Marketing**, 2000

ADDITIONAL INFORMATION

- **Certified Public Accountant (CPA)**, licensed and registered in State of Illinois, 2007
- **Technical Skills:** SAP (BPC), expert skills in MS Office including Excel (VBA, Pivot tables, advanced formulas), Access (SQL, interfacing it with other MS applications), and other; Experience with Business Intelligence tools such as Microstrategy, MS Reporting service; Knowledge of SQL and experience with SQL databases; Experience with ERP and accounting systems like Lawson, PeopleSoft, and QuickBooks
- **Affiliations:** American Institute of Certified Public Accountants, Partner at Accounting firm Kruperona, Inc.
- **Citizenship:** American and Polish

SUMESH KUMAR

3 Mauriello Drive
Stoneham, MA 02180

Phone: (617) 320-3762 Email: sumesh26@yahoo.com

SUMMARY

Strategy/Analytics/Management Executive: A seasoned, goal-oriented senior executive with expertise spanning multiple industry verticals. Creative, strategic and innovative thinker with strong leadership skills. Exceptional problem-solving proficiency and expertise in financial and statistical analysis. Proven record in improving operations and formulating future strategic initiatives for organizations.

EXPERIENCE

LIBERTY MUTUAL INSURANCE

Boston, MA

Director, Head Strategy & Analytics (Personal Market Auto claims)

2011 - Present

- Manage and lead a team of analysts engaged in analyzing plethora of auto claims data, developing effective reporting for senior management to provide visibility into the state of operations, identify operational improvement and superior customer service opportunities.
- Analyze internal survey data and external JD Power Auto claims survey responses for Liberty Mutual and competition. This initiative has helped identify process and operational gaps and formulate strategy to improve customer satisfaction.
- Work with field and process teams to devise strategic annual initiatives and identify actionable initiatives to reduce expense and loss metrics while offering best in class customer service. My group identified over \$40 million of net run rate savings over the next few years.
- Analyze claim and insurance premium data to identify opportunities for innovation within auto claims. For instance, I am leading my group to design and implement Valet service for our auto claims customers. I am working with the Marketing group within Liberty to identify market segment appropriate for a pilot based upon competitive landscape, customer demographics and internal capabilities.
- Working with Finance and Actuary groups to set reasonable estimates for severity, frequency and paid trends expected for forecast purposes. Work with my group to develop methodology to analyze the same and provide analysis and explanation for deviations from trends.
- Design Tier boards to display operational and office metrics for individuals, office managers and senior management to provide visibility into current state of operations on a weekly basis.
- Building models for estimating appropriate staffing levels at field offices and call centers. Provide individual performance evaluation metrics and goals for annual reviews for personal within claims.
- Introducing simulation and modeling tools and techniques to analyze large amounts of data and help validate value added process redesign and change initiatives.

ORACLE CORPORATION

Burlington, MA

Director, Enterprise Solutions Group

2007 - 2011

- Manage and lead a global team of professionals engaged in pre-sales activities providing technical and project management expertise to the Oracle Sales. My team has contributed towards new business of \$100 million in 2010.
- Lead discovery sessions and make strategic and technical presentations to prospective customers, educating them about Oracle products and showcasing how Oracle technology can help achieve their strategic objectives.
- Work with various Oracle partners to provide value added services to potential and existing Oracle customers.
- Prepared training documents and lab guides and delivered the same at Oracle's internal X-Week and X-Month training sessions to Sales Consultants and Sales Reps.
- Envisioned and brought to fruition The North American Partner Application and Customer Stories Application. These applications are being used internally at Oracle to track and manage Oracle partners and consolidate assets created during project implementations.

- Working closely with Product Development and customer to define specs for a new analytic product based upon Semantic Web and OBIEE technology to cater to the Healthcare Industry.

Senior Manager**2005 - 2007**

- Manage and lead teams of various sizes. Successfully delivered multi-million dollar project implementations involving ERP implementations and custom software solutions at Office Depot and EDS.
- Successfully managed and delivered “My Readiness” application, an internal resource

EDOCS**NATICK, MA****Project Manager/Solution Architect****1999 - 2005**

- Contributed in a leadership role to help this emerging online account management solutions provider grow staff from 40 to 250 and revenues by 4,000% to over \$45M across 5 years.
- Managed and mentored teams of 4 to 12 software engineers and delivered enterprise-level, B2C and B2B high availability and high performance online account management applications for various industries, including telecommunications, financial services, healthcare, utilities and retail.
- Directed numerous Joint Application Design/Development (JAD) sessions with clients representing Global 2000 firms, Cardinal Health, Target Card services, British Telecom, Textron Financial and Franklin Templeton.
- Led and developed the technical framework to be used by entire organization for all future project implementations. This framework helped improve project margins, reduce project delivery time and enforce software development standards resulting in company profitability in 2004.

INVENIO TECHNOLOGIES**BOSTON, MA****Senior Consultant****1998 - 1999**

- Managed and mentored a team of consultants and implemented enterprise-wide software and hardware monitoring solutions at Owens Corning, Teradyne, AT&T and Becton Dickenson.
- Delivered product presentation to customer senior management and training to their technical team.

SAPIENT**CAMBRIDGE, MA****Consultant****1997 - 1998**

- Participated and facilitated breakout sessions with clients to identify business requirements.
- Implemented industry’s first online banking and bill pay solution that enabled BankBoston to gain a competitive edge over its rivals. The system is currently being used at Bank of America.

EDUCATION**KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY**
MBA**Evanston, IL**
June 2011**PENNSYLVANIA STATE UNIVERSITY**
MS, Industrial Engineering**State College, PA**
1997**INDIAN INSTITUTE OF TECHNOLOGY-KHARAGPUR (IIT-Kharagpur)**
Bachelor of Technology (Honors)**KHARAGPUR, INDIA**
1990

Panayiotis Lambropoulos

3140 N. Sheffield Avenue, Apt. 403, Chicago, IL 60657

Phone: 312.731.3342 / Email: pao13us@yahoo.com

Summary

Senior multilingual investment professional with 10 years experience in the alternative hedge fund space. Unique blend of strong problem solving and analytical skills. Proven ability to act as a team leader and build relationships globally. Able to work independently and as part of a team/group. Excellent communication skills. Detailed oriented. Thrive in fluid international environment.

Professional Experience

MCP Alternative Asset Management, Ltd.

Chicago, IL

Director

Feb. 2005-May 2011

- Sourced, evaluated, proposed and monitored investments across a large number of hedge fund strategies and asset classes, on a global basis, including Global Macro, Currency, Credit and Equity Long/Short.
- Identified and analyzed through detailed due diligence manager differences in investment philosophies, portfolio and risk management as well as competitive edge.
- Continuously reviewed and monitored both the traditional and alternative investment environment to better assess and identify changes that might have had a significant impact on the firm's investments, portfolios as well as the industry as a whole.
- Created, implemented and maintained the firm's first ever peer universe for all approved strategies including sector specific (i.e. Technology, Healthcare) and region specific (i.e. Brazil). Sub-divided and updated each peer universe by interest, focus and priority based on internal definitions/rank system. Reviewed peer universes for all strategies with managing partner of Chicago office and later the firm.
- Authored/shared over 1,100 detailed memos with all members of the firm and clients in Japan following all meetings, conferences, trips and conversations, providing summaries, thoughts, opinions and comments. Additionally, provided written observations/commentary for various strategies and hedge fund industry to senior managing partners often used for existing/potential client presentations primarily in Asia, including Japan.
- Communicated actively with all members of the firm and clients often recommending manager re-allocations or redemptions based on specific manager risk issues, concerns and observations as well as portfolio targets.
- Mentored, monitored, supervised, guided and worked closely with the junior analysts to assist in their development especially after on and off-site manager meetings.
- Initiated and later assisted in the improvement of the firm's six year-old due diligence questionnaire document, later distributed firm-wide thus improving the composition/online maintenance of the document.
- Prepared for, provided input and participated in existing/potential client marketing presentations. Responsibilities included a detailed review of the firm, investment process, opinions on the hedge fund industry, and detailed discussions on relevant capital market / industry topics as well as prospective/invested managers.
- Participated in all monthly internal and client conference calls, with senior personnel and directors, to review monthly portfolio performances, manager-specific issues/concerns, future recommendations/allocations.
- Computed and analyzed performance attribution, implied return on capital, historical exposures to identify key issues, risks and trends on both perspective and existing investments.

Deloitte Consulting***Project Controller - Manager*****Chicago, IL****Mar. 2004-Dec. 2004**

- Primary responsibilities included the management of the project's payment procurement process. This process included creation of a detailed procure-to-pay guideline and procedures.
- Created and tracked all purchase orders, monitored capital spending and analyzed budget variances.
- Maintained financial reports, forecasts, cash-flow and internal hardware and software credit forecasts. Reviewed and tracked the clients' vendor invoices due back for credit on a monthly basis.

Grosvenor Capital Management, LLC***Research Analyst*****Chicago, IL****Oct. 2000-Sept. 2003**

- Identified, evaluated and proposed potential investment ideas to senior management and Investment Committee.
- Performed operational due diligence and monitored underlying hedge fund managers employing hedge equity strategies focused on European, global and U.S. equities.
- Calculated, analyzed and monitored managers' performance attribution, implied return on capital and exposure.
- Implemented and generated quarterly peer universe reports for equity and arbitrage groups.
- Prepared written commentary on the state of the European macro-economic and hedged equity environment for monthly P&L reports, quarterly strategy review reports and ad-hoc projects.

State Street Brokerage Services, Inc.***Assistant Controller*****Boston, MA****Aug. 1998-Sept. 2000**

- Prepared and filed monthly Focus Financial report to the NASD.
- Created and maintained monthly P&L for Brokerage unit utilizing Quickbooks.
- Reconciled and verified P&L and liability totals to Brokerage Sales Group.
- Reconciled DDA, Soft Dollar, Commission Recapture, A/R balances to the General Ledger of the Bank.

Education**Kellogg School of Management, Northwestern University**

Master of Business Administration

Evanston, IL

June 2011

Boston College, Wallace E. Carroll School of Management

B.S. in Business Administration, Concentrations in Finance/Marketing

Chestnut Hill, MA

Aug. 1994-May 1998

- School of Management Honors Program - Semester abroad program in Seville, Spain (Spring 1997).

Skills

- PC and Macintosh environments; Windows NT, Microsoft Word, Excel, Powerpoint, Access, Bloomberg, Pertrac, Backstop, Quickbooks, Lexus Nexus.
- Fluent in Greek; conversational in Spanish

Professional Certifications

- Obtained NASD Series 7 registration (1998: State Street) – General Securities Registered Representative.
- Chartered Alternative Investment Analyst (CAIA) – Level 2 Candidate
- Level 2 candidate in the CFA Program

DEBORAH M. LANGE

25W031 Lacey Avenue
Naperville, IL 60563

Phone: (630) 776-1949 Email: dlange2012@kellogg.northwestern.edu

SUMMARY

A self-motivated, results oriented Leader with 24 years of progressive experience, (14 years in management) concentrated in the financial, accounting and administrative areas of a manufacturing company, ready for a senior role. Has worked both at a plant level with Finance, IT and HR responsibilities as well as at the corporate level with a proven track record of resource utilization, process development and continued improvement. Is enthusiastic, ambitious, confident, proactive, and assertive and is a decision-maker. Has a high degree of common sense, is open, honest, dependable and responsible. Communication style is direct and open at all levels of an organization, but most important, is a professional with unwavering ethics and high personal integrity. Finally, possesses a high energy level, strong people development, leadership and management skills, and a consistent commitment to the success of the Company.

Currently completing an Executive MBA program at Kellogg School of Management, Northwestern University, with an anticipated graduation date of December 2012.

EXPERIENCE

Plymouth Tube Company **Various Positions** **1987 – Present**
Founded in 1924, Plymouth Tube Company is a specialty manufacturer of precision steel tubing, steel and titanium near-net shapes, and steel and titanium cold drawn shapes. Plymouth Tube is a privately held, family-owned Sub Chapter S-Corporation peaking with projected sales in 2011 of \$250 million.

Corporate Controller, Warrenville, IL 2008 – Present

- Manages a team of nine associates. Responsible for and oversees all functions of a corporate Finance Department including Accounts Payable, Accounts Receivable, Credit and Collections, all Treasury functions, Payroll, Federal and multiple state tax filings, Internal and External auditing, company-wide fixed asset management and Financial Statement preparation and publication.
- Works closely with VP of Finance to establish and then maintain the relationships with all outside partners including our banks, auditors, tax professionals, insurance carriers / brokers and actuaries.
- Oversee all aspects of the Company's defined benefit and defined contribution plans, including compliance, benefit calculations, audits and tax filings for three plans. Serves as a committee member and fiduciary of plans.

Corporate Accounting Mgr, Warrenville, IL 2001 – 2008

- Managed a team of three associates covering the functions of Accounts Payable, Payroll, Corporate Accounting, and data entry.
- Full responsibility for the accuracy and integrity of Consolidated Financial Statements.
- Managed the administration of insurance coverage.
- Managed all external audits including the annual financial audit, defined benefit & defined contribution retirement plan audits and regular bank compliance audits.

Administrative Financial Manager, Winamac, IN 1997 - 2001

- This campus was a 50-acre site with 3 distinct and decentralized manufacturing facilities consisting of approximately 220 union and salary employees. The entire site was approximately \$45,000,000 in revenues.
- Member of Senior Management team for site.
- Led and managed a staff of eleven employees in the areas of information systems, purchasing and receiving, shipping, accounting, accounts payable, human resources, payroll, training and janitorial for the entire site.

- One of four active members of the Company/Union Negotiating Team for the Company. Negotiated (through a 10-week strike) a five-year contract with local United Auto Workers. Due to the strike – managed a massive hiring of replacement workers as well as an intense on-the-job training program.
- Responsible for all accounting and financial aspects of the three businesses from order entry through invoicing. Including budgeting, forecasting, full general ledger responsibility and producing financial statements for the independent facilities and combined site including intercompany eliminations.
- Prepared and used financial analysis reports of all kinds including order-by-order-costing reports.

<u>Plymouth Tube Company, Rochester, IN</u>	EHS I/S Project Manager	1996 – 1997
<u>Plymouth Tube Company, Warrenville, IL</u>	EHS Group (Division) Accountant	1994 – 1996
<u>Plymouth Tube Company, Warrenville, IL</u>	Senior Staff Accountant	1989 – 1993
<u>Plymouth Tube Company, Warrenville, IL</u>	Junior Staff Accountant	1987 – 1989

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY **Miami/Evanston, IL**
Executive MBA **Degree anticipated - December 2012**

NORTH CENTRAL COLLEGE, Naperville, IL
BA, Accounting **September 2006**

- Graduated cum laude
- 2005 – 2006 Dean’s List and 2004 – Presidents List

INTERNATIONAL BUSINESS COLLEGE, Fort Wayne, IN
AA, Accounting **June 1987**

- Graduated Top of Graduating Class with GPA: 4.0 out of 4.0
- Earned the Outstanding Accountant Award - Class of 1987
- A member of the National Dean’s List 1986-1987

ADDITIONAL TRAINING:

- 80/20, Lean Manufacturing, Top Grading & 5-S Implementation Training – Plymouth Tube Company
- Advanced Marketing Management Workshop, Market Driven Management, - Dr. Jim Hlavacek
- The Best & Worst Industrial Marketing Practices, Market Driven Management, - Dr. Jim Hlavacek
- Extensive training in LAWSON Financial Software, General Ledger, Accounts Payable, Asset Management, Flexible Budgeting, Report Writer – Lawson Software
- Foundations of Leadership – Bradley University
- Extensive training in team based skills including Leadership, Coaching, and Mentoring – Phoenix Leadership Foundation
- Extensive training in Team Dynamics, Leadership and Behavioral based Training - Target Leader Institution

AFFILIATIONS & MEMBERSHIPS:

- Assistant Secretary appointed by Board of Directors, Plymouth Tube Company, 2009-Present
- Fiduciary, all Pension and Welfare Benefit Plans, Plymouth Tube Company, 2001- Present
- Treasurer for Cub Scout Pack 567, Naperville, IL 2007-2011
- Notary, DuPage County, IL.

ADDITIONAL DATA

- Interests include: Family, Church, Reading, Bikram Hot Yoga and Geocaching.

MICHAEL LEE

940 N. Crosby Street, Chicago, IL 60610
312.933.2458 | mlee2012@kellogg.northwestern.edu

EXECUTIVE SPEECHWRITER + STRATEGIST-IN-RESIDENCE

Executive strategist and speechwriter for Fortune 500 executives, government leaders, and military generals managing global communication campaigns to launch new products and business units and forge better relationships with customers, shareholders, constituents, partners, and workforce. Mr. Lee's literary and communication abilities have been nationally recognized as the Department of Defense Writer-of-the-Year for literary contributions on behalf of the U.S. Air Force, executive speechwriting for Fortune 500 executives, political speechwriting for national politicians and activists, and creator of television and film properties for Comedy Central, Cartoon Network, Starz, ShowTime, and Lions Gate. Most recently, co-authoring a book on impact investing and entrepreneurship with David Wilhelm, 1992 Clinton-Gore Presidential Campaign Manager and DNC Chairman.

PROFESSIONAL EXPERIENCE

IBM, Chicago, IL 2000 - Present

Executive Speechwriter + Strategy Advisor

Client Responsibilities

- Wrote executive speeches for Fortune 500 executives and government leaders, and Congressional testimony for military generals. Stewarded global communication campaigns and produced commercials to launch new products and business units, and managed “message” to foster shareholder confidence, gain buy-in from Congressional leaders, and forge coalitions. Managed all rich-media, graphic and written communications to mount a pervasive communications strategy that reached a national or global audience.
- Advised C-suite executives of Fortune 500 corporations, government leaders, and military generals stewarding global organizational growth in North America, Europe, Latin America and Asia. Collaborated with executives, general managers and market research experts in the development of corporate strategy and associated growth planning activities to achieving, sustaining and regaining market leadership, exploring growth opportunities or restructuring an organization. Resulting in uncovering unmet customer needs, better defining emerging business opportunities, and prototyping game-changing solutions.

Business Development Responsibilities

- Developed thought capital to strengthen IBM's “Smarter Government” and “Smarter Supply Chain” portfolios. The “Smarter Government” portfolio provides meaningful services and offerings that better connect constituents to government, allow government to more effectively and efficiently provide services, and as President Obama put it, “make government cool again”. The “Smarter Supply Chain” portfolio aims to have the supply chain emerge as a major business tool that can help control costs, manage risks, and make profit in a fully responsible manner.

Major Accomplishments:

- Received the IBM Strategy Award for outstanding accomplishments in management consulting.
- Recognized as the Department of Defense Writer-of-the-Year for literary contributions on behalf of the U.S. Air Force.
- Received the U.S. Air Force Service Excellence Award for executive advisory services.
- Received the Department of Homeland Security Service Excellence Award for Post 9/11 advisory services.

BARACK OBAMA 2008 PRESIDENTIAL CAMPAIGN, Dayton, OH 2008

Economist

Participated in townhall discussion panels informing voters on the nuances of the Obama economic agenda and plan. In addition, instructed the Dayton, Ohio campaign team on the intricacies of the Obama economic platform and state of the U.S. economy.

GREENWICH STREET FILMS, New York, NY 2004 - 2008

Managing Partner + Co-Founder

Created television and feature film properties for Comedy Central, Cartoon Network, Fox, NBC, ShowTime, Lions Gate, and Paramount.

Major Accomplishments:

- Directed and produced an independent feature length film featuring the music of John Mayer and Paul Westerberg; successfully toured the film festival circuit to great praise.
- Produced a sold out Second City improvised musical comedy show.
- Music supervisor for several Ralph Lauren fragrance commercials, sifted through thousands of records and tracks to find that “one” great song that captured the musical essence of the product.

WILHELM & CONLON PUBLIC STRATEGIES, Chicago, IL

1999 - 2000

Economist

Stewarded the development of a \$200M venture capital fund for the State of Illinois Department of Commerce and Economic Opportunity (DCEO). The fund objective is to foster small business growth in rural parts of Illinois with high concentrations of human capital. After formal review by the Governor and DCEO Director, an initiative aimed to deploy the venture capital fund was approved.

HOPEWELL VENTURE MANAGEMENT, Chicago, IL

1999 - 2000

Economist

Stewarded the creation of a \$150M impact investing venture capital fund committed to early to mid-stage high growth companies in the Midwestern United States. The target region is comprised of 4.1 million people and 21,630 small businesses with 10-100 employees. In association with the Clinton Administration, former DNC Chairman David Wilhelm founded the fund in an effort to fill the equity capital gap that exists in this large and undeserved market.

UNIVERSITY OF CHICAGO, Chicago, IL

1999 - 2000

Instructor

Instructed a 90 student graduate level course on “Leadership and Professional Skills Development”. The course elements covered the core principles of leadership: (1) motivating people, (2) building relationships, and (3) influencing outcomes.

SALOMON SMITH BARNEY, Chicago, IL

1997 - 1998

Associate

Designed investment allocation models customized to reflect various risk tolerances for institutional clients --- portfolio value over \$10M --- looking to invest in the emerging markets sector. In addition, communicated weekly with prominent emerging market fund managers and fielded daily client inquiries.

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY, Evanston, IL

Executive Master of Business Administration, 2012

UNIVERSITY OF CHICAGO, Chicago, IL

Masters in Applied Economics and Public Policy, 2000

- Received the Irving B. Harris Fellowship Award.

UNIVERSITY OF CHICAGO, Chicago, IL

Bachelors in Economics, 1999

Bachelors in Public Policy, 1999

- Received the Distinguished Jane Morton and Henry C. Murphy Award for excellence in leadership and significant contributions to the University of Chicago.
- President of the Board of Editors of the University of Chicago Economics Journal.

Adrienne C. Limjoco

1515 South Prairie Avenue

Unit 1008

Chicago, IL 60605

(312) 550-2821

limjoco.a@gmail.com

- EXPERIENCE** **Dearborn Partners, LLC** Chicago, IL
Director, Consultant Relations 5/06 – present
Created a consultant relations program for a multi-billion investment firm with institutional products including seven equity, four fixed income and one international equity strategy; establish and maintain effective relationships with investment consultants nationwide to achieve new business development; collaborate with sales and marketing team to ensure consistency of message and style across organization's written marketing materials; designed and author quarterly newsletter sent to over 100 consultants; coordinate monthly, quarterly and ad hoc requests from consultants; oversee a team of six associates on the RFP process
- Mesirow Financial Investment Management, Inc.** Chicago, IL
Marketing Associate 8/04 – 9/05
Led and coordinated RFP submission process for over 70 RFP's, RFI's and questionnaires for six equity and four fixed income products; researched, organized and maintained product information for use in proposals, consultant databases and marketing materials; managed data flow to over two dozen consultant and investment manager search databases with firmwide and product-specific data on a monthly and/or quarterly basis
- AFL-CIO Office of Investment** Washington, DC
Consultant 11/02 - 12/02
Led an effort to educate and gather support from Taft-Hartley and public fund trustees on a then-current SEC proposal which would require mutual funds to disclose proxy votes
- The Marco Consulting Group** Chicago, IL
Investment Manager Analyst 11/00 – 8/02
Assisted in placing nearly \$3 billion with dozens of investment managers from various asset classes ranging from equity to alternative mandates for Taft-Hartley client base; maintained proprietary database of over 800 managers; researched and analyzed investment managers through questionnaires, conference calls and face-to-face meetings; compared and contrasted investment managers to choose best fit for the client situation; developed extensive working knowledge of dozens of investment managers; interviewed and presented potential new manager candidates to due diligence committee; updated proprietary manager profiles on a quarterly basis; served as lead on various special projects for consultants
- Fixed Income Analyst* 4/00 – 11/00
Worked regularly on Bloomberg to calculate fixed income characteristics; ran characteristics reports using BondEdge; analyzed discrepancies between custodial data and manager-reported data; analyzed duration calculated by BondEdge versus manager-reported duration; worked with various fixed income managers to calculate the most accurate duration information for client portfolios; served as a resource for research and special projects pertaining to fixed income and equity securities, such as utilizing Bloomberg to find CUSIP numbers, historical prices, total return, yield-to-maturity
- EDUCATION** **Kellogg School of Management, Northwestern University** Evanston, IL
Executive MBA Degree expected June 2013
- DePaul University** Chicago, IL
Bachelor of Science in Finance and Marketing March 2000
- Kansai Gaidai University** Hirakata City, Osaka, Japan
DePaul University International Study Fall 1998
- COMPUTER SKILLS** Proficient in Microsoft Word, Excel, PowerPoint, Outlook, Acrobat, Bloomberg, Advent Axys, StockVal
BondEdge
- AFFILIATIONS** Women Investment Professionals, DePaul Alumni Association

JAIME E. LLANOS

Home address: 501 East 87Street, Apt. 7G,
New York, N.Y. 10128

Contact information: Phone number: (917) 608-6512
Email: jllanos2012@kellogg.northwestern.edu

PROFILE

Results oriented financial services professional with extensive experience at premier global banks and investment firms. Proven track record dealing with top senior executives of major global corporations with the sourcing and structuring of financing solutions. Significant international experience includes maximizing banks foot print in Latin American while assessing risk in the US and Latin America markets. Expertise in managing the lifespan of a business transaction from origination, negotiation and execution to maturity. Fluent in English and Spanish with working knowledge of Portuguese.

PROFESSIONAL EXPERIENCE

BANCO BILBAO VIZCAYA ARGENTARIA (BBVA) **July 2005-Present New York**
Relationship Manager, International Corporate Banking **December 2008-Present**

- Maximize BBVA strong footprint in Latin America by supporting BBVA's local banks with the sourcing and structuring of corporate banking solutions of major economic groups in Latin America.
- Co-Manage a Latin America credit portfolio with approximately \$7 billion in assets and \$90 million in ordinary margin as part of a business development across borders. Achieved 86% increase return in margin in year 2009 through new deals, cross selling opportunities according to the transaction's place of origination, and re-pricing.
- Evaluate customer financing needs and credit worthiness in order to maximize the most appropriate use of the bank's assets and cross sell opportunities among BBVA's subsidiaries throughout Latin America.
- Advise and manage BBVA New York participation in Bilateral and Syndicated Loans, Club Deals, Bridge loans and issuance of SBLCs.
- Prepare, assess, present, and recommend new credit transactions, amendments and waivers to a Credit Committee for approval.

Assistant Vice President, Risk and Portfolio Management Group **July 2005-December 2008**

- Responsible for the credit analysis and risk assessment of US and Latin America major corporate clients to ensure assumed credit risk is within parameters acceptable by the bank.
- Managed risk across geographies, by analyzing the business and financial risk profile of borrowers, structure of the transactions, market and industry trends.
- Prepared and presented comprehensive analysis on new credit transactions as well as annual reviews on existing borrowers to a Credit Risk Committee. Interacted with Relationship Managers, Legal Services, Operations, Counterparties and Borrowers to ensure timely responses.
- Trained and managed junior and mid-level analysts to reinforce the design and implementation of target market and risk acceptance criteria in order to maintain BBVA's double AA credit rating, a distinction that only few, very selective global banks in the world have.

GOLDMAN SACHS ASSET MANAGEMENT **October 2003-July 2005 New York**
Consultant, Private Wealth Management

- Participated in migration of operational functions to India by controlling over 2,000 accounts from New York and London's office valued at \$15 billion dollars and invested in International Equities and Fixed Income securities.
- Provided daily support to a Portfolio Asset Management team by assisting with project initiatives such as account implementation, portfolio's performance, account reconciliation, transaction processing and client inquiries.
- Led, trained, and mentored new analysts from India and the US as part of the outsourcing effort.
- Acted as a liaison between Portfolio Administration and Trading, Marketing, Risk, Brokers and Custodian banks.

DEUTSCHE BANK GROUP
(Acquired Zurich Scudder Investments in the year 2002)

October 1998-November 2002 New York

DEUTSCHE ASSET MANAGEMENT
Equity Research Associate, Asset Management

September 2001-November 2002

- Member of a Buy-Side Global Equity Research Team, responsible for evaluating Retail and Leisure equities worth several billion dollars.
- Performed in-depth analysis using a range of quantitative and qualitative methods with emphasis on market research and financial statement analysis, collecting industry information, attending companies' management meetings, and drafting investment notes.
- Generated value added investment ideas while developing relationship with senior Portfolio Managers, sell-side analysts and sales professionals from top investment firms regarding earnings, research publications and other relevant news.
- Chosen among the top best research associates to quickly progress to an equity analyst role of his own.

ZURICH SCUDDER INVESTMENTS, INC.
Investment Accountant, Private Wealth Management

May 2000-September 2001

- Responsible for the accurate and timely cash and asset reconciliation of over 200 Private Wealth Management funds.
- Evaluated trade activity, verified holdings for sales, ensured settlement of trades and fund's performance.
- Managed and facilitated funds openings, funding, transfer of assets, client reporting and terminations of accounts.
- Arranged and reviewed various reports to ensure accuracy of portfolios prior to submission and presentation to clients.

DEUTSCHE BANK SECURITIES
Financial Analyst, Private Wealth Management

October 1998-April 2000

- Assisted Private Bank Business Area Controller with month-end close process by reviewing revenues and expenses, journal entries and reconciliation of balance sheet accounts for 5 legal entities.
- Prepared monthly analysis of business gained/lost and market fluctuations, sorted by business products for submission to Senior Management.
- Maintained integrity of a Private Bank MIS contact database which housed asset volumes, revenues and Relationship Manager assignments for over 2,000 individual customer accounts.
- Acted as a liaison between New York Private Banking office and Latin America Relationship Managers.

LOEWS CORPORATION, REGENCY HOTEL
Night Auditor & Restaurant Controller

1996-1998 New York

- Responsible for the internal audit of the hotel's revenue. Audited guest and corporate accounts from hotel departments such as Restaurant, Room Service, Business Center, and Banquet among others.
- Performed detail examination of service's agents daily transactions, city ledger accounts, credit card transactions and submitted them to the banks.
- Managed the input of room and tax, late transactions, and credit approvals of approximately 300 hundred accounts daily.
- Prepared daily reconciliation of Food and Beverage total for review by Senior Management.

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY
Executive MBA, degree expected December 2012.

Miami, FL/Evanston, IL

BERNARD BARUCH COLLEGE

Bachelors of Business Administration in Finance with a Minor in International Business.

July 1999 New York

LANGUAGES & OTHER

Bilingual, English and Spanish. Working knowledge of Portuguese

Dual Citizenship: US and Peruvian.

Jonathon M. Lobbins

5245 Oxford St. N, Shoreview, MN 55126
(781) 752-6422 • jlobbins@aol.com

PROFILE

A strategic, innovative, PMP certified leader with over 15 years experience successfully leading programs and staff to drive new products to market. A unique combination of product development, business strategy, and execution focused leadership spanning both medical device and advanced electronics industries.

NEW PRODUCT COMMERCIALIZATION / BUSINESS STRATEGY / GLOBAL LEADERSHIP

Medical Device Product Development	Business Plan Development	International Team Leadership
Early Stage Product & IP Evaluation	Strategy & Roadmap Development	Global Program VOC Strategy
Product Technology Miniaturization	Portfolio Investment Strategy	Talent Management & Recruiting

EDUCATION

Kellogg School of Management, Northwestern University, Evanston, IL

Masters of Business Administration, December 2011

University of Florida, Gainesville, FL

Masters of Science Degree, Materials Science and Engineering, August 2001

Michigan State University, East Lansing, MI

Bachelor of Science Degree, Chemistry, December 1995

PROFESSIONAL EXPERIENCE SUMMARY

Northwestern University, Clinical and Translational Sciences Institute

Innovation-to-Commercialization Team Consultant

2011 - 2011

Evaluated IP landscape and developed competitive analyses, target market strategies, and early stage implementation strategy for commercialization of technology to remotely monitor Parkinson's disease progression. Leveraged market research to develop CRO focused business model and create business plan. Presented business plan and recommendations to startup executive team and potential investors.

Medtronic Corporate Headquarters, Minneapolis, MN

Corporate Clinical Operations Sr. Portfolio Manager

2010 - Present

Developed position and responsible for leading a cross-business team to implement processes and strategies for the \$300M + portfolio of clinical programs. Lead 10+ member team to develop strategies for increased transparency and alignment of investments to the programs driving therapy adoption.

Corporate Finance Operations Sr. Program/Program Manager

2008 - 2010

Responsible for implementing the Project Management Office framework to manage the \$1B+ portfolio of cost management programs across the company to improve operating margin. Led team meetings with VP level program leaders to develop focused programs and tracking methods. Developed Executive and Board of Director level presentations.

- Developed brand and implemented communication strategy for Worksmart cost improvement initiative.
- Developed and implemented benchmarking strategy and functional tracking method to increase focus on effectiveness and efficiency metrics. Scorecards presented by functional Senior Vice Presidents to the CEO and executive committee.
- Led assessment of all Business Units' capability regarding lean and effective product development.
- Initiated, developed strategy, and led development of the first Medtronic wide project management curriculum and implementation of the global project management internal collaboration website.
- Accomplishments recognized by promotion and 2010 Executive Committee and CEO selection for acceptance into the selective high performance/potential Advanced Studies Program.

Medtronic Cardiovascular, Danvers, MA

2005 - 2008

Cardiovascular Program and Advanced Engineering Manager

Responsible for leadership of catheter based product development teams from concept through product commercialization phases. Responsibilities also included implementing Project Management tools and principles into new product development and facilitating career development of engineering staff.

- Successfully led extended engineering team efforts to develop, validate, and implement new technology for the next generation Export XT thrombus aspiration catheter leading to successful US product launch. Evaluated physician needs to provide input for future generation product line.
- Successfully led the cross-functional team to implement new Defender embolic protection technology including assessment of physician preference vs. manufacturability. Program resulted in higher quality, 57% reduction in product cost, improved product performance, and on-schedule European product launch. Team results exceeded goals and nominated for the Medtronic Star of Excellence award.
- Managed and developed engineering direct reports resulting in multiple promotions, team awards, and low team turnover. Served as key member of corporate recruiting team to recruit diverse talent.
- Developed strategy and led core team of managers and directors on change management initiative to improve site project management practices for product development.
- Accomplishments recognized by site leadership resulting in promotion to and appointment to Minneapolis based business leadership development role.

IBM Storage Division / Hitachi Global Storage Technologies, San Jose, CA

2001 - 2005

Technology Development / Project Engineer

Primary function was leading global team efforts to develop new Hard Disk Drive characterization technologies and facilitating the technology transfer from new product development.

- Led international project team with members from Germany, Japan, Philippines, Mexico, and United States to evaluate systems and develop / implement software algorithms to enable harmonized characterization of new product technology. Analyzed team dynamics and cultural environment to develop strategy resulting in reduced team conflict which had previously stalled project progress.
- Developed protocol leading to appointment on development manufacturability review board. Reviewed 30+ processes and mentored teams resulting in significant improvement of department rating.
- Served on the company Diversity Leadership Council and was a key member of the corporate recruiting team to bring new and diverse talent into the company.

Agere Systems / Lucent Technologies Microelectronics Group, Orlando, FL

1996 – 2001

Microelectronics Process Engineer

Primary responsibility was developing process and material solutions for sub 0.25 micron Integrated Circuit technology and leading implementation of innovative methods to improve product performance.

- Utilized influence management and coaching to facilitate previously non-existing project support from unionized technician staff.
- Principal author and inventor and awarded new product development related patents including: US Patent # 6,156,675, US Patent# 6,639,285, US Patent# 6,593,151, and US Patent # 6,506,690.

PROFESSIONAL TRAINING / CERTIFICATION

- Patient Access Acceleration (PAA) Market Development Training (Medtronic)
- Project Management Professional (PMP) Certification (PMI)
- Technology Evaluation & Commercialization Consulting Certificate (Northwestern)
- Design for Six Sigma & Lean Sigma Black Belt Training (Medtronic)
- Patent Law & Strategy (Stanford SCPD)
- Portfolio Management (Stanford SCPD)
- Neuroscience (Harvard Ext.)

PROFESSIONAL AFFILIATIONS

Project Management Institute (PMI), National Society of Black Engineers (NSBE), National Black MBA Association (NBMBAA), Corporate Executive Board – Strategy, Research and Technology Practice Areas

Masoud Loghmani

mloghmani2012@kellogg.northwestern.edu • (650) 209-0216 • 267 Long Point Rd. Crownsville MD 21032

Technology Strategy • Product Delivery • Business Leadership

- Technology and Product management executive with a successful 15 year record of delivering information products and services in Telecom, Social/Mobile Media, and Web 2.0 Content Delivery.
 - Exceptional combination of business acumen and technology experience tuned for listening to and understanding the customers, uncovering opportunities in the market and developing the strategy to proactively address global market opportunities (U.S., Europe, the Middle East).
 - Proven track record of leading global multi-disciplinary teams of up to 65 technology and marketing professionals in 4 countries delivering products and services for F-100 and middle-market clients.
 - Demonstrated experience creating market-ready products and services through scalable, repeatable, and metrics/data driven agile processes.
 - Highly fluent at communicating to different audiences from clients to partners in different settings
 - Recognized thought-leader and speaker at industry events. Serial inventor with 8 awarded patents.
 - Highly analytical (Physicist, Kellogg MBA).
-

PROFESSIONAL EXPERIENCE

BleuRider, Consulting Partner

Washington DC • Apr '08-Present

Technology and Management consulting boutique firm focused on Social, Mobile, and Web 2.0

ti.ki, (a BleuRider project) EVP Product Management

Santa Clara, CA • March '09-Jun. '11

ti.ki is a one stop social media app helping working moms with their children's events, a \$4B market

- In a major engagement delivered a detailed analysis of the health insurance market, as well as a business and product strategy for a Web 2.0 health IT start-up targeting an estimated \$33B of waste and inefficiencies in the healthcare billing market. Delivered an in-depth analysis of the health-insurance players and the technologies used in claim adjudication and fraud detection. Also prepared a go to market strategic plan along with financial projections, laying out the road-map for capturing close to 5% of the \$33B in total addressable market in about 7 years.
- Managed a fixed-price \$11mm project intended to deliver a hosted Data Warehouse system. Managed subcontractors such as Oracle Consulting. Planned and oversaw the activities of in-house and outsourced resources and staff and vendors to ensure compliance with project goals and budget, client management, and architecture oversight.
- Managed a technology implementation and security audit project for a \$700mm service contract for Dell Services (previously Dell Perot services).
- As ti.ki's EVP Product Management (and co-founder) identified the company's market niche within the \$150B general consumer event space. Defined the product strategy, marketing, and business development operations needed to address the market. Defined gamification strategies needed to ensure rapid adoption of the service.
- Pursued business development opportunities with national chains (e.g. the largest book retailer in the U.S. with \$7B in annual revenues) as well as local and regional service providers.

BTSLogic (*Division of LogicTree*) **EVP Product Management** Århus-Denmark • '04-'08
Carrier DA/YP Search Engine and Speech Enabled Multi-Modal Solutions

LogicTree, CTO / EVP Engineering Bowie-MD • '98-'04
Number one provider of web and speech automation solutions for 511 (traffic) and transit trip planning

- Led the acquisition of BTS, a \$5mm Danish search engine company, to form BTSLogic.
- Selected to lead BTSLogic after the acquisition, and through effective product management and successful market communication evangelizing BTSLogic's vision turned the company into a highly profitable and internationally recognized player in the Yellow Pages and Directory Assistance Search business with customers such as Verizon, Telenor (Norway), Eniro (division of Telia, Sweden), Etisalat (UAE), Telecom Egypt, and partners such as Ericsson and Avaya.
- Led new product development for an open search gateway product for the Telecom sector. Partnered with clients in the U.S. and Scandinavia to refine the concept. The product resulted in 300% increase in sales, and solidified company's brand in the market.
- Architected BTSLogic's approach for speech automation of massive databases (e.g. Yellow Pages), resulting in the highest rate of speech automation in the industry from 2005 to 2007.
- Led the sale of BTSLogic after successful turn-around and growth over 3.5 years.
- Raised over \$16mm in venture capital and angel funding for LogicTree.
- Recruited and managed a global team of 65 architects, engineers, and product managers.
- Strategic sales support through C-Level presentation to prospects and customers.
- Spoke at various domestic and international conferences, successfully forecasting the market evolution and promoting the company's strategic response.
- Architected the LogicTree's patented Mobile Multi-Modal solutions designed for the next generation of converged networks (3G/4G, IMS).

EDUCATION

- **Kellogg School of Management** – MBA, Marketing/Finance (5/12, attending alternate weekends)
- **University of Maryland at College Park** – B.S. Physics, 1996, Minored in EE. Graduate level coursework in Math, Chaos and Fractals (full-time work as the SW architect at a Telecom start-up).

ADDITIONAL INFORMATION

- U.S. Citizen, Interested in physics, philosophy, and history. Familiar with German.
- Certified Information Systems Auditor (highest score in North America in 2009)
- Selected Patents:

US Pat. 7200142: [System for providing multi-phased, multi-modal access to content](#)
US Pat. 6948129: [Multi-modal, multi-path user interface for simultaneous access to internet ...](#)
US Pat. 6941273: [Telephony-data application interface apparatus and method for multi-modal ...](#)
US Pat. 5822420: [Signaling protocol for multilink access network-local exchange interfaces](#)

More at: <http://www.google.com/patents?q=masoud+loghmani&btnG=Search+Patents>

BEATRIZ LUNA
2 CARR 177 Apt 407
Guaynabo, PR 00966

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SUMMARY

Finance Executive with over ten years experience in the securities industry and consulting. Raised and manage a book of business of \$120 million in assets under management. Client list spans from family businesses, non-profits, government, and high net-worth individuals. Directs a cross-functional team of 10+ staff members across departments. Proven track record of leading engagements, ensuring client satisfaction, and becoming a trusted advisor. Key areas of expertise include Asset Management, Equity Valuation, Bond Trading, Financial Planning, and Financial Writing/Publishing.

EXPERIENCE

SANTANDER SECURITIES (GRUPO SANTANDER)

Guaynabo, PR

Vice President (Executive Council Club 2007, 2008, 2009, 2010, 2011)

2006 - Present

- Manage and service a \$120million portfolio in assets under management (AUM) for Institutional, Government, Family Businesses, and High Net Worth clients.
- Develop and execute investment policies, design asset allocation strategies, and manage daily investment decisions based on clients' financial needs.
- Prepare and lead quarterly presentations to Board of Directors, Investment Committees, and High Net Worth clients on the markets, the economy, and investment strategies.
- Lead cross-functional teams of accountants, traders, bank product managers, and Santander analysts to provide clients with an integrated financial experience under the Santander umbrella and the best business solutions to their financial needs.
- Organize and conduct marketing efforts to prospect new clients and acquire new accounts.

SANTANDER SECURITIES (GRUPO SANTANDER)

San Juan, PR

VP & Director of Investment Consulting and Research Department

1999 - 2006

Securities Principal and Manager

Senior Bank Analyst and Economist

- Belonged to a team of eight securities principals that managed and supervised 90 employees in the second largest full-service broker dealer in Puerto Rico.
- Part of a team of managers that formulated and structured the firm's products, marketing materials, and overall sales strategies.
- Directed the design and set up of the firm's managed account platform, *Premium Managed Account*, making this business segment grow from \$25million to \$200million in AUM, representing \$4 million in revenues.
- Worked with the President in conducting strategic analysis to better understand our competitors and ways to increase our market share. Aided in the negotiation and hiring of top recruits from rival firms.
- Led effort to design and construct, with a recognized world class institution, the first set of model portfolios that included Puerto Rico asset classes.
- Created and directed the first equity research department in Puerto Rico, covering the local bank stocks universe and the local economy.
- Managed the investment consulting team servicing a group of 50 financial advisors and their clients daily.
- Supervised team that served as center of local market and local economic intelligence to Santander Securities, Banco Santander (Puerto Rico & Spain), and clients.
- Interviewed top management from local financial institutions periodically to construct and maintain valuation models for each one of the local publicly traded financial stocks.
- Published Equity Research reports with recommendations of Buy, Sell, or Hold for the publicly traded local financial institutions.

SANTANDER INVESTMENT (GRUPO SANTANDER)

New York, NY

Beverage, Food and Tobacco Junior Analyst (Latin America Team)

1998 - 1999

- Performed industry, company, and stock analysis supporting Institutional Investor-ranked Analyst in the coverage of 18 stocks in five different countries.
- Served as co-author in company and industry notes as well as in *Taste Trends*, the monthly publication on food and beverage stocks in Latin America.
- Assisted Senior Beverage Analyst in the construction and maintenance of valuation models.

ACCENTURE

New York, NY

Telecom Process Analyst

1997 - 1998

- Worked on a cross-functional team of contractors, clients, and Andersen analysts to model, design, program and implement a new billing system first for AT&T and then for Bell Atlantic. Project outcomes included long-term cost savings, technology improvements, and business process improvements.
- Responsible for different business segments in the process being developed and conducted presentations to team members and clients on our progress.

WORLD TEACH/ RARE CENTER FOR TROPICAL CONSERVATION

Baja California, Mexico

Volunteer/ Project Manager, Teacher, and Fundraiser

1996-1997

- Worked in the design, development, and implementation of a sustainable development program for ten fishing villages in Baja California Sur.
- Developed curriculum, prepared lessons, and taught Natural History and English to a group of 50 Mexican fishermen.
- Conducted fundraising tours and natural history courses for several world class environmental organizations visiting the Sea of Cortez and Baja California Sur.
- Created with a group of teachers and community leaders the first environmental awareness program in the local school at Lopez Mateos.

EDUCATION**KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY**

Miami, FL

MBA

December 2011

SCHOOL OF FOREIGN SERVICE, GEORGETOWN UNIVERSITY

Washington, DC

B.S. in Foreign Service, Major in Science, Technology and International Affairs

1996

- Dean's List. Regional Studies Certificate - Latin America.
- Candidate for International Business and Diplomacy Honors Certificate.
- GU Women's Varsity Tennis Team NCAA Division I (#1 and #2 singles and doubles).

ADDITIONAL INFORMATION

- Fully Bilingual (English & Spanish). Some knowledge of French.
- Certifications: NASD Series 7, 24, 63, 66, 86 & 87; Life Insurance, Variable Life and Annuities Licenses.
- Board of Directors (Director & Leader of Fundraising Committee), Puerto Rico Tennis Association (PRTA), 2003-Present.
- Puerto Rico Tennis Association (PRTA) – Treasurer, 2003-2009.
- Board of Directors (Director), Caribbean Tennis Association, 2004-Present.
- Interests: Traveling, Tennis, USTA League Tennis (Rating 5.0), and Running.

John M Lund
3307 Bluffs Lane
Parker, TX 75002
Phone: (469) 487-9242 Email: JLundCPA@tx.rr.com

Financial executive with over twenty years of CFO experience combined in industry and public accounting encompassing both Fortune 100 and growth environments. Expertise in the complete life cycle of mergers and acquisitions, analyzing the financial performance of business operations and establishing the financial infrastructure needed to support operations, growth, and profitability. Board experience includes a current role as chairman of an audit compensation and member of a compensation and governance committee.

CPA, MBA from Kellogg School of Management, Northwestern University

EXPERIENCE

UNILIFE CORPORATION

Board Member

York, PA
2009 – current

- Chairman of the audit committee and member of the compensation and governance committees for this NASDAQ listed company.
- Oversaw redomiciliation from ASX exchange in Australia to NASDAQ.
- Co-chaired pricing committee for a successful NASDAQ secondary offering.

E-REWARDS, INC (RESEARCH NOW)

Dallas, TX

VP & Corporate Controller / VP Strategic Initiatives **2011**

2009 –

- Directed international finance department for this private equity backed company with operations in over 20 countries.
- Led the \$150.0 million acquisition and integration of Research Now which was listed on the London stock exchange.
- Led negotiation of \$110.0 million of Senior and Subordinate Debt which was used to finance the acquisition.
- Directed due diligence, acquisition and integration of two transactions valued at over \$70.0 million.
- Served as finance contact to bankers and private equity firms.

NEXSTAR BROADCASTING GROUP, INC.

Irving, TX

VP Finance and Corporate Controller

2008

- Directed finance department and SEC reporting for this NASDAQ reporting company.
- Performed due diligence, and analyze the financial impact of joint ventures and television station acquisitions.
- Liaison with operations in managing budget, profitability & forecasting.

LQ MANAGEMENT, LLC (LA QUINTA)

Irving, TX

VP Finance and Corporate Controller

2006 – 2008

- Directed finance department for this \$1.0 billion Hospitality Company owned by Blackstone.
- Relocated 80 person accounting department from San Antonio to Dallas while reducing head-count from to 50 employees by implementing best practices and automating outdated processes. This resulted in annual savings of over \$1.0 million.
- Coordinated \$3.0 billion debt restructuring resulting in a lower effective interest rate.
- Lead due diligence and analysis of various proposed hotel acquisitions and debt refinancing.
- Served as finance contact for board of directors and Blackstone.
- Directed successful software conversion to PeopleSoft.

ELECTRONIC DATA SYSTEMS – Acquired by Hewlett Packard**Plano, TX****Controller****2005 - 2006**

- Directed finance department for a \$1.0 billion subsidiary of this Fortune 100 public company.
- Managed the due diligence, acquisition and integration of this \$1.0 billion international subsidiary.
- Directed Sarbanes Oxley compliance process.
- Presented results and recommendation to executive team and board of directors.

CFO**Plano, TX****Consultant****2002 - 2005**

- Managed the finance and accounting departments of various public and private companies including managing acquisitions, joint ventures and divestitures while developing strategies to build value.
- Founding CFO of a company that is listed on the NASDAQ OTC with current market capitalization of \$230.0 million.
- Conducted the financial analysis for a proposed joint venture and contributed to the subsequent sale of controlling interest to the joint venture partner resulting in a \$25.0 million gain.

CS WIRELESS SYSTEMS – Acquired by MC I**Plano, TX****CFO****1997 - 2001**

- Directed finance department for this SEC reporting company.
- Instrumental in negotiating and structuring the merger of CS Wireless and affiliated companies with MCI for a combined \$350.0 million in cash and assumption of senior notes. The negotiations with Sprint and MCI resulted in the common stock being valued at \$28.00 per share, up from less than \$1.00 per share.
- Contributed to raising \$200.0 million in senior debt and monitored compliance with debt covenants.
- Managed the due diligence process for two acquisitions valued at \$50.0 million.
- Led efforts to develop business valuations of acquisition targets, perform due diligence, and analyze the financial impact of proposed mergers and acquisitions.

KPMG**Dallas, TX****Audit Manager****1991 - 1997**

- Developed audit plans and managed financial audits for clients primarily in the information, communications and technology industries.
- Supervised publicly held companies with SEC reporting and compliance.
- Assisted clients in the preparation of various SEC filings for initial and secondary public.

US NAVY RESERVES**1984 - 1992**

EDUCATION**KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY****Evanston, IL****Executive MBA****expected June 2012****UNIVERSITY OF NORTH TEXAS****Denton, TX****BA, Accounting****May 1991**

ADDITIONAL

Member - Financial Executive Institute, American Institute of Certified Public Accountants, Texas Society of Certified Public Accountants and National Association of Corporate Directors

Certificates of Professional Development

- Harvard Business School – Effective Audit Committees
- Harvard Business School – Compensation Committees – New Challenges, New Solutions
- National Association of Corporate Directors – Certificate of Board Education

GEORGE L. MANLOVE, MBA

4753 Pace Drive
Park City, UT 84098

Mobile (720) 878-2492

Email: george.manlove@gmail.com

SUMMARY

Accomplished CEO and Executive Manager. A notable reputation as a savvy visionary, strategist, and proponent of empowerment and accountability. Record of solving complex business challenges using experience, analytical skills and prudent judgment with a strong work ethic and irreproachable integrity. Consistent record of delivering exceptional results in growth, revenue, and operational performance. A recognized leader of high-level strategic initiatives, including technology infrastructure design, innovation, multi-channel commerce, marketing, sourcing, and supply-chain optimization. Accomplished organization builder with entrepreneurial spirit. Driven by a passion for change, to motivate, to mentor, and to lead talented professionals. Earned a bachelor's degree in Business Administration from University of Washington and an MBA from Kellogg School of Management, Northwestern University.

CORE COMPETENCIES AND EXPERTISE

Visionary, Strategy, Creativity and Leadership
Growth Management & Business Development
Executive Advisory and Board Governance
Start-up, Turnaround, Change Management
Branding, Digital Marketing, Product Management

Entrepreneur
Omni-Channel Specialty Retail
Mobile, Social, E-Commerce
Financial, Analytical, Technical
Supply-chain, Operations

PROFESSIONAL EXPERIENCE

VANN'S, INC., Missoula, Montana

1986 - Present

President and Chief Executive Officer

1996 - Present

Leveraged entrepreneurial creativity, leadership and expertise to grow multi-channel retail annual revenues from \$36 million \$150 million, and improved EBIT from \$500k to \$3.5 million. Hold full P & L responsibility, administer and control all capital and expense budgets. Provide leadership to six senior managers and oversight to 250 employees.

Management & Leadership Successes

- Increased company valuation 350% without external debt or equity financing
- Pioneered the development and launch of first-mover consumer electronics industry e-commerce business strategy and award-winning website www.vanns.com; accounts for 70% company revenue
- Spearheaded the design and implementation of end-to-end technology platform, multi-channel e-commerce and ERP solution
- Instituted supply-chain optimization "best-practices" reducing inventory by 30% while increasing service levels
- Developed an exceptional, industry-leading executive management team for multi-channel specialty retail industry
- Designed and launched award-winning innovative specialty retail concept store www.theonstore.com
- Architecture and execution of complex ESOP transaction for sale of Founder's stock to employees

Executive Vice President/General Merchandise Manager

1990 - 1996

Responsible for developing and executing strategies to maximize business performance. Marketing and merchandise for profitability, promotional strategies, and competitive dominant merchandise assortments, open-to-buy, and customer satisfaction. Provided oversight of the execution of merchandise selection and procurement for all product categories.

Management & Leadership Successes

- Increased annual revenues from \$8 million to \$26 million
- Increased company profitability three-fold during period
- Entered the retail personal computer business which grew to 30% of company revenue and 50% profit
- Developed and executed design concepts and visual merchandising for six specialty retail stores
- Consistently out-performed industry inventory productivity metrics by 50%
- Established in-house creative services, media and marketing production

Operations/MIS Manager

1986 - 1990

Responsible for Information Systems Management, inventory security and distribution to multi-store retail chain, as well as human resource management.

- Designed company chart of accounts, report formats, and inventory supply chain model which facilitated rapid company revenue growth from \$1.5 to \$8 million
- Implemented computerized multi-user accounting and inventory management system
- Improved operating efficiencies, and provided for five-fold sales growth with existing corporate staff
- Significantly improved cash flow, inventory accuracy, and internal reporting

EDUCATION

Kellogg School of Management

Executive MBA, Entrepreneurship/Marketing/Finance/Strategy/Innovation

Evanston, IL

June 2011

UNIVERSITY OF WASHINGTON

Bachelor of Arts, Business Marketing/Finance, *Dean's list*

Seattle, WA

June 1983

INDUSTRY AND COMMUNITY INVOLVEMENT

Chairman, Vann's, Inc.

Chairman, Progressive Retailers Organization (PRO) \$2.8 billion Buying Association

Vice Chairman, Missoula Community Medical Center

Director, Missoula Treasure State Bank

AWARDS AND RECOGNITION

Consumer Reports #1 rated consumer electronics online retailer

Consumer Electronics Association Retail Excellence and Innovation Award

Dealerscope Magazine Specialty Retailer of the Year

Twice Magazine Specialty Retailer of the Year

Consumer Electronics Association National Dynamic Growth Award

Inc 5000, fastest growing privately held companies

Consumer Electronics Association Hall of Fame (Individual)

INVITED PUBLIC SPEAKING ENGAGEMENTS

Montana Academy of Distinguished Entrepreneurs (MADE)

National Association of Board Directors, ESOP Fiduciary Governance

University of Denver Daniels School of Business, Corporate Governance Lecture Series

University of Montana School of Business MBA Program, Entrepreneur Lecture Series

Kalispell, Billings Montana Chamber of Commerce, Featured e-commerce speaker

NATM Buying Corporation, Featured e-commerce speaker

Progressive Retailers Organization, Featured e-commerce speaker

HARIHARAN MARGABANDHU

6520 Double Eagle Drive, # 503, Woodridge, IL 60517

Phone: (630) 699-0930 Email: hariharan.margabandhu@gmail.com

SUMMARY

Management and Information Technology consulting leader and General Manager with 17 yrs experience in improving business performance through analytics, process changes and superior information systems. Proven track record of developing high performance teams, selling and leading engagements, building optimal solutions for performance management and cost reduction, ensuring customer delight, and becoming a trusted advisor and partner for clients. Client list spans multiple industries and Fortune 500 companies.

Expert in business process analysis and design, information technology (**IT**) strategy and roadmap, Business Intelligence (**BI**) and analytics, enterprise resources planning (**ERP**) and enterprise performance management (EPM) technologies. Roles played include consulting subject matter expert, solutions-architect, project director, consulting practice leader, and **business intelligence leader for client's IT organization**.

- Proven track record in building strong teams, directing large global programs and diverse teams
- Developed & managed large customer accounts & relationships at all levels including C-suite
- Sold, lead and delivered BI and EPM projects with annual revenues of up to \$ 3m
- Process analysis and design experience across business functions such as sales, finance, operations, profitability management, supply chain management and financial planning and analysis
- Highly effective in building consensus and driving alignment between business and IT leadership
- Consulting experience includes Big 5 experience and extensive practice development skills –
 - Mentored consultants and managers, Improved knowledge sharing and collaboration
 - Established an offshore practice, developed a global delivery model
 - Helped improve implementation methodologies, Developed go-to-market strategies
 - Supported pre-sales, business development and account strategy
- Expertise in SAP BW, ECC, R/3, Business Objects BI & EPM tools; Knowledge in SAP HANA & BPC
- Exposure to other IT products such as APO, CRM, Cognos, Hyperion, Informatica ETL etc.
- Partial client list includes Electro-Motive Diesel (a Caterpillar company), Nike, SPX, Philips Medical, Grainger, Kellogg's, McKesson, EID Parry, and Telstra
- MBA, Kellogg School of Management, Northwestern University.

EXPERIENCE

INFORTE, A BUSINESS & DECISION COMPANY

Chicago, IL, USA

Principal, Business Intelligence and Enterprise Performance Management

2001 – present

- As a Practice Director, managed several projects (team size up to 25) and accounts; conducted assessments; developed BI strategy, governance and roadmaps; lead BI centers of excellence; and built solutions that enabled clients to derive superior value and competitive advantage from technology investments. Examples:
 - Automated financial board reporting for a manufacturing giant (resulting in better decision making ability and 80% reduction in report generation time).
 - Developed an executive dashboard providing KPIs across geographies and business units (BU's) for an industrial supplies conglomerate. Harmonized definitions and master data across BU's and systems.
 - Enabled better supply chain visibility and strategic sourcing decisions for a consumer goods giant, resulting in superior customer service, millions of dollars in savings and a huge competitive advantage.
 - Built a financial backlog information solution for a consumer goods company (resulting in more accurate reporting and significant time savings).
 - Built a customer profitability solution for a consumer goods giant that enabled them to focus on key customers and make strategic decisions (cut down reporting time from weeks to seconds).
 - Assessed and developed a BI and analytics strategy and roadmap for a manufacturing giant. Lead global execution of roadmap and delivered solutions on-time, on-budget and on-value.
- Trusted advisor for clients in IT strategy, project planning, governance and crisis / issue management
- Helped improve methodology and go-to-market strategy for new BI and EPM offerings

- Developed a BI reference architecture framework that is widely leveraged across several projects and clients
- Proven success in account strategy, penetration and management. Trusted account strategist within the firm.
- Supported sales pursuits, delivered projects and managed project P&L. Examples:
 - Grew a consumer goods account from \$200K to a \$2m+ annual revenue account
 - Led and closed a deal at a manufacturing client that subsequently generated over 3.5m USD in revenue
 - Managed complex ‘fixed-fee’ as well as ‘time and material’ projects.
- Developed reusable training material, templates, accelerators and project management tools.
- Mentored over 30 consultants/managers, recruited and trained employees (local and off-shore practice)
- Received several awards and recognition for leadership, project management, contribution to knowledge capital and for developing and leading the off-shore SAP practice.

ARSIN CORPORATION**Santa Clara, CA, USA****Principal Consultant, SAP Practice****2000 - 2001**

- Responsible for testing and quality assurance (QA) across all functional areas for an SAP implementation at a Fortune 100 pharmaceutical giant. Guided a team of six and worked closely with over 25 team members.
- Received appreciation for significant improvements to design as an integration / QA consultant

PRICEWATERHOUSECOOPERS**New Delhi, India****Senior Consultant, Management Consulting Services****1998 - 2000**

- SAP ERP expert, designed and implemented sales and distribution (SD) processes for 4 large companies.
- Partnered with Performance Improvement practice to analyze and re-engineer sales and logistics processes for clients. E.g.: Streamlined the sales network and processes for a CPG client and integrated on to SAP.
- Subject matter expert (SME) in SAP Country India version (tax and excise) – supported 7 projects in India.
- Consulted for clients in consumer products, high-tech, manufacturing, food and chemicals industries.

HCL HEWLETT-PACKARD**New Delhi, India****Consultant, SAP Practice****1997 - 1998**

- Built SAP demo systems to assist pre-sales for a computer manufacturing client, mastered SAP Sales & Distribution module, gained understanding of other functional areas and SAP modules.
- Actively contributed to growth of practice in recruitment and training initiatives.

TATA MOTORS**New Delhi, India****Sales and Service Engineer, Car Division****1995 - 1997**

- Co-managed passenger service car dealer network for entire Delhi region (over 15 dealers).
- Co-managed Tata-Mercedes Benz customer service division in Delhi region.
- Received management training in manufacturing (assembly, foundry, machine-shop etc), engineering, operations and service. Attained a sound understanding of automotive industry.

EDUCATION**KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY****Evanston, IL, USA****Executive MBA****December 2011****DELHI COLLEGE OF ENGINEERING****New Delhi, India****Bachelor of Mechanical Engineering****June 1995**

ADDITIONAL

- Certified in SAP Business Intelligence and SAP implementation methodologies
- Founding member & Volunteer, CRY America Action Center (Child Rights & You), Portland, OR, USA
- Lead community development programs and cultural events in Jamshedpur region, India
- Kellogg Global Initiatives in Management – India; Guide: Dean Dipak Jain; Met corporate leaders in India; Paper: How tech trends (cloud computing, mobility, social media & analytics) are shaping India’s growth
- Deal Making in Asia & Brand building in China, Program at Kellogg-HKUST, Hongkong, 2011

SURAJ MATHEW

430 East Packwood Ave., Unit D201 • Maitland, FL 32751

(650) 740 – 7722 • SURAJ.I.MATHEW@GMAIL.COM • <http://www.linkedin.com/in/surajmathew>

PROFESSIONAL PROFILE

Senior Manager with 10+ years of progressive management experience in Process Improvements, Operations Management, Quality Management Systems, and Supply Chain Management.

- Successful leader in Management Consulting services, who has sold and delivered realizable value through business transformation in Life Science, High Tech, and Call Center industries
- Skilled in development and growth of domestic and international client relationships and consulting practice
- Strong communication skills; demonstrated experience in writing proposals, case studies, coaching client leadership and delivery of executive presentations
- International experience leading diverse, cross-functional teams in Europe, Asia, Middle East, Latin America, and South America

WORK EXPERIENCE

Operations Strategy and Management Consultant, Germany, Japan and Israel 2011 – Present

Independent consultant working as a Senior Program Manager for a Fortune 500 company, a global leader in the semi-conductor industry, providing its clients with innovative equipment, services and software. Primary responsibility is to lead the newly formed Global Productivity Improvement Program, including:

- Defining overall Change Management strategy and Project Plan for each customer site
- Leading the analysis of Service Operations to enable technology capabilities enhancement and service engineer utilization improvement

TEFEN Ltd., New York, NY 2006 – 2011

Tefen is a 250 person global management consulting firm with offices in Europe, Asia and the US with primary focus on Strategy and Operations Management Consulting in the Healthcare, Life Science, and General Manufacturing sectors.

Associate Partner (2009 – 2011)

Director (2008 – 2009)

Project Manager (2006 – 2008)

Primarily responsible for leadership of the Life Science consulting practice in the Americas, including firm growth through business development, resulting in up to \$2 million in annual revenue. As a member of the leadership team, helped to define the overall company strategy, recruited and developed staff, designed and established HR and operational processes changes, and was on the editorial board of the company's consulting magazine.

- Led and delivered projects in end-to-end Supply Chain Management, using Lean Six Sigma principles to reduce cost and improve performance, across multiple areas:
 - Defined overall Supply Chain Strategy for a Medical Device manufacturer
 - Reduced New Product Development lead time by up to 50% in Biopharmaceutical and Medical Device organizations
 - Implemented Operations Excellence in Manufacturing & Quality functions of High Tech and Life Science organizations, reducing cost by up to 20% and increasing capacity by up to 100%
 - Developed effective Supply Chain Planning for Inventory Management in Pharmaceutical organizations
- Managed and led projects in Puerto Rico, Mexico, Venezuela, Canada and Malaysia
- Provided oversight and direction for up to 5 on-going client transformation engagements across the Americas, including coaching for project sponsors on effective leadership in Supply Chain Management
- Identified and led new client and service development opportunities through thought leadership, including assessing operational gaps for clients, and marketing campaigns on current industry issues
- Networked with senior executives, presented at industry conferences and conducted webinars
- Published articles and quoted as industry expert on Pharmaceutical and Biopharmaceutical Operations
- Organized and facilitated annual Biopharmaceutical industry consortium, bringing together industry experts for a day of learning and best practice plant tours

- SIEMENS POWER GENERATION**, Charlotte, NC and Mülheim, Germany 2000 – 2006
Program Manager, Design to Cost Top+ Quality, Mülheim, Germany (2005 – 2006)
- Selected as program manager to lead division's largest initiative, an international, cross-functional team responsible for reducing product cost by 25% over a period of 2 years
- Manufacturing Manager**, Charlotte, NC (2004 – 2005)
- Provided effective, self-directed leadership to 22 employees, to achieve the organization's goals
- Industrial & Manufacturing Engineer**, Charlotte, NC (2002 – 2004)
- Designed new manufacturing processes and techniques to improve product quality and process efficiency
- Engineering Development Associate**, (2000 – 2002)
- Completed three 6-month professional development program rotations across different business entities

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY, Miami, FL/Evanston, IL
Masters in Business Administration, Executive program (MBA), degree expected December 2012

UNIVERSITY OF NORTH CAROLINA AT CHARLOTTE, Charlotte, NC
Master of Science in Engineering Management (MSEM), 2004

GEORGIA INSTITUTE OF TECHNOLOGY, Atlanta, GA
Master of Science in Industrial Engineering (MSIE), 2000

- Graduate Research Assistant, Surface Mounted Technology Laboratory, 1999 – 2000

MCGILL UNIVERSITY, Montreal, Canada
Bachelor of Engineering, Mechanical Engineering (BEng), 1999
Specialization: *Automation*, Minor: *Management*

- Teaching Assistant, Department of Mathematics and Department of Engineering, 1996 – 1999
- Research Assistant, Department of Engineering Manufacturing Laboratory, Summer 1998

CERTIFICATIONS

- *Six Sigma Black Belt* (2006), Siemens, Germany and (2008), Aveta Solutions, USA
- *Lean Six Sigma Practitioner* (2005), Siemens, USA-Charlotte
- *Six Sigma Green Belt* (2005), Siemens, USA-Orlando
- *Kepner Tregoe Analytical Troubleshooting* (2002), Siemens, USA-Orlando

MEDIA INTERVIEWS

- *Is Pharma stuck on the way to Six Sigma?*, PharmaManufacturing Magazine, 2011
- *What Biopharma can learn from Toyota*, PharmaQbD, 2009 www.youtube.com/watch?v=nSDt59EJR2Q

PUBLICATIONS

- *Apply Process Metrics to Pharmaceutical Research & Development*, PharmaQbD Magazine, 2010
- *State of the Industry, Operational Excellence in the Pharmaceutical Industry, Learning from the Industry*, a 3 part series, PharmaManufacturing Magazine, 2010
- *Building a New Technology Transfer Model*, PharmaManufacturing Magazine, 2010
- *The Pharma Facility in the Future*, PharmaManufacturing Magazine, 2009

PROFESSIONAL MEMBERSHIPS

- Phi Kappa Phi National Honor society
- Engineering Management Honor Society
- Kellogg School of Management Executive MBA Social Committee Chair (class of 2012)
- Siemens – Diversity Council Chairperson, Employee Activities Association Officer, and United Way Charity organization Chairperson (2003 – 2005)

Terri L. Maurer
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SUMMARY OF QUALIFICATIONS

8/11 – Present **Reit Management and Research – General Manager**
1/08 – 8/11 **600 West Chicago Associates LLC – General Manager**
11/99 – 1/08 **Amerimar Chicago Management Co., Inc. – General Manager**

600 West Chicago Av. Building, Chicago, IL – “600 West”

Successfully managed the \$350 million renovation of the vacant 1.5 million square foot landmarked Montgomery Wards warehouse into a dynamic office, retail and parking complex housing 5,000 employees and companies including Groupon, Wrigley, Big Ten Network, TD Ameritrade and Bankers Life & Casualty.

- Manage 16 direct employees and over 75 contracted employees for the efficient operation of a 1.5 million square foot office building and three parking facilities totaling 1,400 parking spaces.
- Prepare and administer \$18 million operating budget.
- Oversee all accounting functions. Review all general ledger and financial reports. Produce lender required documentation. Approve all expenditures and monitor collection of all receivables.
- Manage all ongoing base building and tenant improvement construction.
- Perform all human resource functions including payroll preparation and the maintenance of the 401(k) plan, health, disability and life insurance plans.
- Partnered with leasing broker in all aspects of the leasing process from letter of intent to occupancy. Building was taken from 0% to 99% leased occupancy while concurrently under renovation.
- Assisted with the sale of the property and with the successful transition to new owners in mid-2007 subsequently forming a management company for the new owners.
- Performed all facets of the start up of an office building including the hiring of all management office and engineering staff.
- Implemented all service contracts as the building ramped up during the leasing and construction process.
- Administered all reporting for the \$28.5 million TIF (Tax Increment Financing) funding with the City of Chicago.
- At the one year anniversary of the Haiti earthquake, organized a fund raising effort to raise money and collect construction materials to build a trade school in Haiti. Partnered with an on the ground charitable organization in Haiti and coordinated the shipment of over \$35,000 in construction materials for their construction efforts.

10/97 – 11/99 **Equity Office – Chicago, IL – Property Manager**
7/95 – 10/97 **Amerimar Adams Management Co., Inc. – Operations Manager**

200 West Adams Building, Chicago, IL

Responsible for the administration and operation of a 700,000 square foot office building with over 60 tenants in the downtown Chicago Business District.

- Developed and administered the building’s \$7 million operating budget.
- Supervised the building’s management and engineering personnel.
- Coordinated and reviewed the production of all monthly financial reports.
- Worked with leasing broker to procure new tenants.
- Managed all aspects of tenant construction.

- Administered all service contracts.

6/94 – 7/97
3/93 – 6/94

Amerimar Huron Management Co., Inc. – Property Manager
Frain Camins & Swartchild – Property Manager

150 East Huron Building – Chicago, IL

Performed all managerial, accounting and administrative duties for a 100,000 square foot office building and parking facility in a one person on-site management office. Mixed-use property also contained a 335-room hotel. Interacted with the hotel staff on a daily basis. Simultaneously, acted as Operations Manager from July 1995 to July 1997 at 200 West Adams.

- Involved in all aspects of a \$9 million renovation of the property.
- Supervised the operation of a 225 space parking facility.
- Performed all duties of property accounting on-site preparation of all monthly financial reports for ownership. Utilized accounting programs of AMSI and Skyline.

6/91-3/93
4/90-6/91

Frain Camins & Swartchild – Assistant Property Manager
Fifield Asset Management – Assistant Property Manager

225 West Washington Building – Chicago, IL

Involved in all phases of on-site management of a 475,000 square foot commercial office building with over 40 tenants in downtown Chicago.

- Supervised daily security and maintenance operations.
- Processed all accounts payable.
- Managed expenditures for budget compliance.
- Coordinated tenant move-ins/move-outs and special requests.
- Managed the collection of rent from 40 office tenants.

EDUCATION

Northwestern University – Kellogg School of Management – Current MBA Candidate
Bachelor of Arts in Liberal Arts & Sciences – DePaul University
Ray Vogue School of Design - Photography

AFFILIATIONS

BOMA Chicago
CREN (Chicago Real Estate Network)

AWARDS

2002 NAIOP Redevelopment of the Year
2002 Greater Food Depository Greater Chicago Commercial Real Estate Awards – Redevelopment of the Year

References Furnished Upon Request

Corporate Development ♦ Business Consultant ♦ General Management

Innovative global director with an impressive twenty year history of generating multi-million dollar revenue, profit, and market share growth. Recognized source of high-impact corporate strategic vision, executing with tenacious hands-on planning and negotiation skills, penetrating new and existing markets, while leveraging market intelligence to dominate competitive landscapes. Proven track record for leading complex engagement negotiations with in-depth market expertise. Exceptional business acumen with innate leadership abilities to build, motivate, and lead high-performance cross-functional teams, driving tangible positive results.

Business Analysis & Strategy	Change Management	Market Development	Tax Planning & Strategy
P&L Management	Product Planning	Product Branding	Audit & Compliance
Risk & Cost Management	Product Development	Product Pricing	Vendor Management

PROFESSIONAL EXPERIENCE
MasterCard Worldwide, Headquarters, Purchase, New York
08/2005-Present

International credit card and financial services provider, with annual revenues exceeding \$5B.

Director - Product Management & Business Development

Direct and structure government and commercial product solutions for a \$145B market, combined with managing customer relationships, to accelerate product and brand awareness. Oversee decision-making and executing industry-changing corporate strategy stages, including: creating and prioritizing business requirements for short and long-term revenue growth, assessing competitive market landscapes, managing product risks and opportunities, while conducting consistent business development directives. Control a \$1.5MM annual product development budget through: analyzing business financial valuation deals, negotiating partnership proposals and contracts, developing complex program pricing schedules, and administering cost reduction measures. Orchestrate communication and education processes of new product launches for clients. Manage over 150 business relationships, including: Consultants, Merchants, Processors, Government, Banks and corporate customers.

Major Contributions:

- Delivered a \$430MM government contract win, resulting in 30% annual portfolio growth
- Attained \$70MM in economic incentives for multiple global key accounts; program success resulted in a 10-year government contract renewal worth \$3MM in revenue and a 100% customer retention
- Lead first Fleet product cross-functional team addressing overall product risk and customer satisfaction; increased product compliance from 67% to 99%, effort resulted in retention of a \$4B key account
- Overhauled end-to-end program management through consolidation and streamlining; lead competitive negotiations with multiple vendors resulting in 40% (\$500K) annual budgeted savings
- Developed strategic pilot initiatives to expand T&E and Purchasing-Card business lines through strategy and planning stages, opportunity revealed \$17MM revenue prospect; service offerings in current development
- Developed product expansion white papers for six major clients in the U.S. and Canada regions, identifying target market growth opportunities; ~\$20B annual revenue for total product portfolios

Ryan, Inc., Dallas, Texas
2003-2005

Leading consulting firm providing U.S. and International services, with annual revenues over \$180MM.

Senior Consultant – Accounting, Tax, Finance

Provide proficient strategic corporate accounting, tax, and finance counseling to senior business executives across numerous industries. Structured and administered multi-national corporate engagements through project-managed phases, including: project set-up, review, process, and post-service management support. Authored multi-year client position papers, proposals and contracts, managed competitive cost structures and maximized revenue generation. Designed and implemented quarterly dashboard tracking-tool to facilitate strategic business planning, development, and management of investment budgets, resources, and risks.

Major Contributions:

- Drove 24% (\$47MM) company growth by expanding service offering into untapped markets
- Delivered over \$60MM in economic incentives across portfolio of 15 Fortune 100 companies
- Introduced ground-breaking online automation-tools to facilitate airline industry savings; project lead to acquiring 12 new clients driving over \$22MM in client-based engagement revenue

Deloitte, LLP, Houston, Texas**2002-2003**

"Big Four" accounting firm providing audit, tax, and consulting services, annual revenues of \$32B.

Senior Consultant – Corporate Tax and Audit

Recruited by senior management to lead key project objectives in the largest accounting restatement in corporate history, exceeding \$74B and resulting in \$200MM in revenues. Exercised internal control assessments effectively validating organization's financial reporting reliability, resulting, in recent adopted standards as outlined by 2002 Sarbanes-Oxley Act. Maintain working knowledge of new legislation and requirements to implement new rules.

Major Contributions:

- Launched and managed new business incentive projects, generating over \$10MM in client savings
- Negotiated, migrated, and implemented financial systems outsourcing agreement including: platform replacement and program re-launch; resulting in \$5MM annual cost savings
- Developed a client web-based portal, a low-cost solution offering insight to content effectiveness

Andersen, LLP, Houston, Texas**1996-2002**

Former "Big Four" accounting firm providing audit, tax, and consulting services; annual revenues \$10B.

Senior Consultant – Corporate and Public

Expertly lead negotiations with government authorities on behalf of clients, in conjunction with extensive research and analysis, resulting in substantial economic incentives. Created and project-managed a web-site tool enabling clients' ability to oversee the effective execution for all corporate tax administration.

Major Contributions:

- Managed portfolio of 14 corporate accounts, generating business incentives exceeding \$65MM; resulting in consulting revenues over \$17MM
- Accelerated client claims completions by 90%, leveraging database systems to streamline tax compliance

ADDITIONAL PROFESSIONAL HISTORY**Mizuho Financial Group (Formerly, Fuji Bank Ltd.), Houston, TX****1993-1995**

Second largest financial services group in Japan, with revenues in excess of \$25B and \$1.4T in assets.

Accounting Analyst

- Implemented program auditing practices improving billion dollar loan transaction reconciliations
- Authored weekly international banking earnings reports for Federal Reserve review and publication

Exxon Mobil Corporation, Houston, Texas**1990-1993**

World's largest publicly traded oil and gas Company, with revenue exceeding \$300B.

Analyst – Corporate

- Implemented worldwide divisional tax-management tools to automate and centralize accounting records
- Prepared and executed monthly/quarterly/annual tax and accounting reports, reconciliations, and audits
- Managed internal/external federal and state agency relationships for corporate tax-law compliance

EDUCATION & PROFESSIONAL DEVELOPMENT

Kellogg School of Management, Northwestern University, Evanston, Illinois

2013

MBA – Degree expected May 2013

MasterCard Worldwide University, Purchase, New York

2008

Certificate: Project Management

American Bankers Association, Emory University, Atlanta, Georgia

2006

Certificate: Bank Card Management

University of Houston, School of Business Administration, Houston, Texas

1999

Bachelor of Science - Finance

Bachelor of Science - Accounting

Languages: Spanish and English (fluency) and French (working knowledge)

PROFESSIONAL AFFILIATIONS

- Memberships: Financial Management Association, Beta Alpha Psi, Association of Latin Professionals in Finance and Accounting, and Institute of Professionals in Taxation
- Active speaker: U.S. Government, General Services Administration
- Volunteer Associations: Dress for Success, Susan G. Komen, March of Dimes, Junior Achievement, Make-A-Wish Foundation, Salvation Army, and American Cancer Society

MATTHEW M. MEREDITH
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Seattle, WA 98109
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646.275.4210

SUMMARY

Senior real estate professional with extensive global experience in institutional investing, credit and equity strategies, capital structure formation, organizational design, mergers and acquisitions, public to privates and private to publics.

PROFESSIONAL EXPERIENCE

Washington State Investment Board, Olympia, WA

2008-Present

Assistant Senior Investment Officer, Real Estate Group, 2010-Present

Investment Officer, Real Estate Group, 2008-2010

US public pension plan with ~\$80+ billion in AUM that invests globally on behalf of 17 separate retirement funds consisting of public employees, teachers, law enforcement officers, firefighters and judges.

- Co-develop strategic vision and investment strategy for the real estate group's equity allocation of ~\$8 billion USD.
- Directly oversee ~\$2.5+ billion of equity invested in real estate operating companies in the US, Europe, Australia and Latin America
- Implement investment thesis of making controlling entity level investments in real estate operating companies (REOCs) on a global scale via equity recapitalizations, take-privates or venture start-ups
- Originate and oversee investments in internally managed funds of funds vehicle and global co-investment strategies
- Advise portfolio companies and senior management on strategic direction, portfolio construction, organizational design, currency hedging strategies and entity structures
- Maintain knowledge of global business workings; including: foreign capital market trends, regulatory actions, macro-economics, geopolitical risks, debt markets, foreign tax and organizational structures and repatriation strategies
- Develop and maintain relationships globally with REIT's, Pension Funds, Opportunity Funds, Private Equity firms, Sovereign Wealth Groups and real estate professionals on a global scale
- Recruit, manage, train and mentor junior staff members in institutional real estate investing

Deutsche Bank, New York, NY

2004-2008

Vice President, CRE Debt Markets & Structured Finance, 2006-2008

Associate, CRE Debt Markets 2004-2008

- Participated in the modeling, structuring, closing and disposition of over \$3.0 billion in structured commercial real estate debt
- Sourced, originated, closed and securitized over \$500 million in debt, mezzanine financings and b-notes
- Closed over \$290 million in transactions with over 15 first-time Deutsche Bank real estate clients
- Responsible for developing and maintaining relationships with opportunity funds, mortgage banks and direct borrower relationships throughout the United States
- Participated in the marketing and sale of subordinate and mezzanine tranches of CMBS trusts as well as the marketing and disposition of whole loans to asset specific borrowers, mortgage REITs, b-piece buyers and high yield debt funds

- Responsible for the origination, underwriting, due diligence and closing of multifamily and mixed-use assets utilizing a \$200 million equity commitment from an institutional partner
- Developed detailed financial models for evaluating IRR's, equity multiples and overall asset returns as well as limited partnership waterfall structures
- Prepared and presented transaction rationales to investment committee which described investment risks, risk mitigates and evaluated up-side, base and worst-case return scenarios
- Managed junior acquisition associates and analysts

Grubb & Ellis Company, Denver, CO
Associate, Multifamily Investment Group

1999-2002

- Participated in the disposition of over \$721 million of institutional multi-family and mixed-use real estate assets located in Colorado, Wyoming and Utah
- Performed detailed financial underwriting and pro-forma analysis on multi-family, mixed-use and retail properties based on previous financial statements, market trends, capital market assumptions and macro environment research
- Originated and maintained relationships with REITS, Pension Fund Advisors, Real Estate Operators and Opportunity Funds for asset dispositions and sales mandates
- Performed due-diligence on acquisition transactions, provided detailed market research intelligence, prepared development pipeline reports and constructed concession and vacancy trend analysis
- Maintained economic indicator market statistics to evaluate regional micro-economic conditions

EDUCATION

Kellogg School of Management, Northwestern University
Master of Business Administration

Evanston, IL
Degree expected November 2012

University of Northern Colorado
Bachelor of Science, Business Administration

Greeley, CO
June 1998

OTHER

- Member of ULI, ICSC & PREA
- Hobbies include: golf, skiing, fishing, history and travel

Stephen M. Metro
752 Park Ave.
River Forest, IL 60305
847-312-6389 | steve.metro@uop.com

SUMMARY

A well rounded goal-oriented senior level executive, with significant expertise in business and marketing management acquired over a 25+ year career at Honeywell UOP LLC, a world leader in refinery and petrochemical processes. Experience includes 4 years global business management in UOP's naphtha products business (catalysts), 10 years of process and product line management for key mechanical equipment, 9 years of commercial analyzer system design and 3 years of pilot plant and analytical lab.

Innovative, strategic thinker who excels in analyzing markets and developing strategies in line with company growth objectives. Hands-on and experienced with all phases of product development, from conception through commercialization. Strong team leadership skills and drive to complete projects with minimal supervision. Excellent communication, analytical and problem-solving skills. Currently enrolled in Executive MBA program at Kellogg School of Management, Northwestern University.

PROFESSIONAL EXPERIENCE

Honeywell UOP, Des Plaines, IL 60017

May 1985- Present

Senior Business Manager, UOP Catalysts, Adsorbents, & Specialties (CA&S)- Oct. 2007 to Present

Business manager for UOP's CA&S group. Responsible for management of UOP's Naphtha products business, \$140M annual revenue. Oversee global staff of eight professionals involved with product line management, market analysis, and sales support. Main direct accountabilities include: direct P/L for the business, sales support, market plans, business cases and direction to R&D for new product development, product pricing, strategic and annual operating plan, strategy setting and implementation, JV interactions, conference planning & papers, marketing, and competitive analysis.

Major Achievements

Managed global business with intense competition in every segment, maintaining >85% market share most areas while increasing price. Launched 6 new products over the past 2 years. Built group from my single role as a product manager to a global staff of eight, covering areas mentioned above.

Product Manager, UOP Catalysts, Adsorbents, and Specialties (CA&S)- Aug. 2004 to Oct. 2007

Product manager for UOP's CA&S group. Responsible for overall product line management, including: price & profitability analysis/ management, strategic planning, setting production VOLs for annual operating plan, financial analysis/ reporting, marketing material development, portfolio management, implementation of market plans, product specifications & resolution of product quality issues, inventory and product availability, business cases and market assessment for new products, competitive analysis, MFG trial run approval, and sales support.

Major Achievements:

Managed portfolio of more than 30 products in 4 major segments, ensuring smooth operating supply chain for approximately 140 M annual in sales. Managed and drove price and share. Maintained first pass quality >98%. Supported several roles, including sales support and product line management, managing a large, diverse workload requiring a high level of responsiveness for supply chain management.

Product Manager/ Sales Support Specialist, UOP Process Tech. & Equip.- Oct. 2001 to Aug. 2004

Product manager and international sales support for UOP's Process Technology and Equipment group for acquisition of Sinco SSP polyester upgrading technology. Responsible for proposal generation, ITB review and clarification, sales pricing, sales strategies, marketing materials, conference planning & organization, product development, contract preparation/ negotiation, press releases, web site content, strategic planning, business forecasting/reporting, sales/ sales support, managing customer relationships, sales training, sold project support, and product line analysis.

Major Achievements:

Assisted with complete integration of Sinco SSP business (Italian Company acquisition) into UOP and successful in selling six projects worldwide per year for four years, averaging \$20M annual revenue.

Product Manager, UOP Key Mechanical Equipment- Sept. 1998 to Sept. 2000

Product Manager for UOP refinery & petrochemical equipment products. Responsible for proposal generation, pricing, sales strategies, marketing materials, vendor and product development, sold project support, and product line analysis.

Major Achievements:

Transitioned from technical to business world in this position, mastering six different equipment technologies and contributing to >\$30M/year annual equipment revenue.

Various Technical Positions of Increasing Responsibility- Dec. 1985 to Sept. 1998

1) Dev. Engineer and Coordinator, UOP Process Information & Controls- 10 years

Design, fabrication, testing, and documentation of UOP process analyzers, sample systems, and small process units. Application engineering for existing and new products. Field commissioning and troubleshooting. Project coordination. Customer presentations and training.

2) Chemist I, II, UOP Research Center- 3 years

Development, implementation, and maintenance of on-line analytical systems for the Developmental Research Department (UOP pilot plants). Also 1 year in the Gas Chromatography lab.

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY, Evanston, IL

Executive Masters of Business Administration, June 2013 (Est.)

NORTHEASTERN ILLINOIS UNIVERSITY, Chicago, IL

Bachelor of Science in Chemistry, April 1986, Deans List with High Honors, GPA: 4.61 / 5.00

ADDITIONAL INFORMATION

Personal: Married with 2 children. Interests include fitness (weight training, running, yoga), woodworking, home improvement, music, cooking, etc.

Work: Numerous recognition awards, including US Patent. Several publications, including journals & technical handbook. Continuous education including Solutions Messaging, Strategic Marketing Program, Voice of Customer, and Six Sigma Green Belt Certification.

ABIGAIL W. MEYER

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Chicago, IL 60647

p: 1.812.345.3400
e: abbiemeyer@gmail.com

BUSINESS DEVELOPMENT EXECUTIVE

Ten years of experience in pharmaceutical industry with broad functional experience as well as expertise in outsourcing and strategic relationship management. Results-oriented, highly ethical individual with strong skills in business development, change management and continuous improvement.

Leadership and skills profile includes:

- Project Management Professional (PMP)
- Outsourcing Services Expertise
- Contract Build and Negotiation
- Certified Lean Six Sigma Black Belt
- Merger & Acquisition Integration
- Technical Problem Solving

EXPERIENCE

HOSPIRA INC., Lake Forest, IL September 2006 to Present

Business Development Manager, One 2 One® (April 2010 to Present)

Develop new partnerships/alliances with biotechnology, pharmaceutical, and medical device companies for the contract development and manufacture of parenteral injectables and devices.

- Successful negotiation of development and commercial supply agreements with commercial revenue forecasts in excess of \$70M over the P&L with double digit margin profiles.
- Supporting business unit goals for doubling sales revenue in the next 10 years through strategic business development opportunities with biotechnology and pharmaceutical companies in the eastern U.S.
- Ownership for individual opportunity evaluations by managing broad cross-functional team that determines process requirements, timeframe, and cost while ensuring best service to enhance customer's time to market.
- Developed base strategic selling plan for eastern coast of US and Canada by analyzing therapeutic areas, potential drug delivery needs, timing and potential service fit for top percentage of potential customers.
- Analyzed, developed, and managed sales development plan for prefilled device delivery system strategy which is a key driver for growth over One 2 One's® long range plan.

Business Change Manager (April 2007 to April 2010)

Managed multiple cost saving and lean / six sigma improvement projects as well as integration and divestiture activities related to mergers and acquisitions

- Leader in Hospira Global Procurement division (on assignment) and managed multi-year cost savings and process improvement program:
 - Strategic sourcing initiative in indirect & direct procurement resulting in \$28M+ dollar cash flow savings in 2009 with 2011 run rate savings of \$90M+.
 - Facilitated development of category spends analysis, supplier negotiations, and total cost of ownership program creation as well as employee development training.
 - Managed for this program 30+ core team members, 10+ consultants and broad network of 100+ SME's globally.
- Integrated two multi-million dollar software acquisitions: EndoTool and Veriscan as well as divesting SEDline.
- Led a cross-functional six sigma project to reduce contract pricing discrepancies resulting in a 15% error reduction with several hundred thousand dollars in savings as well as building value add processes.
- Led a cross-functional team to develop labeling standard processes for new generics, which Hospira submits several dozen dossiers per year to the FDA.
- Created a sales management and training rollout plan for integration of HPG GPO contract that included almost 650 hospitals nationwide, which was successfully concluded within a few months of contract win.
- Supported The Joint Commission by creating documentation as well as providing expert opinion in creation of a Clinical Surveyor robust process improvement skill training toolkit.

Regulatory Affairs, One2One (September 2006 to April 2007)

Managed customer projects and packaging changes for drug submissions while interfacing with FDA

- Submitted two bundled supplement, fast-track CDER/CBER applications affecting over 88 approved applications with no deficiencies through an internal cross-functional team consisting of all major development functions.
- Developed, created, and submitted multiple new drug applications and supplements to existing applications as well as Drug Master Files for One2One customers.
- Created and provided guidance for regulatory decisions and documentation of post-approval material changes to existing primary and secondary container components.

BAXTER BIOPHARMA SOLUTIONS, Bloomington, IN October 2001 to August 2006

Quality Associate III (January 2005 to August 2006)

Initiated continuous improvement processes in Quality and Operations

- Lead Lean events in Operations and Quality improving manufacturing batch record processing flow and resulting in a cycle time reduction from 18 to 4 days.
- Managed DMAIC Green Belt project in Quality Control Chemistry Lab resulting in a cycle time reduction of 30% and a standard deviation reduction by 50%.

Senior Project Coordinator (August 2003 to August 2006)

Managed timelines and deliverables for 25 client specific projects totaling more than 40 different parenteral products

- Developed, reviewed and approved Manufacturing Batch Records, Clinical and Commercial Supply Agreements, Contractual Quality Agreements, and Process Validation Summaries.
- Created, initiated and maintained stability programs for client specific products; from project plan pricing & negotiation to development through end stage regulatory submissions.
- Developed streamlined documentation for result reporting for all QC Lab results cutting documentation rework time.

Quality Associate II, QC Training Coordinator (August 2002 to August 2003)

Developed Training Coordinator position and job description

Quality Associate I, QC Analyst (October 2001 to August 2002)

Performed drug commercial release and stability testing for over 60 products

EDUCATION

College of Arts and Sciences, Indiana University, Bloomington, IN

Bachelor's degree in Biology with Concentrations in Psychology and Animal Behavior, August 2001

Kellogg School of Management, Northwestern University, Evanston, IL

Executive MBA, June 2013 (*expected*)

HONORS

Honorary Sponsor - House of Representatives Bill (H.R. 1553), Extension of Assassinations Records Review Board, Washington, D.C. (1998)

SKILLS

Process Innovation

Drug Stability

PMBOK Training

Outcome Driven Innovation Practitioner

Lead Investigator & Technical Problem Solving

Strategic Sourcing

Value Stream Mapping

Lean Manufacturing

CFR, ISO, GMP, GDP knowledge

Minitab® application

Pharmacopoeial knowledge

US CTD Regulatory guidance

Microsoft Applications

Mona Moussa, CPA, MBA

mmoussa10@gmail.com • Mobile: 703-627-8271

Innovative and results-oriented finance executive with 16+ years of experience in financial policies, controls and reporting operations on a global scale. A proven track record of analyzing and tackling complex accounting issues, advising business partners on appropriate accounting treatments, assessment and measurement of risks and providing strategic direction of risk-mitigation framework leading to efficient and effective solutions. A motivated and effective leader of process enhancements with solid foundation of experience in accounting, auditing and consulting. Flawless work ethic and integrity. Native Arabic speaker, fluent in English, and conversant in Italian.

EXPERIENCE

SENIOR MANAGER, GLOBAL FINANCE POLICY & CONTROLS - AES, Inc., Arlington, VA

2006 – Present

AES is a global energy company with generation and distribution businesses operating on five continents and in 28 countries. Main responsibilities is to oversee the global financial policy and controls function include developing and updating financial policies in compliance with US GAAP and IFRS, training on various complex accounting issues; leading the development and monitoring of finance processes utilizing a risk-based approach; developing corrective action plans on noted issues to the Corporate Controller Audit Committee and internal/external Auditors. Oversee the administrative function and budget for corporate and regional staff.

- Led the development of the US GAAP and IFRS accounting policy suite including critical technical areas such as derivatives valuations, contract accounting, commodity trading, functional currently and other operational accounting policies
- Oversee the annual global risk and controls rationalization of the global finance operations to identify weaknesses and develop and implement appropriate mitigation plans following a proactive risk assessment process for new developments/operations to ensure appropriate mitigation process is in place, resulting in significant decrease in reportable issues and millions of dollars in savings on remediation costs.
- Led the Development of a global process to monitor AES' compliance with Debt Covenants and established governance framework focusing on periodic review and analysis, resulting in elimination of noncompliance issues
- Managed the assessment of global finance process transformation including transitioning of selected finance operations to an outsource partner, resulting in \$100 million in administration cost savings projected over the next 10 years.
- Led the remediation effort for reported material weaknesses and significant deficiencies in areas such as Derivatives Valuation (FAS133), Accounting for Functional Currency (FAS52), Long Term Compensation (FAS123r), Contract Accounting, Legal Entity Accounting, and others, resulting in successful remediation and clean financial statements for four consecutive annual SEC reporting periods.
- Led the remediation development and implementation plans for AES Global Commodity and Risk business partner focusing on the valuation and commodity/treasury trading activities resulting in identifying tolerable risk, minimizing reported errors and achieving desirable profitability.
- Oversaw the development of SAP global financial reporting controls framework to ensure compliance with Sarbanes-Oxley Section 404 requirements.
- Developed and instructed periodic training on risk identification and development of mitigation strategies for AES finance organization staff in North America, Latin America, Asia, Europe and Africa.

MANAGER, SHARED SERVICES CENTER — America Online, Inc., Dulles, VA

2004 – 2006

Managed the transitioning of functional accounting processes to the Shared Services Center. Role included implementing accounting and controls procedures and presenting specific recommendations to Senior Management addressing deficiencies identified by the external and internal auditors.

- Key contributor to the establishment of a robust business outsourcing model with Hewlett Packard.
- Managed month-end/year-end accounting close processes, performed review and approval of material transactions and presented fluctuation analysis for Senior Management.

MANAGER, FINANCE OPERATIONS — America Online, Inc., Dulles, VA

Managed special finance operations projects supporting the CFO and Corporate Controller. Developed control methodologies and implemented preventive/detective controls in the areas of advertisement systems, member services and third party billing to ensure compliance with Sarbanes-Oxley standards.

- Developed AOL's international financial policies and procedures in the area of subscription revenue. Responsibilities included analyzing and documenting the end-to-end processes that resulted in enhancing the accuracy and timeliness of financial reporting. Role involved extensive interaction with AOL local and international executives from the United Kingdom, France and Germany.
- Identified and implemented key controls for SAP, AOL's financial reporting system of record, in the Procure-to-Pay and Acquire-to-Retire modules.

SENIOR CONSULTANT, FEDERAL SERVICES PRACTICE — BearingPoint, Inc. (formerly KPMG), Mclean, VA 1999 – 2004

Led projects involving establishing corrective action plans for complex accounting areas, prepared financial statements, performed complex accounting reconciliations in the areas of accounts receivable, accounts payable and cash, providing solutions that resulted in achieving unqualified audit opinion.

- Assessed the effectiveness of current internal controls, establishing primitive and detective controls, providing guidance on compliance with Sarbanes-Oxley standards and certification of financial statements, and providing solutions to improving financial operations effectiveness and reducing operating expenses.
- Executed integrated financial system services in the functional area of Oracle 11i for one of the largest public sector Oracle Financials projects with 200,000 users, 180 field offices and multiple appropriations. This involved mapping of business requirements, developing system setup, and end-user education in the Fixed Assets, Asset Management, and Purchasing modules.

SENIOR AUDITOR, Gardiner Kamy & Associates, CPAs, P.C., Washington, DC. 1998 — 1999

Led CFO Act audits in accordance with OMB 97-01 for major U.S. Government agencies including planning audit engagements, developing audit programs, assessing the adequacy and effectiveness of the internal control structure, reviewing audit working papers prepared by staff auditors, creating financial statement footnotes, and audit reports.

- Audited, evaluated, and followed up on corrective actions plan.
- Performed Single Act audits in compliance with OMB Circular A-133, Audits of States, Local Governments and other Not-For-Profit Organizations.

SENIOR AUDITOR, PricewaterhouseCoopers, LLP, Cairo, Egypt 1994 — 1997

Assisted in planning interim and final audit engagements, designed substantive test procedures and test of controls, developed audit programs and supervised engagement staff including reviewing working papers of audit assignment for various industries in the energy, manufacturing and pharmaceutical fields. Clients included Exxon Mobil, British Gas, Amoco, Coca-Cola International, IBM and Bristol Myers Squibb.

- Consulted with non-audit clients including performing risk assessments on financial processes and establishing primitive and detective controls leading to the improvement of financial operations effectiveness and reducing operating expenses.
- Performed audits for several USAID-funded projects.

EDUCATION & PROFESSIONAL DEVELOPMENT

NORTHWESTERN UNIVERSITY - KELLOGG SCHOOL OF MANAGEMENT

MBA

Faculty of Commerce, Cairo University

B.S. Accounting

CPA (Certified Public Accountant) Licensed in the State of Virginia

EVANSTON, IL

June 2011

Cairo, Egypt

January 1994

Feb 2001

OTHER

Languages – Native Arabic speaker, fluent in English, and conversant in Italian

Sports – Former member of the Egyptian National Handball team. Enjoy playing soccer, running and yoga

Dan Mueth

1920 N. Clark Street, Chicago, IL 60614

Phone: (773) 726-3132 Email: dmueth2011@kellogg.northwestern.edu

SUMMARY

Product Research, Development, and Management Executive with twenty years of experience in research and ten years of experience in new product development and product management. Management and leadership experience in both established public companies and multiple new ventures. Managed R&D and acted as product manager for new and existing product families, with focus on development and commercialization of proprietary new technologies. Directed 19+ senior scientists, engineers, and technical managers. Led R&D as CTO at startup to successful exit through technology-driven acquisition. Inventor on 23 issued and pending patents including patents protecting internally commercialized products and technology which was out-licensed for a multi-million dollar up-front fee plus downstream royalties. Oversaw development of IP portfolio. Led product innovation, market research, and extensive voice of customer market studies. Published in peer-reviewed and other technical journals including first-author publications in Nature, Physical Review Letters, and other leading journals. Developed new product which was awarded R&D 100 Award and Chicago Innovation Award. Product design and management experience in biotechnology, medical diagnostics, medical devices, research instrumentation, and software. Skills include general management, R&D management, new product development, product and market strategy, market research, intellectual property development, entrepreneurship, project management, and team development and leadership.

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY **Evanston, IL**
MBA, Executive MBA **December 2011**

Executive program on general management for experienced executives. Focus on strategy, marketing, and innovation. Exceeded at weekend MBA program while working full-time. Led winning team in conclusive business strategy and management competition.

UNIVERSITY OF CHICAGO **Chicago, IL**
PhD, Physics **March 2001**

Research on medical imaging (MRI and CT), complex fluids, granular materials, digital image processing (2D and 3D), and optics. Published in Nature, Physical Review Letters, and other journals. Awards: Bernard Smaller Prize for Excellence in Magnetic Resonance.

BS, Mathematics and Physics **June 1994**

Research focus on fractal growth phenomena, numerical simulation, complex fluids, and microscopy. Published in Physical Review Letters and Physical Review E.

EXPERIENCE

HAEMONETICS CORPORATION, Chicago, IL **2006 – present**
Program Director, Product Research and Development

Led product management, market research, and R&D for immunodiagnostics division of \$700M blood management company

- Created product strategy and business plan for immunodiagnostics division.
- Communicated business unit strategy and plans with CEO, CFO, and VP-level executives
- Directed R&D activities and staff (19 scientists and engineers, most with PhD's).
- Created product and market strategy. Drove product innovation through customer intimacy process to find and serve unmet market needs. Created product concepts and product and market requirements.
- Performed complete market analysis including extensive voice of customer studies, market needs assessment, customer use simulations, and customer feedback process on product concepts.
- Drove organizational transition to team-based culture, mentoring leaders and managers.
- Designed clinical research program and market acceptance and launch strategy, engaging thought leaders beginning in early product design phase.
- Developed sales forecasts and pro forma cash flow, ROI, and NPV for business unit through development, 510(k) submission, FDA approvals, product launch, and market adoption.

- Engaged medical instrumentation design and manufacturing firm, took product through prototype development and extensive trials to confirm assay performance under automation.
- With technical team leader, authored several government grant applications to help fund technology development, achieving a nearly 100% award rate and receiving \$1.1M in awards.
- Led development of the fastest automated blood bank analyzer, through development of novel, proprietary low-noise immunoassays and disposables. Enabled entry into new \$1.2B market.
- Selected and was primary contact and coordinator with design, engineering, and manufacturing firms.
- Oversaw sales, marketing, advertising, production, service, and customer support for division.
- Designed and oversaw four-fold expansion of labs, completing on-time and on-budget.

ARRAYX INC., Chicago, IL

2001 – 2006

Chief Technical Officer

Led R&D for venture capital funded nanotechnology company through successful acquisition

- Played critical role in taking Arrayx from a VC funded startup to its successful acquisition based on technical accomplishment of carefully designed technical milestones.
- Developed and implemented strategic product roadmap comprising substantial expansion of existing product line including new hardware and software products.
- Acted as technical representative and liaison for existing and prospective corporate partners.
- Led R&D projects and personnel through expansion into medical diagnostics.
- Acted as interim head of sales and marketing for 18 months, attaining second highest annual sales.

Sr. Director of Research & Product Development

- Acted as product manager and led new product development, service, and support.
- Brought second generation BioRyx® 200 system to market on time and within budget.
- As lead technical reviewer, caught multiple critical design flaws of outsourced components.
- Developed the first IR BioRyx® system, which immediately became product family leader.
- Designed and oversaw research and prototype development of a novel cell sorter based on cell viability and took through successful field-testing under budget and ahead of schedule.
- Invented a low cell damage, high throughput, cell cytometer, which became the cornerstone patent for a long-term partnership and development program.
- Managed and acted as technical lead for most R&D projects (internal and with partners).
- Managed all product R&D personnel, a team of 10 scientists and engineers.
- Negotiated supply agreements and managed relationships with all key suppliers.

Physical Scientist

- Played critical role in design and commercialization of award-winning BioRyx® 200 system.
- Conducted feasibility studies, establishing “proof-of-concept”, for multiple product concepts.
- Created systems for lab management, safety, compliance, software testing, and bug tracking.

EAZEL INC., Mountain View, CA

2001

Senior Architect

Led documentation, localization, and some software development for computer services company

- Designed and led software development for Nautilus Help System.
- Co-coordinated release engineering and QA for parts of Nautilus Help System and GNOME.
- Served on board of directors for GNOME Foundation and on GNOME Steering Committee.

ADDITIONAL

- Presentations: Sandia National Labs, Argonne National Labs, CNRS (France), Duke University, Northwestern University, International Conference of Theoretical and Applied Mechanics, National Institute of Justice, and the American Physical Society.
- Interests: Travel, Tennis, Folk Music, Free Software, Renewable Energy, Education.
- Board Positions: GNOME Foundation, IMSA Fund (Illinois Math and Science Academy)

Kiran Muglurmath
117 Bruington Court, Morrisville NC 27560
Tel: (919) 601-8590
email: kmuglurmath2012@kellogg.northwestern.edu

SUMMARY

Visionary and goal-oriented executive and technologist with 14 years experience in leading and implementing business aligned information analysis and management solutions in start-up and turnaround companies in United States, Europe and Asia. Strong analytical background and team motivator with established record of success in identifying and implementing technologies that dramatically improve business and operational efficiencies while maximizing return on investment. Highly skilled in developing technical strategies and directing IT projects from original concepts through implementation. Over 12 years of hands-on experience as a strategic technology planner with extensive design, administrative, fiscal and program management. Started multiple companies and has provided technical leadership to generate worldwide annual sales in excess of \$40 million.

EXPERIENCE

FinPoint LLC, Research Triangle Park, NC: CIO (12/01 – present)

Chief Information Officer at consulting company that is engaged in providing business intelligence, data integration, performance engineering and capacity planning services for several corporations in hospitality, healthcare, pharmaceutical and financial services. Manage offshore engineering teams of over 60 engineers to deliver several solutions with end-to-end solution delivery and maintenance for client projects.

iBusinessHub, San Jose, California: Vice President, Engineering (7/00 – 12/01)

- Managed engineering team to build services using the SAS business intelligence and analytics products for iBusinessHub customers
- Architect of business process management (BPM) product using web services and middleware, to integrate legacy systems with enterprise business intelligence platform for orchestrating business processes.

Reez.com, acquired by Fidelity National (NYSE:FNF), Sunnyvale, California: Co-Founder, Chief Technology Officer (12/97 – 06/00)

- Co-founder of internet based transaction management company. Company acquired by Fidelity National Title in 2000.
- Architect of online real estate transaction management system, which allows realtors to price, schedule and order services from inspectors, contractors, escrow companies, title companies, mortgage lenders and various back end real estate service providers.
- Managed 40 member engineering team to build and maintain the technology. In addition to this team, outsourced a team in India, effectively giving us a 24 hour development cycle.
- Managed key client implementations to go live using the reez platform, using a process of gathering requirements, designing integration with existing systems, managing the development process, set expectations and deploy final solution.

Infinity Financial Technology, acquired by Sungard Data Systems (NYSE: SDS) , Mountain View,

California: Director, FX Products (03/97 – 11/97)

- Managed product development and worldwide product marketing for Foreign Exchange trading system and trading interface tools. Software written in C++ on Windows NT and different Unix flavors.

FNX Limited, acquired by GL Trade, Melbourne, Australia: Co-Founder, Senior Managing Director (01/95 – 03/97)

- Set up and managed the Australian branch of FNX Limited. Marketed risk management systems in the Australia/New Zealand region. Initiated and closed multi-million dollar, global multiple-site sales of front and back office foreign exchange, interest rate and commodity trading systems, one of them the largest sale ever by FNX Limited.
- Managed sales and technical teams (24 members) at client sites. Got clients to go live on FNX risk management systems at multiple sites in North America, Europe, Australia and Asia.

FNX Limited, Wayne, PA, USA: Co-Founder Managing Director (12/90 - 01/95)

- Head of commodity and interest rate trading systems product development team.
- Managed teams (each with a size of 8-10 engineers) building front and back office trading and risk management systems. Installed completed systems at client sites in North America, Europe and Asia. Designed and developed advanced risk management tools like zero curve analysis, sensitivity blotters and multiple simulations.
- Set up the London, UK branch of FNX Limited. Managed installation of commodity and interest rate trading systems at large trading floors in the UK and Europe.

EDUCATION

Kellogg School of Management, Northwestern University, Evanston, IL

Master of Business Administration (*expected December 2012*).

Temple University, Philadelphia, PA.

Partial coursework for Master of Science, Marketing (*08/89 – dropped out in 1990 to start a company*)

Bangalore University, Bangalore, India.

Bachelor of Computer Science & Engineering. (*07/84 - 12/88*)

OTHER

U.S.Citizen.

Kristin Kos Mullany
5070 Eagleton Way, Granite Bay, CA 95746
Phone: 312.513.9953 Email: kristin.mullany@gmail.com

TRAINING EXECUTIVE

Highly accomplished training executive with a Kellogg MBA and 14 years of management and training experience in healthcare and consulting industries. Proven track record of achieving results through developing winning business and people strategies, collaborating with senior leaders and customers, and building high performing teams. Ability to blend business and learning and development mindsets. Expertise in strategy development, sales training, leadership development, sales force effectiveness, marketing development, change management and communications.

PROFESSIONAL EXPERIENCE

BLUE SHIELD OF CALIFORNIA, El Dorado Hills, CA 2010- Present

Customer Operations, Strategy, Engagement and Communications

Partner and consult with senior leadership for division-wide engagement, change management and communication strategies to facilitate business imperatives across 2,000 employees. Build communication structure and lead solution and multi-media channel development, creative process and execution. Selected as one of 13 leaders across the company to be part of a top talent leadership development program.

- Received award for initiating, leading and executing company-wide recognition program that empowered 4,500 employees to recognize their peers. 7,000 awards given within 3 months of launch.
- Received award for outstanding planning and execution of Annual Leadership Forum.

ABBOTT LABORATORIES, Pharmaceutical Products Division, Abbott Park, IL 2004 - 2010

General Manager, Training & Development, 2009

Asked to lead a management team of 6 Directors and 100 sales and training professionals in the training strategy, development and implementation for 11 US sales forces covering a book of business of 10 brands, including TRILIPIX and HUMIRA. Managed a budget of \$27 million. In addition to current Sales Training Director responsibilities, spent significant portion of time leading through a reduction in force and organizational changes necessary to move forward under new business model. Analyzed key business drivers and translated insights into training strategies for future leadership.

Director, Sales Training, 2008 - 2010

Promoted into division-wide director for sales training strategy, sales management/leadership development, and sales skills for US sales forces. Additional responsibility as training director for Managed Care sales force and Marketing capabilities. Partnered across Marketing, Sales and HR functions. Led a team of 14 sales managers and training professionals in the development of training strategies, tools and approaches to improve sales force performance and sales manager effectiveness. Became certified coach by Hay Group.

- Led continuous education approach that was attributed to becoming the #1 Biologic in key accounts and differentiating Cardiovascular launch performance vs. Primary Care (Simcor® TRx share 38% higher).
- Initiated a Selling Roadmap pilot that is shown to impact up to 50.2% in representative performance. Aligned marketing and sales around customer definition and sales call continuum. Adopted Franchise-wide and integrated into business planning, sales metrics.
- Led strategy for sales leadership curriculum that develops high performing climates shown to impact up to 30% of financial performance. Program asked to be rolled out company-wide.
- Initiated department-wide “Good to Great” initiative to improve training operations and effectiveness.
- Restructured and realigned team to better address internal and field customer needs, including a partnership with corporate, sales force effectiveness team, and the shift roles to support managed care pull-through.

Senior Manager, Cardiovascular Strategy, 2006 - 2008

Awarded this position to be the training lead in a cross-functional task force. Chartered by SVP to build cardiovascular therapeutic excellence and to support the acquisition of Kos pharmaceuticals. Received President’s Award, Pioneering Award and Team Excellence Awards.

- Conceived an integrated approach for marketing pull-through and sales force development. Stabilized market share, broke share trend, market research showed 100% increase in message execution. Approach became foundation for roll out across the therapeutic sales forces.
- Led the training development to achieve aggressive acquisition goal of 90 days; integrating 1000 sales professionals, 7 products totaling \$3B in sales.

Senior Manager, Curriculum Development, 2004 - 2006

Recruited to company and promoted into position to build new division-wide curriculum development team for all US sales forces. Led recruiting and rapid growth of a 25 person team to develop training content and build training infrastructure for on-boarding and POA meetings that included selling skills and product training for Cardiovascular, Dyslipidemia, Metabolic, Neuroscience, Immunology therapeutic areas.

- Built training development expertise and approaches to enable successful decentralization of product training back out to therapeutic training franchises.
- Led the development of behavior-based 'Performance Models' to support coaching, hiring, training.

ELI LILLY AND COMPANY, Indianapolis, IN

2001 - 2004

Senior Pharmaceutical Sales Representative, Evanston, IL, 2003-2004

Launched two new products, including a novel osteoporosis self-injection biologic, Forteo®, and a new erectile dysfunction product, Cialis®, to appropriate Specialty and Primary Care physicians. Significantly increased national territory ranking to 66th position from 512th for lead product, Evista® Midwest Area Winner in Evista® contest for new prescription growth.

Senior Team Lead – Global Marketing Development (Lilly Marketing Institute), 2001 - 2003

Led the strategic direction, training development (all media) and implementation of marketing capabilities for 1800 globally-based marketers. Led a team of 4 direct reports and 4 international-based Consultants. Managed a budget of \$2 million. Consulted on product launch imperatives and message transfer with sales. Received Global Marketing & Sales Shining Star Award for Implementation and Customer Service Excellence.

ACCENTURE, Chicago, IL

1997 – 2001

Consultant – Change Management/Human Performance, 1997 - 2001

Led the development and project management of training and change management solutions to support mergers, system implementations and business process changes. Partnered with cross-functional Accenture/client teams, managed 4 direct reports and supervised a staff of 8. Promoted from Analyst to Consultant within 1.5 years.

- Launched multi-channel business strategy (agency, call center, online) for Fortune 100 company through a 5 month rapid training development and on-boarding of 2,000 employees in 4 new call centers nation-wide

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY, Evanston, IL

Executive MBA, 2011

NORTHWESTERN UNIVERSITY, Evanston, IL

Bachelor of Arts in Psychology, Pre-medicine concentration, 1997

ASSOCIATIONS

Society of Pharmaceutical and Biotech Trainers (SPBT) – Advisory Board, Conference Speaker 2006, 2007, 2009

Certified Medical Representatives Institute (CMRI) – Advisory Board 2004-2010

Healthcare Business Women's Association (HBA) – Member

American Society for Training & Development (ASTD) – Member

Langevin Instruction Design Certificate

MAKARAND "MAK" NAGLE

15417 Hartford Street

Little Rock, AR 72223

Phone: (501) 247-5618 Email: mnagle2012@kellogg.northwestern.edu

SUMMARY

Senior Manager in Energy Sector with over fifteen years experience in Regional Transmission Organization, electric utilities, project execution and consulting. Firms ranged from non-profit to \$10B in revenue, both national and international. Direct 10+ staff members across departments and managing budgets of \$100M. Key areas of expertise include setting up Congestion Hedging mechanism for energy market, technical studies, transmission planning and operation of electric grid, consulting and turn-key project execution. Current and future interest includes making Strategic Decision in Energy Investment, adopting Smart Grid Technologies, Energy Efficiency and setting up new Energy policies to build 21st century electrical grid.

EXPERIENCE

SOUTHWEST POWER POOL

Little Rock, AR

SPP is mandated by the federal government to maintain electric reliability for an eight-state region

Manager, Congestion Hedging

2010 - Present

- Play critical role in offering Energy Market that will provide benefits in excess of \$100 million/year to SPP stakeholders by adopting Smart Grid technologies, Energy Efficiency
- Responsible for implementing Congestion Hedging process for SPP's Energy Market effort
- Supervise and lead a team of engineers, analysts, consultants to develop Auction Revenue Rights (ARR) and Financial Transmission Rights (FTR) mechanism
- Key responsibilities include designing market protocols, procurement and customization of software tools, conduct periodic allocation and auctions for market participants (including Financial companies)
- Coordinate mock ARR/FTR runs and market trial runs prior to market go-live (expected in 2013)
- Transforming my current organization in the strategic direction of implementing Smart Grid projects (Demand Side Management, Encouraging Smart Energy Customers)

Manager, Technical Studies & Modeling

2006 - 2010

- Supervised ten highly-qualified engineering staff and their transmission system modeling efforts
- Engaged in developing 21st century transmission grid and accommodating additional renewable energy
- Key player in performing cost/benefit analyses for proposed transmission infrastructure
- Provided technical expertise to working groups comprised of SPP stakeholders
- Represented SPP on national technical and standard drafting committees
- Responsible for developing and ensuring SPP's compliance with federal electric reliability standards
- Delivered technical presentations at local universities and state/federal agencies
- Provided key support in conducting market power study for existing and potential new members
- Responsible for SAS-70 control objectives
- Hired, trained, and evaluated direct reports; developed job descriptions and progression matrixes

ENTERGY SERVICES

New Orleans, LA

Vertical integrated utility serving 2.5 million customers in southern U.S.

Senior Engineer, Transmission Planning

1999 - 2006

- Led a team of engineers to develop transmission plans to meet electric reliability needs
- Conducted cost/benefit analysis for potential economic projects
- Provided advice and technical guidance to senior executives
- Conducted merger, acquisition and regulatory studies
- Supported 24-hour operations center; required making critical on-the-spot decisions
- Played major role in restoring power grid after Hurricanes Katrina and Rita in 2005
- Consistently ranked as "high contributor" employee and received several recognition awards

SIEMENS

Mumbai, India

*Multinational company specialized in electrical device manufacturing and turn-key projects***Executive Engineer, Projects****1996 - 1998**

- Designed power system network for mining and material handling plants
- Managed bid preparation, client negotiation, and handling turn-key projects
- Evaluated bids, negotiated with vendors, and supervised sites during commissioning
- Responsible for project deliverables and meeting profit targets

CHEMTEX INTERNATIONAL, INC

Mumbai, India

*Multinational consulting firm that designs chemical polymer plants in collaboration with DuPont***Design Engineer, Projects****1993 - 1996**

- Developed power system network for plants in Turkey, Italy, India and Indonesia
- Youngest lead engineer to complete critical project in record time
- Successfully trained and audited for ISO-9003 certification

EDUCATION**KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY**

Evanston, IL

MBA, (Executive)

Degree expected May 2012

RENSELAER POLYTECHNIC INSTITUTE

Troy, NY

MS, Electrical Engineering

1997-1998

SARDAR PATEL COLLEGE OF ENGINEERING, UNIVERSITY OF MUMBAI

Mumbai, India

BS, Electrical Engineering

1989-1993

ADDITIONAL INFORMATION

- Dale Carnegie Leadership Training, 2006
- Active Member of IEEE – Published various technical papers
- Recipient of International CIGRE Award for session paper on Transmission Optimization, 2009
- Experienced with Microsoft Office and various transmission planning software packages
- Served as subject matter expert witness for several state and federal regulatory dockets.
- One of the SPP’s highest ranked managers in 360 degree feedback surveys
- Actively involved in Arkansas Food Bank effort, Cereal Drive network, Race for the Cure
- Interests: Traveling, Golf, and Swimming.

EDUARDO J. NUÑEZ

122 Overlook Point Road, Hendersonville, NC 28792

Phone: Mobile (828) 301-0586 Home (828) 685-0762

Email: nuneze_98@yahoo.com

SUMMARY

Business Professional with extensive management experience and a proven record of accomplishment in strategic planning, acquisitions, due diligence, new business concept initiation and implementation, marketing and sales. Outstanding skills in leadership, collaboration, and developing and managing cross-functional teams. Additional expertise in establishing strong partnerships and employing innovative approaches and solutions to emerging and mature businesses.

EXPERIENCE

VISTA DEVELOPERS LLC

Hendersonville, NC

Started real estate development business in 2004. Based in Hendersonville, NC, Vista Developers owns and develops four residential communities in Western North Carolina.

Chief Operating Officer

2005 - Present

- Responsible for master planning of new communities including budgeting, engineering, legal structuring, federal registration, financing and sales and marketing.
- Created and currently manage the property owners' association for all communities, including all communications, budgeting and property maintenance.
- Successfully negotiated and executed a buyout/workout of one company development loan.
- Procured, negotiated and closed over 100 transactions since inception.
- Hired, trained and managed total staff of up to 35 individuals with various responsibilities ranging from sales and marketing to field operations.
- Analyzed new development opportunities and strategic initiatives by leading the due diligence process.

Operations Manager

2004 – 2005

- Led the acquisitions analysis and due diligence on the four residential communities developed to date.
- Secured the acquisition and development loans for three of the four properties; last property was paid with cash.
- Organized all start up operations including the hiring of operations and sales staff and setting up company structure.

MAGSTAR CAPITAL LLC

Miami, FL

Co-founder of Magstar Capital, advisory company specializing in preparing business plans and raising capital for new ventures and existing businesses.

Co-Founder

2001 - 2004

- Provided business and financial consulting to US and Latin American companies which included business plan development, financial modeling, document negotiation and analysis, capital raising and strategic planning.
- Led the acquisition advisory for a Peruvian metals company investing in a U.S. aluminum company
- Responsible for supporting acquisition and divestiture activity, including due diligence and target integration.
- Analyzed comparative costs, metrics and trends across operating companies.
- Notable Client: *Carnival Corporation, Miami, FL*

MASTEC INC.

Miami, FL

Associate – Mergers & Acquisitions/Corporate Development

2000 - 2001

Responsible for M&A and Client Development functions. MasTec builds, installs, maintains and monitors internal and external networks supporting the Internet, Internet-related applications, and other communications and energy facilities for leading telecommunications, cable television, energy and Fortune 500 companies.

- Prepared detailed valuation analyses on target companies demonstrating valuation metrics (IRR, ROI, EPS accretion), and due diligence reports summarizing items including historical and projected financial performance, backlog reports, contracts, customers, management team, and competitive advantages/weaknesses on potential acquisitions.

- Performed financial analyses including transaction summaries and narratives for senior management, extensive customer and industry analysis, as well as development and improvement of acquisition models.

GREENBRIDGE PARTNERS LLC

Greenwich, CT

Senior Analyst

1999 – 2000

Joined Michael Yagemann, former head of Media and Telecommunications at Bank of America Securities, in forming Private Equity and M&A practices in the Media, Telecommunications and Technology industries.

Greenbridge Partners is the primary advisory firm for Paul Allen's **Vulcan Ventures** and some of its portfolio companies. Focused primarily on advising Vulcan Ventures on private equity investments and M&A transactions.

- Performed quantitative evaluations including discounted cash flow models, comparable company analysis and comparable M&A multiples in order to value public and private companies for both private equity investments and M&A.
- Coordinated and contributed to the Confidential Offering Memorandum for Greenbridge Partners' first private equity fund. Participated in structural formation, marketing and documentation of the fund and discussions with potential limited partners. Assisted in the closing of \$100 million in commitments from Deutsche Bank and Vulcan Ventures.

CHASE SECURITIES INC.

New York, NY

Senior Analyst

1997 – 1999

Completed the three month Chase Manhattan Global Bank Analyst Training Program. Upon completion was selected for a six month rotation through **Chase Capital Partners** and later continued to **Chase's Global Syndicated Finance Group** covering Media, Telecommunications and Latin America (various industries).

- Structured and syndicated debt offerings for acquisitions, project financings and general corporate purposes totaling more than \$4.3 billion in new money.
- Analyzed companies' historical performances isolating underlying growth factors, and assessing sensitivity to economic cycles, competition and internal growth restraints.
- Created financial models to analyze debt capacity, revenue enhancement plans, proposed cost savings and returns for several investments. Published some of these in information memorandums to be distributed to investors.
- Analyzed divestiture scenarios with various portfolio companies to maximize potential gains for CCP's direct investments. Prepared comparable company analyses to determine appropriate valuation multiples and assessed appropriate timing to exit investment.
- Maintained a database of the mezzanine portfolio to track investment performance including: cash flows from dividend/interest payments; changes in preferred equity and warrant value; quarterly operating performance relative to budget and investment forecasts; and resultant IRR implications.

EDUCATION**KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY**

Evanston, IL

Master of Business Administration

December 2011

GEORGETOWN UNIVERSITY

Washington, DC

Bachelor of Science in Business Administration, *Cum Laude*

1996

Majors: International Business, Finance **Minor:** Government

ADDITIONAL

- Limited Partner with Pine Tree Equity based in Miami, FL
- Member: Hendersonville Homebuilders Association, Hendersonville Chamber of Commerce, Licensed North Carolina Loan Officer
- Co-founder of NYC Relief Fund (an organization set up to assist victims of the NYC attacks on Sept. 11.)
- Native fluency in Spanish
- Enjoy boating, basketball, tennis and soccer

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EXPERIENCED FOR-PROFIT SALES & MARKETING EXECUTIVE

A. Business Development

Global Business Development professional with 11-year track record of successfully working within and expanding Consumer Packaged Goods (CPG) sales and marketing operational systems. Proven track record of creating and capturing value, and maximizing resource deployment, product and process development. Established network of high-level contacts in the Middle East, Europe, Africa, the Caribbean Islands, North & South America, and Australia; travelled for business across 50+ countries and 40 states within the United States.

B. Marketing & Management

Proficient at developing new or repositioning company offerings, creating change methodologies using “six sigma” to improve revenue growth, sales negotiations, strategic planning and tactical execution. History of quantifiable success in budgetary management and financial controls. Resilient and inspirational leader with a forte for recruiting and motivating high performing team members, and forging long-term business relationships. Passionate about community development and the quest to make a resounding difference in lives at the community level.

Areas of Expertise

- | | |
|-------------------------------|--------------------------------------|
| ▪ Global Business Development | ▪ Marketing Planning & Management |
| ▪ Leadership & Organization | ▪ Marketing Strategy |
| ▪ Risk Management | ▪ Product Development & Branding |
| ▪ Financial Controls | ▪ Rationalization of Supply Channels |
| ▪ Budget Management | ▪ Forging Strategic Alliances |
-

PROFESSIONAL EXPERIENCE

AFAM CONCEPT, INC

June 2001 – Present

Headquartered in Chicago, IL USA, AFAM Concept is a global leader in the cosmetics industry, employing a total of about 200 people in its two (2) manufacturing plants, located in Chicago, Illinois and Shannon, Mississippi. AFAM has a total global workforce of about 300 people with sales & marketing operations offices in England, Africa and the Caribbean Islands.

Executive VP of Sales & Marketing, Chicago, IL

January 2006 – Present

Global Business Development

- Developed untapped global markets in different regions, established sales operational systems, and created integrated strategic marketing plans
- Increased AFAM’s international revenues from 0% in 2005 to 65% in 2011 of the company’s total revenue
- Achieved compliance with foreign policy trade regulations and differing accreditation requirements across the European Union, Saudi Arabia (SASO), Egypt, Israel and Panama.
- Built from scratch a 29 member global marketing team which achieved cohesion with diversity, facilitating marketing penetration initiatives and ROI
- Worked with the Mahmood Saeed group in Saudi Arabia with branches in Kuwait, Qatar and the United Arab Emirates, to market and retail AFAM products in all 76 of their branded stores
- Led new product development and placement campaign which saw UK supermarket giant ASDA launch 15 AFAM-brand items on their shelves
- In France and French territories, initiated marketing efforts to get product portfolio carried by Carrefour, largest hypermarket retail chain
- Partnered with the Bryden Group in the Caribbean Islands to extend their health and beauty products across 5 Caricom Islands; St Lucia, St Vincent’s, Antigua, Guyana, and Barbados

Strategic Analysis & Execution

- Researched strategic marketing considerations and successfully launched brands in various African countries creating dominant shelf space & strong market perception through regular TV, direct response radio and magazine coverage; sales from the Africa region earned positive economic profits - grossed \$10M over the past 5 years
- Executed strategic barriers to entry to prevent value slippage and patent infringement to retain market share created and captured

Marketing Management

- Managed annual marketing operations and promotions budget of over \$2M, and came in under budget by leveraging existing business relationships to negotiate advertising purchases
- Spearheaded the company's Social Media Optimization drive, implementing a web-based retail shop and mail order channels that maximized reach and consumer spending, which represented 6% of the company's revenue in the drives third year of operation
- Developed training program for 20 international field representatives to improve customer focus and enhance skills in handling customer objections about AFAM products which resulted in a 60% reduction in customer complaints and increased personnel retention by 33% vs. corporate average

VP of Sales & Marketing Chicago, Illinois

Sept 2002 – Dec 2005

- Increased domestic revenue growth by 10% by implementing a repackaging strategy targeting major retail firms such as CVS, Rite Aid, Sally's, Premier Salons in Macy's & Sears, and Aveda
- Spearheaded product diversification and extension initiative which revitalized AFAM's brands, broadened our target market and generated over a 20% increase in the company's revenue within two years
- Developed a quantitative benchmarking system that identified issues related to product quality and that eliminated \$200,000+/yr. scrap rate

Executive Assistant to VP of Sales & Marketing

June 2001 – August 2003

- Launched the "*Bottom-Up And Making Brands A Real Part Of Culture*" marketing campaign, which promoted direct contact with our target market
- Analyzed consumer insights and competitor dynamics, and assisted in using the narratives to engage our target market to create effective advertising and promotional campaigns
- Designed AFAM marketing media including photo shoots production, media kits and press releases

EDUCATION

Kellogg School of Management

Northwestern University
Executive MBA, degree anticipated June 2013

School of Administration

University of Ghana, Legon
Business Administration (Marketing & Psychology)

PROFESSIONAL AFFILIATES / LANGUAGE

- Member of the American Marketing Association – Chicago Chapter
- Member of Chicago Public School Cosmetology Curriculum Development
- Language Proficiency: English / Beginning Spanish

Jose Joaquin Padua

513 Misty Oaks dr. Pompano Beach, Florida,33069
Tel:+1646-2519791. Email: jjpadua@gmail.com

Personal Data:

Birth Data: September 12th 1.980, Caracas, Venezuela

Citizenship: Venezuelan and Portuguese

Education:

Universidad Metropolitana, Caracas Venezuela

Bachelor of Civil Engineer, May 2002

Graduated in the top 5% of the Class. Honorable Mention for Thesis Work.

EMBA Candidate Kellogg School of Management, Northwestern University, Miami, FL 2,012

Full time work experience:

- **Grupo Padua**, Caracas, Venezuela. 2005-To Date.

Chief Financial Officer and Director of Construction Developments. Board Director Member
Responsible for the General Management of 2 housing development of this family own business.

Currently building 1.500 apartment homes in Caracas Venezuela.

Responsible for the Engineering, Finance, Sales and Legal aspects of the business.

<http://www.conjuntoelencantado.com>; <http://www.conjuntoaltohatillo.com>.

- **Millennium Mall**, Caracas, Venezuela. 2.005-To Date.

Board Director Member.

Responsible for the administration and finance of a 200 store Shopping Center in Caracas Venezuela,
where the Padua Group has a part ownership.

<http://www.millennium.com.ve>

- **Parque Residencial del Este**. 2.003-2.005

Project Manager on site.

Responsible for the management of the construction of 200 apartments for sale.

<http://www.parqueresidencialdeleste.com>

- **Grupo Padua**, Caracas Venezuela.2.000-2.003

Project Manager on Site for the construction of a small housing development in Caracas, Venezuela
2002-2003.

Assistantship in the areas of Engineering and construction of Plaza Las Americas Etapa II, a Shopping
Center in Caracas Venezuela partially owned by the Padua Group. 2000-

2002. <http://www.plazalasamericas2.com>

Skills and Abilities:

Software: Microsoft Office, AutoCAD.

Language: Spanish, fluent in English and Portuguese

Extracurricular activities: Member of the Civil Engineer Student Council of Universidad Metropolitana
from 1.999 to 2.000.

Sports: Member of the Universidad Metropolitana Soccer team from 1.998 to 2002.

LAKSHMANA 'LAK' PAMARTHY

2740 Gilham Way • San Jose, CA 95148 • 408.391.1020 • pamarthy@yahoo.com

SUMMARY

A highly successful digital media professional with 15-year career managing innovative content consumption initiatives. Intend to utilize rich and varied experience coupled with Kellogg Executive MBA to formulate and drive corporate strategic vision in an executive role.

PROFESSIONAL EXPERIENCE

TiVo, INC., Alviso, CA 2010 - Present

R&D Manager, Security and Emerging Technologies

- Established strategic business unit; responsible for global charter definition, \$500K+ budget allocation, and retail product placement (in collaboration with business development). Leading engineering team of 20+ members across US and Europe to develop \$5M in partner products for Virgin Media, Netflix, Hulu, Amazon, and BestBuy.
- Engage with corporate and legal to drive new technology and vendor selection. Represented engineering interests in renewing technology contracts with Microsoft, Adobe, CableLabs and Google.
- Represent TiVo in MPAA and UltraViolet industry alliances; collaborate with executive leadership to manage content negotiations, including closing of \$150K Access Company contract; provide full post-contract support.
- Negotiated complex license agreements for multinational projects to drive 30% project-cost reduction and improve delivery schedule by 40%; installed outsourcing model and deployed risk-reduction controls.

SONY CORPORATION OF AMERICA 2002 - 2010

Architect Manager, Content Distribution Technologies (2006-2010)

- Led 40-member cross-functional global teams across R&D, internal marketing, product management and customer support to manage \$10M in content distribution projects for Sony PlayStation Network (PSN).
- Matrix-managed R&D teams in Tokyo, Brussels, and San Diego to drive 30% reduction in software delivery cycle.
- Managed 20-member team through 15-month design-to-production cycle of first open-standards DRM product; solution offered as part of PSN video store helped capture 31% of \$11B game console market.
- Won rave reviews from the President of Sony Flat Panel Television Division for demonstrating new content protection technology for Bravia Internet Video Link device.

Sr. Engineer (2002-2004), Lead Engineer (2004-2006)

- Developed VEA Crypto patented system for protecting commercial digital media assets of PSN; Video Store content packaged using this technology catapulted store revenues past \$210M for FY 2010.
- Co-created now industry-standard Marlin open-source DRM technology used by Sony, Philips, and others.

INTERTRUST TECHNOLOGIES 2001 - 2002

Sr. Engineer

- Drove next-generation DRM research.

ADKNOWLEDGE

1999 - 2001

Sr. Engineer (1999-2001), Engineering Manager (2001)

- Managed \$1M budget across QA and delivery organizations; drove \$2M technology-integration effort.

WINDRIVER SYSTEMS

1997 - 1999

Software Engineer (1997-1998), Sr. Engineer (1998-1999)

- Promoted to Sr. Engineer in 1 year, 3x faster than average; led \$250K testing lab.

EDUCATION**KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY****Evanston, IL***Executive MBA, Degree Expected, June 2013***OKLAHOMA STATE UNIVERSITY****Stillwater, OK***Master of Science in Computer Science*

1994 - 1996

- One of only 2 applicants accepted into the CS program with a non-CS undergraduate degree.
- Sports Secretary, *India Student Association*. Basketball Captain, *India International Team*.

ANDHRA UNIVERSITY**Waltair, India***Bachelor of Mechanical Engineering*

1990 - 1994

- College Debate Champion.

CARLOS PARET

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Chicago, IL 60660

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CParet2013@kellogg.northwestern.edu

PROFILE

Top-performing senior manager with over 15 years of multi-functional experience, including: Brand and Product Management, Global Strategic Marketing, Project Management, Sales, Business Integration, Planning/Forecasting, Finance, and Customer Service. Recognized for expertise in resolving complex issues, delivering creative solutions, reducing corporate risk, maximizing financial resources, creating operational efficiencies, communicating diplomatically, influencing senior executives, and leading cross-functional teams. Career considerations: entrepreneurial / strategic product innovations, business development, or mergers and acquisitions.

EDUCATION

Kellogg School of Management, Northwestern University, Executive MBA, degree expected June, 2013
Aurora University. Double Major: BA Economics and BA Sociology, 1996

EXPERIENCE

ABBOTT

2006 - current

A \$35.2B diversified, global health care company devoted to the discovery, development, manufacture and marketing of pharmaceuticals, nutritional products, medical products and biotech.

Senior Product Manager – Oncology, Abbott Molecular

2010 - current

- Define and develop global marketing strategies: identify target markets, understand key customer segment needs and product differentiation, quantify ROI - sales and margin opportunities, communicate the strategy and gain agreement from Area marketing teams for tactical execution, including FDA/regulatory filings
- Strengthen pharmacogenomics PGx programs in: non-small-cell lung, melanoma, liver and bladder cancers
- Key Opinion Leader KOL identification, collaborations, and advisory boards with Scientific Affairs managers
- Brand strategist: biomarker and companion diagnostics CDx assay co-development / patient stratification
- Melanoma franchise: commercialization and product management in FISH, RT-PCR, and Sanger sequencing

Brand Manager – Abbott Nutrition International

2008

- Honored with Abbott's Presidential Award for Outstanding Performance in 2007
- Expanded both EAS and ZonePerfect (Nutritional Snack Bars) products in high growth international markets: Brazil, China, Japan, Mexico, Canada, Russia, India, Australia and New Zealand
- Product innovation leader: delivered market data – flavors, ingredients, packaging, line extensions
- Saved over \$200K by utilizing U.S. creative, programs, and website content for affiliates; reapplied marketing and advertising collaterals, sales aides, and brand reference tools
- Led cross-functional teams with R&D, Supply Chain, and Regulatory Affairs to identify regional formulations; consulted with trademark legal on proprietary ingredients cross-border branding
- Analyzed market research for share and trends: Euromonitor data and secondary research

International Marketing Manager – Abbott Nutrition International

2007

- Developed and executed complex integration projects for both EAS (Sports Nutritionals) and ZonePerfect
- Managed EAS International marketing and graphics departments transition; selected Abbott resources and technology vendors to seamlessly transfer critical responsibilities
- Audited legacy business creative and claims to minimize risk exposure; implemented a disciplined review process with Legal, Medical Affairs, Regulatory Affairs, and Public Affairs
- Collected competitive intelligence to determine category trends
- Monitored \$900K department budget and reconciled expenses

Project Manager – Abbott Nutrition International

2006

- Facilitated the formation of four global support functions: Supply Chain, R&D, Regulatory and Public Affairs
- Balanced resource requirements for domestic and international priorities
- Utilized a McKinsey 5-phase project implementation framework; accelerated project timelines
- Centralized team resources for timely and consistent organizational information/project status

ABBOTT CROSS-DIVISIONAL LEADERSHIP

One Abbott Oncology (Molecular, Nutrition, Pharma, Diagnostics, Animal Health)

2011 – Present

Abbott Employees Political Action Committee AEPAC, Presidential Appointment

2011 – 2012

Abbott PRIDE Employee Network – founder, former Chair, Strategic Initiatives advisor

2007 – 2011

Senior Account Manager, WINDY CITY MEDIA GROUP, Chicago, IL

2005

- Identified new corporate/agency multimedia opportunities: print, radio, e-communications, web; increased team sales by 49% and exceeded sales and call plan goals by 33% within 45 days
- Defined needs and directed customer relationship management CRM solution implementation

FMC CORPORATION, Philadelphia, PA

1996 – 2004

A \$2.6B diversified, chemical companies with leading positions in agricultural, specialty, industrial and consumer markets with 50% of revenues generated outside the US. **Management Development Rotation Program.**

FMC INDUSTRIAL CHEMICALS GROUP, Chicago, IL

Distributor Account Manager

2002 – 2004

Customer Service Coordinator

1996 -1998

- Managed 15 Distributors, (72 branches) generating revenues over \$12M, increased sales volumes by 11% in 2003, and over 15% in 2004; identified and collected competitive intelligence, and led contract negotiations
- Strategized with five marketing managers and sales director, selectively targeting key accounts, in response to competitive threats on share/volume/price and adjusted forecasts
- Conducted root-cause analysis of order-fulfillment issues, identifying over \$100K in savings
- Coached, trained, and developed team of eight, processing \$300M in revenues
- SAP R3 implementation and business transformation

FMC SPECIALTY AGRICULTURAL PRODUCTS, Philadelphia, PA

Demand Manager

2001 – 2002

Finance and Systems Supervisor, SOFTWARE SOLUTIONS BUSINESS, Phoenix, AZ

2000 – 2001

Information Services Supervisor

1999

- Reduced inventory working capital by \$700K; presented and defended division's plan at monthly Sales and Operations Planning meetings; managed house accounts and international customer service, \$100M revenues
 - Built and managed sales processes, ensuring financial standards compliance and supervised team through all systems integration projects, including SAP
 - Administered operations finances, forecasts, and aggressively reduced expenses by 45%
 - Managed EDI (Electronic Data Interchange) project, capturing \$60M of end user data
 - Streamlined sales rebate program - from four to two payouts, leading to improved customer loyalty
-

Heartland Health Outreach, Inc. of Heartland Alliance - Board of Directors

2011 – Present

Victory Institute - Board of Directors

2011 – Present

The Cradle, non-profit Associates Board, fundraising co-Chair

2008 – 2011

JASON E. PAYNE

1314 Texas Avenue, Suite 1700

Houston, TX 77002

Phone: (713) 223-5100 Email: jpayne2011@kellogg.northwestern.edu

SUMMARY

Lawyer and Entrepreneur who has worked effectively with Fortune 100, Fortune 200, and Fortune 500 companies in various legal and business capacities. Actively involved in a number of domestic and international organizations that influence and cultivate trade throughout the globe. Has worked extensively with many political organizations to affect political and economic changes.

EXPERIENCE

THE PAYNE FIRM, P.C.

Houston, TX/Beaumont, TX

Founder/Senior Shareholder

2004 - present

- A multifunctional law firm that represents a vast array of clients in the areas of Corporate Law, Civil Litigation, Commercial Litigation, and Political Consultation. Its Corporate Law practice involves representing clients domestically and abroad, as well as representing the interest of international clients in the United States. The Payne Firm, P.C.'s Civil Litigation and Commercial Litigation practices provide clients with optimal legal services in order to ensure that each client's rights are properly protected. The Payne Firm, P.C.'s Political Consultation division ensures that its clients' political interest and ideas are given the necessary attention by our political representatives and the public as a whole.
- *Key areas of expertise:* Corporate Law, Civil Litigation – Personal Injury and Commercial Litigation, Real Estate and Construction Law, Political Consultation.
- *Role and responsibilities:* Serve as Outside General Counsel, Advise Corporations on Business Formations Corporate Governance and Risk Management, Oversee Outside Counsel, Mergers and Acquisitions, Lead Counsel for Federal and State Litigation, First Chair Trial Experience, Bench Trials, Jury Trials, Review and Draft Contracts, Lead Counsel in Arbitration, Lead Counsel in Mediation. Negotiate Settlements, Depose Lay Witnesses and Expert Witnesses, Guardian Ad Litem.
- *Key accomplishments:*
 - Secured a judgment for client in a breach of contract case.
 - Secured a verdict for client in a third-party criminal act premises liability case.
 - Secured a verdict for client in a premises liability case.
 - Secured a favorable arbitration decision in a real estate transaction.
 - Served as lead counsel in an acquisition of a target company.
 - Secured favorable settlements in premises liability actions.
 - Texas Super Lawyer – Rising Star Selection 2012
 - H Texas Magazine – Top Professionals on the Fast Track.

HAYS, MCCONN, RICE & PICKERING, P.C.

Houston, TX

Litigation Associate

2002 - 2004

- A full service Civil Litigation law firm that handles a wide variety of general civil litigation needs including personal injury, business disputes, toxic tort litigation, and class actions lawsuits.
- *Key areas of expertise:* Premises Liability, Toxic Tort, Workers' Compensation, Personal Injury Litigation, Commercial Litigation.
- *Responsibilities included:* Deposing lay witnesses and expert witnesses, drafting motions, attending hearings, preparing litigation reports and budgets for the client, performing site inspections and investigations, consulting and advising clients, attending mediations, preparing and responding to discovery, attending contested case hearings, drafting deposition summaries, and drafting memorandums.
- *Key accomplishments:*
 - Successfully defended premises liability cases.
 - Successfully defended medical malpractice case.
 - Successfully defended auto accident cases.
 - Successfully defended energy companies in litigation.

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY Master of Business Administration Global Initiative in Management - China	Evanston, IL 2011
UNIVERSITY OF HOUSTON LAW CENTER Doctor of Jurisprudence Law Clerk/Internship, Gulf Coast Legal Foundation Law Clerk/Internship, Mehaffy & Weber, P.C.	Houston, TX 2002
UNIVERSITY OF HOUSTON - CENTRAL Bachelor of Science in Political Science College of Social Science Dean's List, Academic Excellence Award University of Houston Political Science Internship Program – Representative Garnet Coleman Senator Rodney Ellis Texas Legislative Internship Program – Representative Sylvester Turner	Houston, TX 1999

ADDITIONAL

Licenses:

- Licensed to Practice Law in New York, April 2011
- Board Certified Personal Injury Trial Attorney-Texas 2010
- Licensed to Practice Law in Texas, November 2002
- Licensed to Practice Law in United States Eastern District of Texas
- Licensed to Practice Law in United States Southern District of Texas
- Licensed to Practice Law in United States Fifth Circuit Court of Appeals
- Licensed to Practice Law in United States Supreme Court
- Licensed Contract Advisor for National Football League Players Association 2008-2010
- Licensed National Basketball Players Association Certified Agent 2009
- Registered Lobbyist, State of Texas, 2010

Active Involvement In:

- Greater Houston Partnership: International Business Issues Committee, Middle East/Africa Regional Trade Market Committee, Americas Regional Trade Market Committee, State Relations Committee, Professional Services Counsel, Houston World Trade Center
- Member: Texas State Bar, Texas Trial Lawyers Association, TTLA Diversity Committee, Texas Young Lawyer Association, American Bar Association, Wheeler Avenue Baptist Church – Boys Rights of Passage, Alpha Phi Alpha Fraternity, Inc., and Texas Boys State

Steven M. Piotrowski

910 W Madison St #708, Chicago, IL 60607

(610) 331-3163 steven.piotrowski@gmail.com

SUMMARY

Executive leader adept at developing business cases, building consensus and creating innovative solutions to unmet customer demands. Experience includes developing business capabilities for internal clients and evolving these solutions into new service offerings and revenue generating opportunities. Focus on establishing efficient processes with repeatable methodologies, implementation accelerators and marketing materials.

AREAS OF EXPERTISE

- Strategic Planning
- Change Management
- Product Development
- Team Building
- Technology Development
- Building Strategic Partnerships

PROFESSIONAL EXPERIENCE

AON CORPORATION, Chicago, IL

2010 - Present

Senior Director: Global Records Management

Recruited to establish a global records management organization tasked with reducing operational expenditures and corporate risk through the application of leading information management practices.

- Developed and implemented a strategy to enhance global records management controls and capabilities, improving transparency of business transactions and client commitments.
- Established governance organization consisting of C-level business, technology and legal executives along with an international network of support staff.
- Modernized global Information Management policies, retention schedules and developed training materials to educate workforce regarding corporate and individual obligations.
- Renegotiated pricing agreements with strategic off-site storage partners, reduced annual storage spend by 12% and saved 50% on disposition of 100k cartons.
- Chosen to manage integration of Aon's IT Risk Management and Hewitt's Security & Risk Management organizations, organization design and synergy target identification.
- Selected to develop future Aon leaders by recruiting for the Early Career Development program and managing program participants during their first year rotations.

DELOITTE CONSULTING, Chicago, IL

2004 - 2010

Manager: Information Management Practice

Enterprise Content Management (ECM) practice leader focused on bolstering the service offering by winning strategic engagements, developing skilled resources and building reusable methods and tools for clients within the Healthcare sector.

- Managed scope, budget, staff, and delivery of complex Knowledge Management (KM), Enterprise Content Management (ECM) and Business Intelligence (BI) engagements.
- Led development of winning proposals for projects totaling \$11M.
- Aggregated deliverables from multiple client engagements and transformed proven approaches into reusable methodologies, project accelerators, selling and training tools.
- Presented at Indiana University, Kelley School of Business (2009), IBM Information OnDemand (2007) and The Data Warehousing Institute World Conference (2006).

BRISTOL MYERS SQUIBB, Princeton, NJ

2003 - 2004

Independent Contractor: Corporate Policy & Operations

Architected and managed structured Software Development Lifecycle (SDLC) processes to improve software quality assurance standards and processes for validated document management solutions.

WYETH PHARMACEUTICALS, Frazer, PA

Engineer: Information Technology Services

2002 - 2003

Designed and implemented a global ECM solution designed to manage drug manufacturing policies and procedures in accordance with current Good Manufacturing Practices (cGMP).

FIRST CONSULTING GROUP, Wayne, Pennsylvania

1997 - 2002

Senior Consultant: Documentum Practice

Led development of customized document management software designed to enable FDA regulatory compliance for numerous Fortune 100 pharmaceutical clients.

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, Northwestern University, Evanston, IL

2011 - 2012

Executive Master of Business Administration (MBA)

PENNSYLVANIA STATE UNIVERSITY, University Park, PA

1993 - 1997

Bachelor of Science in Management Science & Information Systems

Justin Poggioli

334 Heritage Lane ♦ Monroe, NY 10950 ♦ (201) 790-4892 ♦ Justin.Poggioli@gmail.com

EXECUTIVE PROFILE

Professional Services Management ♦ Executive Management ♦ Business Development & Growth

- Accomplished career within the enterprise software industry in progressively responsible capacities.
 - Impressive track record of streamlining operations, developing and implementing organizational solutions, significantly improving overall business performance and processes, and setting strategic direction.
 - Consistently develop new business, improve efficiency, increase revenue, and reduce costs.
 - Dynamic leader experienced in managing projects with multimillion-dollar budgets on time and under budget, as well as motivating team of professionals to excel in customer service and productivity.
 - Demonstrated ability to integrate technology in diverse work environments to enhance business operations.
 - Keen ability to understand and interpret broad multidisciplinary perspectives and relate them to individual components to achieve organizational goals and maximize business growth.
 - Published author (ISBN: 073842773X) and talented in speaking in front of audiences of all sizes.
- | | | |
|----------------------------------|-------------------------------------|---------------------------|
| · Exceptional General Management | · Cross Functional Management | · Program Management |
| · Software as a Service (SaaS) | · Contract Management & Negotiation | · HIPAA, HITECH Expertise |
| · Vendor Management | · Customer Service / Retention | · RFP Management |
| · Leading and Motivating | · Healthcare Expertise | · Enterprise Management |
| · Direct / Matrix Management | · Account Management | · SOW Creation |
| · Technology Trend Mapping | · Business Process Improvement | · Solution Selling |

PROFESSIONAL EXPERIENCE

Nuance Communications, Mahwah, NJ (*Formerly Viecore*) 2007 – Present
[Nuance Communications owns 85% of speech recognition software market with \$1 billion in annual revenues and employs 6,000 people worldwide.]

Positions Held

Sr. Principal, Engagement Management / Principal, Engagement Management / Senior Technical Manager

Responsible for achieving trusted advisor and partner status among executives and business stakeholders. Manage client revenue of \$30 million annually. Develop, refine, and measure process that divisions use to generate \$180 million annual revenues. Oversee team of 10 direct reports, 20 indirect. Operates as the business engagement point-person; a key voice to the customer and leader that drives fulfillment of complex contractual services agreements and desired program results in the continued services life cycle for large enterprise engagements.

—Representative Accomplishments & Contributions

- Support Operations and Financial Management of fiscal practices & controls
- Drive, collaborate program communication and messaging strategy
- Work cross divisionally to jointly manage customer interactions and experience
- Lead and support business metrics reporting, monitor process, and lead performance analytics as needed
- Review comprehensive ROIs and cost-saving models and business cases for SaaS implementations
- Review and support the authoring of customer proposals, SOWs, HSO, CRs
- Advance, support cross-functional needs, foster team culture; break barriers that may appear or exist
- Key contributor to factors in the work environment critical to the program
- Subject Matter Expert on all healthcare engagements covering business process, industry standards and customer strategy.
- Merged processes of 2 different organizations worth approximately \$60 million each in 12-month period, resulting in streamlined process by which worldwide professional services delivered high-quality solutions.
- Reduced project costs by 10% in 3 years by implementing process improvements and other efficiencies.
- Orchestrated successful expansion of established delivery process from 300 employees to more than 800 employees as part of multiple integrations.
- Submitted abstract, “Convincing Management to Create and Maintain a Process,” which was chosen from hundreds of applicants at 5th Annual Software Symposium in 2007.

Continued...

- Management of business process integrations, SaaS solutions, call center metrics and reporting projects

Viecore, Mahwah, NJ

2002 – 2007

[Acquired by Nuance, a rapidly growing systems-integration company with 300 employees and annual revenues of \$100 million.]

Positions Held

Technical Manager / Technical Consultant / Associate Technical Consultant

Managed technical delivery of projects greater than \$10 million. Ensure profitability of assigned projects from technical view. Manage 6 team members on multiple projects and implementations. Develop code from designs that were provided. Forged strong partnerships with clients and trained staff.

—**Representative Accomplishments & Contributions**

- Recipient of President’s Award in 2006 for outstanding work performance, including assuming leadership of redirecting troubled \$5 million project for customer to provide desired results and expectations.
- Tripled sales during 2-year period while maintaining annual customer-satisfaction rating of over 93% by cultivating existing business contract.
- Built track record of delivering enterprise solutions on time and under budget by as much as 5%.
- Chosen for appointment as Chairperson of Viecore Unified Process Steering Committee, leading staff of 10 to improve internal process throughout organization.
- Co-authored IBM Redbook, *IBM Web Sphere Voice Systems Solutions*.
- Java, XML, VXML, Web Services, Linux, architecture, telephony, IVR, PBX, speech recognition, UI design

Aetna US Healthcare, Chicago, IL

1999 – 2002

[National health care insurance company that sells medical, dental, group, vision, and life insurance.]

Positions Held

Sales Consultant

Teamed with #1 Sales Manager in developing client relationships and provided sales materials for meetings. Coordinated mass mailings of over 20,000 and ensured that facilities, work flow, and staff were positioned for success. Wrote custom Customer Relationship software to help achieve sales goals.

—**Representative Accomplishments & Contributions**

- Worked with insurance products for life/annuity, AD&D, and workers compensation
- Received Above and Beyond Award in 2001 for performing work outside of job description.
- Co-chaired Chicago Latino Network, which organizes fundraisers for underprivileged Latino communities.

EDUCATION / CERTIFICATIONS

Kellogg School of Management, Northwestern University, Miami, IL

Masters of Business Administration – MBA (December 2012)

Excelsior College, Albany, NY

B.S., Computer Information Systems

CIVIC ACTIVITIES

Chairman of the Board of Directors, The Platinum Torch National Service Honorary

Volunteer, Orange County Land Trust

FEMA - Professional Development Series – Emergency Management

CHRISTOFF POPPE

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cpoppe2011@kellogg.northwestern.edu

International Executive with twenty years of global professional experience at major airlines in field, corporate, operational, commercial and strategic functions. Proven track record leading teams across functions, companies and cultures to implement high-stake initiatives. Through business engagement with twenty international airlines and their leadership attained a thorough understanding of different market dynamics, strategies and business models. Native speaker of Spanish and English, knowledge of French and Portuguese. MBA from Top-5 U.S. Business School. Lived in Ecuador, Panama, Spain, Argentina and U.S.

- Developed, implemented and managed the **largest multi-party airline joint venture (\$11B)**.
- Managed 20 bilateral partnerships involving 60% of the company's alliance production. Launched eight new partnerships **increasing the alliance production by 18% per year** and developed mature partnerships **increasing joint revenue by 8% per year** and **company's profitability by 18% per year**.
- Oversaw the Star Alliance **strategy, business plan and budget (\$8M)** for eight years.
- Created first document verification system, innovation that **received industry award**.

Areas of Expertise

Business development

Alliance management

Strategic planning

Customer service & Operations

Government policy & advocacy

International negotiation

Sales, loyalty and pricing

Risk management

Project management

EXPERIENCE

UNITED AIRLINES - Chicago, IL

Director – Regulatory Policy

April 2011 – present

Establish new Policy area in the International and Regulatory Affairs division responsible for developing the company's positions and strategy on high-impact US public policy regulations.

- Integrated United and Continental's government and regulatory strategies into the company's government agenda and plan, following Board of Directors endorsement, oversee the plans' execution.
- Implemented compliance plan to US DOT's Enhanced Consumer Protection Rule (27 initiatives).
- Develop advocacy plans for major policy issues including taxation, market liberalization and infrastructure.
- Support company's participation in the President Obama's Export Council.
- Report regulatory and government risk exposure and mitigation planning to company's Risk Committee.

General Manager Alliances – JV Partnerships, Europe & Star Alliance

2007 - 2011

Oversaw, with a team of direct and indirect reports, the Transatlantic joint venture (JV), other bilateral partnerships (12), and the Star Alliance strategy and business planning process.

- Managed the United – Lufthansa JV commercial plan (\$3.8B in revenues) including: review of market conditions, market forecasts, measure JV performance reporting to JV's leadership.
- Implemented the United-Continental alliance the pre-cursor to the merger of the two companies.
- Launched a four-party transatlantic joint venture: conducting the competitive benchmark that resulted in a new multilateral joint venture structure, which was endorsed by four airline CEOs to form the largest airline JV. Coordinated contract, governance and financial settlement negotiations, regulatory approvals and JV rollout across six areas. Advised on arrangement to replicate in Asia, Canada and Latin America.
- Led the cross-functional implementation of the United-Continental aircraft redeployment initiative, transferring operations between the two airlines under major operational and legal constraints.

Regional Manager Alliances - Europe, Middle East, Brazil & Star Alliance

2006 – 2007

- Led the team that attracted and launched the strategic alliance with Brazil's TAM. Worked side-by-side with TAM's leadership team to develop the business case for application to Star Alliance.
- Led negotiations and implementations of three new partnerships in Europe and the Middle East.
- Oversaw, for United's alliance leadership and CEO, the annual Star Alliance strategic and business plan.

Alliance Manager Latin America, Caribbean & Star Alliance 2003 – 2006

- Developed and implemented United's first Latin America alliance strategy.
- Attracted, negotiated and implemented alliance partnership with the TACA Group.
- Managed United's interests and financial exposure (~\$23M) due to a partner's restructure and collapse.
- Supported the Chairman of the Star Alliance oversight board Board and participated in Star's transformation initiatives including: brand value proposition re-design, market development, execution and compliance, organization's re-design and governance changes.
- Sponsored six-sigma effort to redesign United's management and oversight of Star Alliance activities.

Airport Project Manager - Border Security – Airport Services Planning 2002 – 2003

Responsible for compliance of Customs & Immigration post-September-11 regulations with 12 governments.

- Represented United at industry associations: ATA and IATA.
- Created first automated travel document check solution, which received the Star Alliance CEO Award.

Senior Staff Specialist – Partnerships – Airport Services Planning 2001 – 2002

Project Leader of Airport Operations for the US Airways alliance partnership.

Airport Technology Team Leader - US Airways Merger Team 2000 – 2001

Led a team of experts to develop and implement airport integration plans for the merger with US Airways.

- Negotiated with major competitor airport processes and systems for joint air shuttle operations.

Senior Staff Rep.- Customer Service Planning (company-sponsored transfer) 1998 – 2000

Responsible for planning, development and implementation of customer initiatives at international airports.

- Startup airport manager for United in Guadalajara and Puerto Vallarta, Mexico.

UNITED AIRLINES - Buenos Aires, Argentina

Front-Line Supervisor- Customer Service – Ezeiza Airport 1993 – 1998

Customer Service Representative – Ezeiza Airport 1992 – 1993

AMERICAN AIRLINES - Buenos Aires, Argentina

Crew Scheduler – Flight Attendant Base, Buenos Aires 1991 - 1992

Reservations Sales Agent – Buenos Aires Reservations 1989 - 1991

EDUCATION**KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY**

MBA with focus in General Management 2011

Company-sponsored studies in advanced negotiations, mediation and conflict resolution at the annual HSM World Negotiation Forum. 2005 – 2007

Global undergraduate coursework in Business and Management at: 1988 – 2002
Universidad de Belgrano (Buenos Aires), DePauw, Embry-Riddle and Ohio Universities.

ADDITIONAL

- Languages: Fluent in English and Spanish. Basic knowledge of French and Portuguese.
- U.S., Belgium (European Union) and Ecuador citizenships. Argentina work permit.
- Proficient in MS Office applications – Word, Excel, Powerpoint, Project and Visio.
- Member of United's Emergency Response Special Assistance Team. Led on-site Logistics team to assist family members of victims involved in United flight 93 on September 11, 2001 in Pennsylvania.
- Willing to relocate within the US or internationally.

ARLINGTON (CHRIS) PRICE

1329 Post Oak Ct.

Crest Hill, IL 60403

Phone: (815) 729-1069 Email: Chris_Price@Compuserve.com

SUMMARY

Highly accomplished technology professional with a distinguished 20+ year career leading the architectural design, implementation and integration of enterprise-wide solutions to meet global business, financial and market demands. Strength in building synergy between management, teams, partners and clients to support strategic business objectives across complex global environments.

EXPERIENCE

CHICAGO BRIDGE & IRON COMPANY

Plainfield, IL & London, UK

Built an impressive record of achievements through a series of increasingly responsible positions for this global provider of engineering, procurement and construction services to the energy and natural resource industries.

- Pivotal role in defining the strategic direction for.
- Manage business processes globally for IT.
- Participate in cross functional management groups across the enterprise.
- Led the build out and management of IT infrastructure and systems supporting remote project operations worldwide.
- Lead role in facilitating the capture of key projects and expansion of overall product offerings.
- Credited with transforming disparate IT groups into a centralized global organization.
- Implementation of standard core IT architecture globally.
- Reduction of total IT costs to 1% of annual revenues.
- Contributed to the design and implementation of standardized n-tier architecture across the enterprise.
- Lead all Merger, Acquisition, and Divestiture projects for Information Technology.

Senior Director of Global Projects, Plainfield, IL and London, UK

2008 - Present

Promoted to new CIO-created role to oversee the appropriate and on-time delivery of global project initiatives.

- Project managed the integration of IT infrastructure and operations for Lummus acquisition to provide a unified business environment and reduce operating costs by more than 25%.
- Spearheaded the definition and implementation of standard project management practices and framework for all of IT, enhancing overall planning, optimizing usage of resources, and unifying measurement systems.
- Led numerous IT project management initiatives sold to external customers, valued in excess of \$1 billion in revenue.
- Manage all IT business functions globally.

Director, International IT

2006 - 2007

Advanced and given additional responsibility to oversee the expansion of IT architecture and to support all field project locations outside North America.

- Orchestrated the architectural design and rollout of global voice convergence, producing an overall sustained reduction in international direct dial long distance costs of 30%.
- Drove the implementation of common data management tools to standardize the tracking and management of client projects.
- Chosen to assist sales teams in advocating technology and business best practices to new clients to expand revenue growth. Conceptualized and led establishment of an Information Management / Data Management function to oversee electronic data from creation to delivery, enabling company to capture key projects.

International IT Manager**1996 - 2006****Manager of Messaging, Groupware and Security****1998 - 2005**

Promoted and given full responsibility to integrate disparate teams and standardize technologies across 15 countries to meet evolving business, market and customer needs. Following that success, selected to direct the implementation and management of global IT Security, and Messaging and Groupware platforms servicing 25 countries.

- Successfully centralized 8 disparate IT departments into a unified global 24/7 support organization servicing users throughout the United States, Europe, Middle East, Africa, Asia, Australia, Canada, and Central and South America.
- Drove the implementation of core IT infrastructure and architecture, resulting in common environment, applications and infrastructure across the enterprise.
- Spearheaded the implementation of single desktop standard based on common applications and productivity tools, enhancing overall data sharing and information access across the enterprise.
- Created initial strategy and standard security policy; established and led team in architecting and implementing security best practices; and hired and managed dedicated resource in overseeing risk assessment and incident management operations.
- Led the integration of teams and technologies for newly acquired John Brown Hydrocarbons, How Baker, Matrix, and Callidus organizations, eliminating 25% of redundant systems and costs. Led the seamless expansion of global architecture and infrastructure to support new acquisitions.

Senior Technical Analyst**1995 - 1996**

Recruited to assist in designing and building new architecture and supporting infrastructure to replace legacy systems and enhance the capture and sharing of intellectual capital across the global enterprise.

- Pivotal role in designing global IT architecture based on n-tier technology to modernize legacy environment and deliver a means to realign resources based on project needs globally.

XL DATACOMP, STORAGE TEK DISTRIBUTED SYSTEMS DIVISION**Lisle, IL****Network/PC Manager****1992-1995**

- Oversaw the modernization of AS/400 environment to desktop computing.
- Led the build out of LAN infrastructure
- Implemented standard productivity tools across the organization.

KRAFT GENERAL FOOD**Chicago, IL****Programmer Analyst / Consultant****1989-1993**

- Designed and implemented Inventory Deployment and JIT Manufacturing support systems.

EDUCATION**KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY****Evanston, IL****Executive MBA****Expected June 2011****COLLEGE OF ST. FRANCIS****Joliet, IL****BS, Computer Science****June 1991**

LUIS P. RECINOS
12 avenida 1-80 zona 14
Guatemala City, Guatemala 01014
Phone: 011 (502) 4211-2795 Email: luporecinos@hotmail.com

SUMMARY

Business executive with over eleven years of experience in business planning, financial analysis, strategy formulation and project management

- Proven track record leading corporate initiatives in a diversified business conglomerate
 - Results-oriented, analytical, highly organized and structured
 - Bilingual in Spanish (native) and English (advanced)
 - Industrial Engineer from North Carolina State University (Magna Cum Laude)
 - MBA from Kellogg School of Management, Northwestern University
-

EXPERIENCE

CORPORACION MULTI-INVERSIONES

Guatemala City, Guatemala

Coordinator, Office of Corporate Projects

2011-Present

- Coordinate the development and interdependencies of major projects under a common corporate transformation program, ensuring strategic alignment and effective execution of the objectives
- Advise Project Managers and monitor the execution of the program projects, which are multi-disciplinary and have a corporate scope in a diversified business conglomerate.
- Lead the formulation of corporate-level strategy, being the liaison between the divisions and corporate; coordinate the activities of the Strategy Committee of the Board of Directors.
- Played a key role in the development and startup of a new corporate-level department, the Corporate Projects Office.

Business Planning and Analysis Manager, Corporate Office

2006-2011

- Define the guidelines for the corporate budget approval process and the guidelines for the financial monitoring activities at a corporate level (6 divisions, 16 business units, 10+ countries); promoted and lead the redefinition and optimization of the corporate budgeting process.
- Monitor the results, profitability and financial condition of the corporation, through the consolidation and analysis of financial statements and various KPI reports; introduced a culture of complete and integral Financial Statement analysis in the corporation.
- Coordinate the activities of the Strategy Committee of the Board of Directors; directed the development of the 2010-2020 portfolio strategy and corporate strategy for the main businesses of the portfolio.

ESSO STANDARD OIL (EXXON MOBIL)

Guatemala City, Guatemala

Rebate Team Leader, Americas Retail Operations Support Center

2004 – 2006

- Supervisor for the AROSC Rebate Team, conformed by 7 analysts; responsible for the administration and collection of rebates for the ExxonMobil convenience retailing stores in the U.S. In 2005, rebates amounted to approximately US\$65 million.
- Successfully led the rebate administration process migration from Fairfax, VA (U.S.A.) to Guatemala City in 2004.
- Turned the rebate contract administration and control process more efficient, improving the collection.
- Lead, as part of a team, the configuration, rollout and business change management of the “Fuels Marketing Interaction Center” a SAP integrated CRM, for the Americas and European retailing support centers.
- Received 2 awards for outstanding participation in projects targeted to improve internal customer service.

**CITIBANK, N.A. (CITIGROUP)
Risk Officer, Corporate Bank****Guatemala City, Guatemala
2002-2004**

- Analyze the performance and financial condition of current and prospective corporate clients to identify risks and business opportunities.
- Responsible for the assessment of a portfolio of approximately 30 companies and US\$100 million in loans.

UNIVERSITY OF FLORIDA**Gainesville, FL****Teaching Assistant (Part-Time), Principles of Management Class****2001-2001**

- Assisted the professor in planning the class, preparing and grading exams, and maintaining the course webpage.
- Attended office hours to assist students.

I.B.M.**Research Triangle Park, North Carolina****Industrial Engineer (Coop), Personal Computing Division****2001**

- Worked in projects related to facilities layout design, workload analysis, time studies, capacity planning, and process optimization.
- Redesigned the 2001 desktop assembly tote insert, a key tool in the assembly process of Personal Computers.
- Designed and implemented a database to monitor the assembly process in each cell.

DAIMLER CHRYSLER**Detroit, MI****Summer Intern, Jeep and Truck Engineering****2000**

- Performed a study standardize and optimize final line electrical test procedures in the different truck plants located in the U.S., Canada and Mexico.
- Performed a study of brake/drag data precision for rolls testing.

EDUCATION**KELLOGG SCHOOL OF MANAGEMENT****NORTHWESTERN UNIVERSITY****Executive MBA****Miami, FL / Evanston, IL****December 2011****UNIVERSITY OF FLORIDA****Master of Science in Management**

GPA 3.73/4.00

Gainesville, FL**June 2002****NORTH CAROLINA STATE UNIVERSITY****Bachelor of Science in Industrial Engineering**

Minor in Economics

GPA 3.60/4.00 – Magna Cum Laude

Raleigh, NC**December 2000**

ADDITIONAL

- Bilingual in Spanish (native) and English (advanced)
- Board Member of a family business in the agro-industrial sector
- Significant experience in spreadsheet modeling (MS Excel)
- Strong presentation skills
- Personal Interests: Digital photography, golf, music collection, piano and guitar

David T. Remick

4220 Crocker Avenue | Edina, Minnesota 55416
(612)669-0040 (c) | (952)229-7293 (w)
dremick@lifetimefitness.com

SUMMARY

Transaction and strategic planning executive and advisor with 10+ years experience in strategic planning and executing mergers, acquisitions and financing transactions. Proven track record of leading strategic alternative processes, transaction execution and building teams. Strong leadership skills, extensive analytical expertise and creative problem solving capabilities with high energy level and good people skills.

PROFESSIONAL EXPERIENCE

- Life Time Fitness, Inc. • Chanhassen, MN July 2010 – Present
Vice President, Corporate Development
- Manage all phases of transaction sourcing and execution across all business groups and report directly to the CEO
 - Coordinate and oversee due diligence activities
 - Work with internal businesses to optimize operational efficiency and improve performance
 - Completed transactions across a variety of industries including, among others, health clubs, athletic and endurance events, yoga studios and certification programs
- Imperial Capital, LLC • Minneapolis, MN December 2009 – July 2010
Senior Vice President, Investment Banking
- Managed all phases of transaction marketing and execution while representing corporate clients, private companies, private equity firms and family-owned businesses in exclusive sale, buy-side, capital raising and strategic advisory assignments
 - Executed domestic and cross-border transactions between \$5 million and \$500 million in value across a variety of industries including, among others, health clubs, sporting goods, specialty retail, apparel and capital equipment
 - Contributor to the Consumer Industry Monitor, a quarterly publication that provides transaction information and macroeconomic trend analysis
- The Mercanti Group, LLC • Minneapolis, MN August 2001 – December 2009
Director, Investment Banking
- Managed all phases of transaction marketing and execution while representing corporate clients, private companies, private equity firms and family-owned businesses in exclusive sale, buy-side, capital raising and strategic advisory assignments
 - Originated and executed domestic, cross-border and international transactions between \$15 million and \$500 million in value across a variety of industries including, among others, health clubs, sporting goods, retail, apparel, personal care, value-added distribution and capital equipment
 - Frequent author of the Mercanti Chronicle, a monthly research newsletter distributed to more than 5,000 private equity professionals and senior level executives
 - Responsible for recruiting and training associates and analysts
- Piper Jaffray Companies • Minneapolis, MN July 2000 – August 2001
Analyst, Investment Banking
- Member of Consumer Investment Banking Group
 - Executed of a broad range of investment banking products, including M&A advisory assignments, initial and follow-on public offerings, PIPE transactions, private placements and debt placements
 - Performed detailed financial analyses involving investment banking assignments in industries such as specialty retail, restaurants, direct marketing apparel and accessories and footwear

EDUCATION AND PROFESSIONAL DESIGNATIONS

J.L. Kellogg School of Management, Northwestern University • Evanston, IL	December 2011
• Master of Business Administration	
The University of Notre Dame du Lac • Indiana, IN	May 2000
• Bachelor of Business Administration degree, <i>magna cum laude</i> , in Finance with a minor in Accounting	
• Completed the Arts & Letters Honors Program (one of 20 undergraduate students)	
Chartered Financial Analysis (CFA) Designation	September 2008
Series 7 License	August 2002
Series 63 Certification	August 2002

ADDITIONAL INFORMATION

Notre Dame Club of Minnesota

Involved in my children's youth sports activities

BRADLEY E. RILEY

4135 South Lake Court, Decatur, IL 62521

Home: 217-706-5233

Mobile: 217-972-9239

briley2012@kellogg.northwestern.edu

PROFILE

An agile learner with the ability to critically analyze complicated facts from multiple perspectives, access a network of individuals to obtain information, expertise and authority for effective consensus building and decision making, clearly and effectively communicate, persuade and ultimately lead others to achieve the right results the right way.

EDUCATION

Kellogg School of Management, Northwestern University, Evanston, IL
Executive MBA, degree expected June 2012

- Academic Representative

University of Illinois College of Law, Champaign-Urbana, IL
Juris Doctor, May 1994

- Magna Cum Laude
- Law Review (Associate Editor)
- Harno Scholar

Western Illinois University, Macomb, IL
Bachelor of Science, August 1991

- Summa Cum Laude

EXPERIENCE

Archer-Daniels-Midland Company 1997 to present
\$80B global agricultural processor headquartered in Decatur, Illinois, merchandising, transporting and transforming oilseeds, corn, wheat and cocoa into products for food, animal feed, industrial and energy uses.

Vice President & Assistant Compliance Officer, Decatur, Illinois. 2010 - present
Asked to assume leadership of the implementation of a struggling global anti-corruption program and to build a team for the ongoing sustainability of the program. In addition, given leadership over three teams in ADM's compliance group.

- Commercial Compliance – lead ADM's commercial compliance programs, including anti-corruption, antitrust, money laundering, international trade restrictions and import and export regulations.
- Scientific and Regulatory Affairs – lead ADM's scientific and regulatory affairs team, including product approvals, claims substantiation, and advising on global science based regulations impacting ADM's food, feed, industrial and energy products.
- Product Quality – lead ADM's corporate based initiatives and programs concerning food and feed quality.

Senior Trader, Hamburg, Germany and Rolle, Switzerland 2007 - 2010
Asked to transition from ADM's law department to ADM's commercial team and learn the foundation of ADM's business through commodity trading with exposure to multiple commodities, geographies and risks.

- Soybeans (August 2007 – November 2008): procured soybeans for ADM's European soy crush operations (approximately \$2 billion per annum), managed the corresponding commodity risk position (including dry bulk freight), and provided pricing direction to product traders.
- Tropical oils (November 2008 – June 2009): procured palm oil, coconut oil, olein and stearine for ADM's European tropical oil refineries (approximately \$500 million per annum), and managed the corresponding commodity risk position for the refineries.
- Cocoa (June 2009 – March 2010): procured cocoa beans for ADM's European and African cocoa grinding facilities (approximately \$1 billion per annum), managed the corresponding commodity risk position for the cocoa grind, and provided pricing direction for local procurement activities.

Senior Attorney, Decatur, Illinois 1997 - 2007
Trusted legal advisor to several senior managers for key business segments, including agricultural services, oilseeds and corn. Principle practice areas included mergers and acquisitions and commercial contract drafting and review. Highlights included:

- Primary legal counsel for multiple acquisitions, divestitures and joint ventures with an aggregate value in excess of \$400 million.
- Enhanced series of grain marketing contracts intended to increase the company's grain origination and for structuring biofuel marketing agreements intended to leverage the company's existing position in ethanol marketing and vast logistical infrastructure.
- Advised and negotiated numerous intellectual property licenses, joint development agreements and product sales agreements involving Universities, small start ups and large multinationals.

Kehart, Shafter & Weber, Decatur, IL 1997
Associate

- corporate transactions
- litigation

Hopkins & Sutter, Chicago, IL 1995 - 1997
Associate

- commercial litigation
- utility regulation

Tietz & Richardson, Decatur, IL 1994 – 1995
Associate

- insurance defense
- creditors' rights

SHEILA J. ROHRER

3033 Bickleigh Circle

Akron, Ohio 44312

Phone: (330) 283-6036 Email: rohrersj@gmail.com

SUMMARY

Finance Director with over eighteen years of experience in manufacturing at plant, divisional, and corporate levels. Extensive international experience including expat assignments in Germany, China, and Japan while being a key team leader to start-up, close and sell manufacturing locations.

EXPERIENCE

THE GOODYEAR TIRE & RUBBER COMPANY

Akron, Ohio

Director, Financial Planning & Analysis

2008-Present

Responsible for Corporate Financial Planning and Analysis activities with reporting and forecasting presentations to upper management and the Board of Directors.

- Recommended and implemented a new department organizational structure from a reporting and forecasting emphasis to a Strategic Business Unit focus improving communication and efficiency.
- Led department through multiple operating plan revisions due to changing economic conditions.
- Improved financial systems capabilities by adjusting financial analyst assignments. Established key processes and timeline to implement Hyperion Planner for corporate functions.
- Organized and led global Financial Planning & Analysis conference that focused on standardizing variance analysis, shared best practices and Hyperion processes.
- Assisted Investor Relations and Corporate Accounting in earning releases and external reporting.

TRW AUTOMOTIVE HOLDINGS CORP. (previously TRW Inc.)

1996 – 2008

TRW Automotive Japan., Ltd

Nagoya, Japan

Financial Controller (Country Finance Director)

2006 – 2008

Responsible for Accounting, Financial Planning and Analysis, Tax, Treasury, and Information Technology functions for 3 manufacturing operations, pass-through sales, and a steering engineering center.

- Managed a group of 10 Finance and 4 Information Technology staff. Developed staff and improved their accounting and analytical capabilities.
- Key team member to lead efforts to close one of the manufacturing plants. Maintained on-time schedule to transfer the production equipment to other TRW facilities or subcontractors and sell the land and building.
- Led efforts to prepare for due diligence for the sale of a plant containing non-core products.
- Managed numerous business case studies of business continuity plans for the manufacturing plants considering decreasing volume and possible new business scenarios.
- Drove improvements to the pass-through business model and quote process now accounting for over half of the annual revenue.
- Helped ensure good banking relationships and provided Treasury support for TRW's Sales, Braking and Electronics Engineering offices in Japan. Started hedging activities due to significant purchases in US Dollars.

TRW Automotive Components Shanghai, Ltd.

Anting, China

Financial Controller

2004 – 2006

Responsible for Accounting, Financial Planning and Analysis, Tax, Treasury, and Information Technology functions for a rapid growth start-up plant producing steering gears and electronic control units.

- Hired and trained 6 Finance and 2 Information Technology staff in addition to 2 existing staff. Spent significant time training staff particularly focusing on proper internal control procedures to ensure Sarbanes- Oxley compliance.

- Key team member to help build a larger production site replacing the existing building. Wrote and reviewed strategic plans for business to be transferred to the new production site.
- Worked closely with Program Managers to ensure timely launches and target profitability and capital expenditures were on plan.
- Implemented QAD Mfg Pro system from local software and financials maintained in Excel.
- Actively managed cash flow to ensure supplier and capital expenditure payments could be met. Worked with local banks to establish debt facilities at lower interest rates and competitive fees.
- Trained other departmental managers to ensure understanding of plant's financials, budget, and internal control procedures.

**TRW Occupant Safety Systems Europe Division
Manager of Financial Analysis and Planning****Alfdorf, Germany
2002 – 2004**

- Responsible for consolidating financial results and analysis for 24 production plants and an engineering center. Key liaison between corporate headquarters and the production plants.
- Implemented Hyperion for each of the production, engineering, and sales sites.

**Business Support Center (Corporate)
Manager of Financial Planning and Analysis
Senior Financial Analyst****Cleveland, Ohio
2001 - 2002
2000 - 2001**

- Reviewed the Automotive Segment's actual and forecasted results on a monthly basis versus plan and prior year focusing on one-time items, cash flow, fixed costs, and cost reductions.
- Assisted in preparing Total Company Operating and Strategic plan evaluations and presentations for upper management and the Board of Directors.

**Mesa II (Occupant Restraint Manufacturing Plant)
Financial Reporting & Cost Accounting Analyst****Mesa, Arizona
1999 - 2000**

- Responsible for monthly unit cost reporting and plant spending variance analyses. Assisted in budget development and monitored actual expenses and cost saving activities.

**Internal Audit
Senior Auditor****Mesa, Arizona
1996 - 1999**

- Performed comprehensive audits at primarily international manufacturing locations.

**ALTSCHULER, MELVOIN AND GLASSER LLP
Senior Auditor****Chicago, Illinois
1995 - 1996**

- Specialized in audits of middle market manufacturing companies. Responsible for completing all areas of a year-end audit and supervising staff.

**PRICE WATERHOUSE LLP
Financial Reporting & Cost Accounting Analyst****South Bend, Indiana
1993 - 1995**

- Involved primarily with an audit of a Fortune 500 multinational manufacturing corporation.

EDUCATION and CERTIFICATIONS**KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY
Masters of Business Administration****Evanston, IL
December 2011****GOSHEN COLLEGE
BA, Accounting****Goshen, Indiana
May 1993****Certified Public Accountant – State of Ohio (inactive)**

FELETI ROMERO

feletromero@hotmail.com 786 Verona Lake Dr. Weston, FL 33326 Cell +1(954) 9379434

SALES & CHANNEL STRATEGY EXECUTIVE

- Executive with more than 15 years of experience in IT Industry and strong combination of business and technology solution selling. History of solid results and overachievement, successfully executing both B2B and B2C solution sales model.
- Experienced in Channel Strategy and Business Development serving the Latin America and Caribbean market. Solid understanding of financial aspects of IT Solutions. Proven ability to drive adoption of innovative technologies by articulating value added and TCO.

CORE COMPETENCIES

Sales & Business Development - Channel Management – B2B & B2C
Cloud Solutions - Software Licensing - Multi-annual agreements negotiation

EXPERIENCE AND ACHIEVEMENT SUMMARY

MICROSOFT (2001 to Present)

Azure Online Services Specialist for North America (10/11 – to present) Fort Lauderdale, FL

Provide complex analytical and contract negotiation engagement with field team to support the delivery of Windows Azure offerings to Public Sector customers in US and Canada. Participate as Azure Specialist in the negotiation of final terms and conditions necessary to close key deals.

Government & Cloud Partner Strategy Lead (08/10 – 09/11) Fort Lauderdale, FL

Led the strategy and execution of Government Partner Model and Value Added Distribution for Multi Country Americas region. Defined the framework for online services channel recruitment and enablement.

Key Achievements

- Designed customized framework for recruitment and enablement process, contributing to business agility through 20% reduction of sales cycle to Public Sector accounts.
- Managed readiness budget to compete against Open Source in Latin America accelerating 6 strategic wins and recruitment of 4 competitive partner.
- Provided top-down guidance for Cloud Strategy in indirect markets leading to Online Services market share to increase by 8%.
- Executed end-to-end planning and deployment of Value Added Distribution strategy. Framework for landing and selection process adopted as best practice by the rest of the countries in LATAM.

Business Manager (08/09 – 08/10) Fort Lauderdale, FL

Operated as “Chief of Staff” for the Regional Director of Multi Country Americas. Responsible for structuring and driving the strategic agenda of the GM and the Leadership Team.

Key Achievements

- Collaborated with Business Process Manager for improvement to “Rhythm of the Business” framework resulting on reduction of recurring meetings by 30%.
- Redeployed internal processes for multi-country visit and business engagement improving time utilization by 27%.

Distributor Account Manager (07/06 – 08/09)

Fort Lauderdale, FL

Account Management of Authorized Distributors for Caribbean and Central America with responsibility of +65% of total revenue for the region. Operated as liaison between individual countries and LATAM for regional strategy in distribution, priorities definition and execution planning.

Key Achievements

- Impacted # of total transactions and average sale by at least 2 percentage points above target
- Led distribution geo-coverage project successfully adding local distributors in 10 countries.
- Overachieved YoY revenue quotas with growth between 15-30% thru systematic support of Volume Licensing business and cross-group collaboration with key business partners.
- Defined and led execution to grow retail products sales with over-achievement in FY07 +34.2%, FY08 +25% and 42% in FY09.
- Supported sales to Academic segment to grow 53% in FY08 and 200% in FY09.

Partner Engagement Manager (02/03 – 06/06)

San Juan, Puerto Rico

Responsible for managing Small-to-mid Business (SMB) partners and sales to top Mid-Market (MM) accounts. In charge of leading negotiation of competitive and/or complex multi-annual agreements. Direct-to-customer and Thru-partner marketing initiatives and business development.

Key Achievements.

- Managed portfolio of 12 Large Account Resellers / Solution partners achieving average growth of 12-20% YoY.
- Identified and developed high-potential MM accounts. Five (5) accounts developed with ~\$1M+ recurrent revenue each. Achieved 95% of quota in FY03, 139% FY04, 110% FY05
- Direct sales engagement in competitive and key deals achieving an average of 5 Multi-annual agreements p/year, 50% YoY growth. FY05 achieved 10 Multi-Annual agreements and 3 Competitive wins, one of which had worldwide recognition.
- Supervisory responsibility for the development of 12 direct reports including promotion of 3 individuals.
- Led the call center consolidation as part of worldwide project. Responsible for phase-out and phase-in of new resources; hiring and readiness. Developed transition plan to minimize customer impact.

Corporate Account Manager (03/01 – 05/02)

Maracaibo, Venezuela

Vertex Telematica - Product Manager (03/98 - 03/01)

Maracaibo, Venezuela

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY, Miami, FL.
Executive MBA, 2011

Universidad Rafael Belloso Chacín, Maracaibo, Venezuela. Degree in Computer Engineering, 2000.

RECOGNITIONS

2008 Microsoft Breakaway Stars Award, 2005 Microsoft Circle of Excellence Award , 2003 & 2004 Microsoft Gold Star Award, 1999 & 2000 Cisco Platinum Club – Top Performers Award

ADDITIONAL INFORMATION

Fluent in Spanish and English.

Multiple Citizenships; United States, Colombia and Venezuela.

Other Interests: Golf, Ballet, Psychology, Emotional Intelligence.

George V. Russell, M.D.
102 Hawthorne Vale
Ridgeland, MS 39157
Phone: (601) 918-1372 Email: fracturedaddy@gmail.com

SUMMARY

Board certified Orthopaedic Traumatologist with more than fourteen years of experience in clinical and administrative leadership roles. Currently serving as the Vice-Chairman of the Department of Orthopaedic Surgery at an urban Mississippi medical center. Qualifications include teaching, research, medical legal consultation, presentations, publications and quality patient care.

EXPERIENCE

UNIVERSITY OF MISSISSIPPI MEDICAL CENTER **Jackson, MS**
Department of Orthopaedic Surgery & Rehabilitation **2000 - Present**
Vice-Chairman and Associate Professor

- Attending Traumatologist specializing in pelvic and acetabular surgery.
- Certified by the American Board of Orthopaedic Surgery.
- Medical Director for Orthopaedic Surgery Department.
- Active Medical license in Mississippi.
- Leader of the Orthopaedic Trauma Division research team

UNIVERSITY OF SOUTH ALABAMA **Mobile, AL**
Department of Orthopaedic Surgery **1998 - 2000**
Assistant Professor

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY **Evanston, IL**
Executive MBA **Degree expected December 2012**

UNIVERSITY OF WASHINGTON/Harborview Medical Center **Seattle, Washington**
Orthopaedic Trauma Fellowship **July 1998**

UNIVERSITY OF CINCINNATI **Cincinnati, Ohio**
DEPARTMENT OF ORTHOPAEDIC SURGERY **June 1997**
Orthopaedic Trauma Residency

- Winner – Chief Resident Thesis Day

UNIVERSITY OF CINCINNATI **Cincinnati, Ohio**
DEPARTMENT OF ORTHOPAEDIC SURGERY **June 1993**
Medical Internship

UNIVERSITY OF CINCINNATI, COLLEGE OF MEDICINE
Doctor of Medicine

Cincinnati, Ohio
June 1992

DENISON UNIVERSITY
Bachelor of Science

Granville, Ohio
May, 1988

- Major concentration in Biology
 - Senior Biology Fellow
 - Dean's List
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ADDITIONAL

- J. Robert Gladden Orthopaedic Society, AAOS, 2010 Alvin H. Crawford ,MD Mentoring Award
- Guest Editor, Orthopedic Clinics of North America (OCNA), January, 2011
- METRC-Major Extremity Trauma Research Consortium-Dept. of Defense, Steering Committee
- American Academy of Orthopaedic Surgeons (AAOS) Board of Councilors, Mississippi
- Orthopaedic Trauma Association (OTA) Research Committee
- Author/Co-Author of over forty journal publications
- Scientific Presenter for Regional, National, and International Conferences
- Enjoy running/triathlons and reading

NYDIA J. SAHAGÚN

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Berwyn, IL 60402

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SUMMARY

Bilingual Marketing executive with more than 12 years of comprehensive experience in all aspects of multicultural marketing. Thought leader in the multicultural space bringing innovative yet authentic ways to reach the changing face of mainstream America. Redefined the go-to-market approach for Sears Holdings identifying unique untapped opportunities which have elevated brand presence in the Hispanic and African American marketplace resulting in increased awareness, consideration and revenues. Embed multicultural insight into the fabric of the organization through direct and cross functional teams driving action across the enterprise and delivering results against new and growing demographics.

EXPERIENCE

SEARS HOLDING CORPORATION

Hoffman Estates, IL

The nation's fourth largest broad line retailer with approximately 3,900 stores in the US and Canada.

Marketing Director

2008 - Present

- Direct and lead all African American, US Hispanic, and Puerto Rico marketing for 28 business units across the Kmart and Sears format.
- Conduct research and analysis on the ever changing Multicultural landscape, consumer needs and competitive environment to direct overall business development strategy.
- Advise and manage the overall multicultural marketing & media budget of \$40M in partnership with format marketing channel partners and merchant organization.
- Guide strategy and implementation of key multi-million dollar celebrity partnerships ranging from Steve Harvey to the Casa Cristina and Sofia Vergara home and apparel lines.
- Partner with public relations internal & external agency partners to co-manage all Multicultural public relations efforts.
- Launched the first transactional Spanish language web-site for Sears.com and first in language hub for Kmart.com.
- Spearheaded the launch of the first African American strategy across the Kmart format resulting in increased investment and media spend.
- In 2010, Multicultural PR efforts for SHC generated nearly 160 million media impressions including print, TV and online coverage, a +12 % increase y/y and in 2011 media impressions to-date have surpassed 2010 results.
- Launched Madres y Comadres the first brand-produced US Hispanic web-novela aimed at driving deeper relationships with Hispanic women.
- Innovated and spearheaded the implementation of Latina Smart, a non-traditional social media platform that targets and empowers bicultural Latina women. Winner of LATISM's "Best Company Using Social Media to Target Latinos"
- Since 2009, Kmart US Hispanic store sales have consistently outperformed the chain YoY with sales increase of +2.3% in 2009 and +3% in 2010.
- Increased unaided awareness and consideration for Kmart +12pts and +18 pts in 2009 and 2010 respectively.
- Oversee marketing strategy for Kmart Puerto Rico, producing +6.2% in YoY sales increase in '09 and +1% in '10.
- Drove +1.5% in sales and +2.5% in margin for Sears Hispanic designated stores and +9% in sales for Kmart Puerto Rico Holiday 2011.

SCHAWK RETAIL MARKETING

Chicago, IL

Leading provider of brand management services, enabling companies to create deeper brand affinity.

Account Director

2006 - 2008

- Oversaw day-to-day operations of creative development and production of Kmart Circular advertising, executing over 7,000 pages a year with a circulation of 72M.
- Directed brand and seasonal photography for in-store, print and online campaign use.
- Partnered with production and consumer intelligence to streamline standard operating procedure for circular production process from 12 weeks to 9.5 week production cycle, resulting in increased productivity and higher utilization rates.
- Led and managed a team of two Account Supervisors and six Account Executives.
- Developed and maintained client relationships while driving circular strategies and generating incremental revenue through increased special projects.

THE GUILD GROUP

Chicago, IL

Independent promotions agency servicing some of America's most prestigious brands.

Account Supervisor

2005

- Led development of trade promotional plans focused on the Hispanic market for six key Kraft retail partners across seven brands which over index against the Hispanic market.
- Supported customer marketing team in sell-in, execution and performance of all in-market programs designed to increase store traffic and sales among key categories.
- Provided leadership as agency/client liaison for all strategic and creative needs.
- Managed and cultivated partner relationships.

LEGACY MARKETING PARTNERS

Chicago, IL

Top experiential marketing agency with full service creative capabilities.

Senior Account Executive

2001 - 2004

- Developed marketing, creative and media strategies for the Hispanic market.
- Managed production budgets in excess of \$2M and oversaw production process of all creative assets.
- Developed and maintained marketing partnerships with retail, music and sports partners such as Walmart, Universal Music, Miami Dolphins and Atlanta Braves.
- Played lead role in development and pitch of the first Hispanic market agency program.
- Multicultural pioneer contributing to the development of agency's first multicultural team of three.
- Oversaw budgets/work plans and prioritization of deliverables, ensuring project completion within forecasted time frames and budgets.

LATINA MAGAZINE

Chicago, IL

Leading monthly lifestyle, entertainment, beauty and fashion magazine for acculturated Hispanic women with a combined audience of nearly 3 million. Flagship property of Latina Media Ventures, LLC.

Midwest Advertising Sales

1999-2001

- Prospected and developed key advertising relationships with advertisers directly and through ad agencies using direct telephone and in-person sales approaches
- Communicated account status across all levels of organization, gaining support to resolve situations as needed.
- Determined client's business model, budgets, success metrics and decision-making process to develop the most effective advertising options and pricing. Developed creative sponsorship packages that were innovative and effective for clients.
- Maintained ongoing communication to ensure execution of contract deliverables and maximum program optimization. Managed sales territory for existing business.
- Developed new and incremental business by determining client needs and proposing appropriate programs.

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY
MBA, Marketing, 2011

Evanston, IL

COLUMBIA COLLEGE
BA, Marketing Communication, 2001

Chicago, IL

- Dean's List

ADDITIONAL INFORMATION

Community Service:

- Council Member, Out & Equal Chicagoland Regional Affiliate
- President, GLAS, Sears Holdings LGBT Network
- Advisor, Sears Holdings Hispanic Associate Network
- Spanish fluency

Awards:

- 2011 LATISM's "Best Company Using Social Media to Target Latinos" for Kmart's Latina Smart Program
- 2011 Publicity Club of Chicago's Golden Trumpet Award for Kmart's "Share the Word" Black History Month Program

AHSUN A. SALEEM
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SUMMARY

Senior Technology Executive with 14+ years of progressive leadership experience working both in consulting and industry to identify opportunities, design and implement technical and process solutions. Proven business leader who has successfully built profitable organizations and businesses. Client list spans from the top law firms on the AMLAW 100, large healthcare and insurance practices, and many large credit and investment banks. Proven track record of building and managing teams, leading engagements, ensuring client satisfaction, and becoming a trusted advisor. Recently named to the MSPMentor 250 list - a global report that identifies the world's leading managed service executives, entrepreneurs, experts, coaches and community leaders.

EXPERIENCE

2008 – Present **SIMPLEGRID TECHNOLOGY, INC.** **PARSIPPANY, NJ**
President and Chief Executive Officer

- Simplegrid is a full service Information Technology (IT) consulting firm that specializes in Managed IT Services and Technology Consulting for the legal, financial, and healthcare industries
- Ensure firm's business initiatives are met and all operations are working efficiently.
- Target and acquire new business while directing overall vision of the firm.
- Created technical practice areas to further specialize firm with technical competencies and increase marketability of service offerings.
- Implemented Managed Services division to adapt to changing market place and introduce new revenue model for a subset of clients.
- Develop and implement new strategies to market for various business initiatives to grow revenue and increase market share.
- Led firm to \$3 million in revenue in less than 3 yrs and achieved profitability in 2nd year of existence

Key Accomplishments

- Implemented fully-functional system for start-up based on stated business initiatives and budget parameters. Collaborated with two consultants and three members of client's staff
- Facilitated 33% annual cost savings by selecting, designing, and implementing new Electronic Medical Records (EMR) system for a leading physician practice in upstate New Jersey.
- Assisted a new startup firm with building out their technology and processes and assisted them with positioning themselves for capital investment infusion and potential buyouts
- Assisted major amusement park company with implementing PCI compliance within their Amusement Park payment card system. Implementation saved company hundreds of thousands of dollars in potential fines.
- Named to the MSPMentor 250 list - a global report that identifies the world's leading managed service executives, entrepreneurs, experts, coaches and community leaders.

1999 – 2008 **KRAFT & KENNEDY, INC.** **NEW YORK CITY, NY**
Practice Leader

- Provides technology and strategic consulting services to law firms, corporate legal departments, and financial services firms.
- Began career as Associate Consultant and received promotions to Consultant, Senior Consultant, Solution Architect, and Practice Leader (one level below Partner).within a seven year period in the firm.
- Directed Enterprise Client Systems practice.

- Implemented practice areas to increase expertise of staff and marketability of services resulting in \$3 million in revenue in the first year.
- Increased revenue by 10% and reduced operational cost by 7.5% by setting operational budget.
- Managed five practice consultants and two to fifteen staff members during various projects.
- Earned reputation as trusted advisor to key clients, regularly consulted on technology-based initiatives and strategic decisions such as personnel management, reorganizations, and best practices.
- Chosen to lead high-profile projects for most of the AMLAW 100, including Sullivan & Cromwell, Skadden Arps, Jones Day, and Shearman & Sterling.
- Provide thought leadership for entire firm from a technological and operational perspective, guiding firm's business and strategic vision.
- Known to be the subject matter expert for knowledge of employee opinions, current market trends, and business sense.
- Included in strategic decision-making and for assistance with high profile clients and projects on a regular basis.
- Ensured that firm was current with education and that knowledge base was aligned with business strategy.
- Invited around the country to make speeches and presentations at various conferences on the future of technology and its impact on businesses. Attendance ranged from 10 - 200 people.
- Led global teams ranging anywhere from 2 – 15 members during projects with durations of 2 plus years.

Key Accomplishments

- Data Center Consolidation - Consolidated a firm with 26 offices (and 26 data centers) worldwide into 3 regional data centers.
- Worldwide PC Lifecycle Management and deployment - Designed and deployed entire PC lifecycle management and used it to deploy 3,000 desktops worldwide. Assisted top 10 law firm with review of all IT staff, policy and procedures, formulation and implementation of a plan to restructure IT department. Plan required the addition/termination of certain positions, reassigning of staff into positions aligned with their skill sets, and the hiring of new talent to fill various open roles. Reported to firm executive committee regarding recommendations and progress of restructuring.

COMMUNITY INVOLVEMENT

JAMS (Jersey Association of Muslim Sports)

2008 – 2011 **Co-Founder/Executive Committee Member**

SOMERSET, NJ

- Co-founded non-profit organization aimed at bringing people of various cultures, races, and faiths together through sporting activities. J.A.M.S. (Jersey Association of Muslim Sports) creates environments to foster competitive fun and has grown from 50 to 500 members in less than one year.
- Oversee all business and strategic decisions with support of committee members. Lead two of six sub-committees and oversee day-to-day activities, cash management, technology management, and operational management.

EDUCATION

KELLOG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY

EVANSTON, IL

Executive MBA, degree expected May, 2013

RUTGERS UNIVERSITY (RUTGERS COLLEGE)

NEW BRUNSWICK, NJ

Bachelor of Arts, Psychology, 1999

“One person with passion is better than forty people merely interested”.- E.M.Forster

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Chicago, IL
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What do I want to be?

I would like to be a CIO/CTO of a large financial services company in USA. I would like to reduce the software complexity, leverage existing infrastructure or create new cost effective infrastructure to create elegant technology solutions for the company, and in doing so I would like to create and lead a world-class information technology team that the business can count on.

What have I done so far?

- 50+ months as the Head of Global and Technical architecture and Infrastructure Tools at Citadel Investment Group, US since October 2007
 - Leading the team (Technical Architecture) responsible for many enterprise services such as MQ, Apache web servers, Agile Development tools, ClearCase and License Management.
 - Leading the team (Global Architecture) responsible for designing and developing enterprise level infrastructure components such as configuration, logging, security, database and persistent queue connectivity libraries. This team also offers Security, Location and Preferences Services to the rest of the firm.
 - Leading the team (Infrastructure Tools & Enterprise Monitoring) responsible for many third party software tools used by Citadel. This team also is responsible for Server, Network monitoring at Citadel.
 - Closely working with other businesses such as Wealth management (the hedge fund business Citadel is known for), Back Office, Global Equities, High Frequency Trading and Execution Services to fulfill their technology needs.
 - Designed and architected some of the customer facing applications for Citadel. Designed Citadel web application architecture. Streamlined the software approval and evaluation process. Deprecated some of the legacy and hard to maintain applications, technologies and third party libraries and replaced them with more modern and easy to manage versions of the same.
- 20 Months in Product design and architecture at Citadel Investment Group, Chicago, US since January 2005
 - Consulted by many business teams to fix and improve their existing software.
 - Reduced the total runtime of the mortgage loan matcher from 3 ½ days to 1 hour.
 - Replaced the C++ persistence distributed cache layer in the financial instrument service. The new layer is auto generated from the model and hence there is no need to manually update the map of database to cache.
- 44 Months in Product design and development at Lucent Technologies, US since November 2000.
- 7 months in Product design and development at Future Software, India for the clients NEC and NTT.
- 16 months in product development at HCL-CISCO, India for the client CISCO, US.

- 6 months in product development at Exeter Systems, India.

Where, When and What I have learned/ unlearned?

- MBA – Kellogg School of Management, Northwestern University (2000-2012)
- BE - Bachelors in Electrical and Electronics Engineering, (1994 - 1998)
Madurai Kamaraj University, Alagappa College of Engineering and Technology, Karaikudi, India
 - Created and contributed to the technology club for the students
- **Continuing Education**
 - Advanced Finance Course (University of Chicago – Prof. Pietro Veronesi)
 - Effectively Leading Teams, One week training program by **Center for Creative Leadership**
 - American Speed Reading Course

Few accolades worth mentioning

- School 1st rank and State 20th rank in SSLC (10th grade in India) Examination.
- School 1st rank in HSLC (12th grade in India) Examination.
- Have won many state level prizes for my essays and poems.
- Photography being my favorite hobby one of my photos is published in an international photo library.

What do I do when I'm not working or studying?

- I love to create things, be it a poem, a website, a computer program, a beautiful photo, or a tasty dish in my kitchen.
- Photography, Biking, Rafting, Taekwondo and Tennis

What do others say about me?

“Edwin is a quick learner. His ability to design for the long term and look at the bigger picture makes him an asset to any team. He is a great team player and a mentor to others in the team. “

Mahesh Mangnaik , Global Head of Operations IT, Citadel

"Edwin always maintains a cheerful attitude and he has the tendency to help out others. His "Can Do it" attitude makes him different from the rest of the crowd. The energy he brings in to the people around him is remarkable. He actively participated in the Knowledge Sharing sessions and inspired others to be a part of it. Whatever the task be, given that to him, you can be sure that it will be done the best way. His commitment to results, ability to mix well with people along with the technical stuff that he carries makes him a rare find."

Sudha Srinivasan, Lecturer, Madurai Kamaraj University

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OVERVIEW

Digital Media and Production Executive with 14 years of increasing general management, project management, operations management, content creation, strategic planning, consulting and change management experience.

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY Executive MBA	Evanston, IL 2011
COLUMBIA COLLEGE BA – <i>Cum Laude</i>, Dean’s List	Chicago, IL 1998

EXPERIENCE

TRIBECA FLASHPOINT MEDIA ARTS ACADEMY VP of Technology Director of Production Technology	Chicago, IL 2011 – Present 2008 – 2010
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Oversee digital media and production operations at Tribeca Flashpoint, a two-year digital arts college for 500+ students founded in 2007. Reporting to CEO responsible for implementing technology strategy and coordinating activities across administration, faculty, staff and students. Serve as the primary liaison to key business partners and technology vendors ensuring long-term relationships.

- Recruited to transform under-performing media management and internal production units. Developed and implemented a multi-pronged plan that included: comprehensive internal production and media workflows, adding new acquisition technology and building out campus-wide IT and media technologies and operations support systems necessary to scale with the growth of our business model.
- Promoted to VP Technology and given broader stake across the company and academic disciplines to streamline existing technology and learning processes by identifying, proposing and implementing opportunities for revenue potential and cost savings.
 - Developed strategy, curriculum and financial model for key 2012 initiative to drive revenue and graduate placement rate.
 - Aligned corporate IT policies and practices to accommodate the specialized needs of Film, Game Development and Visual Effects content creation.
- Selected by Academic Dean to join adjunct faculty and teach production and post-production courses for Film/Broadcast students. Wrote course curriculum and teaching materials used by faculty.
- Avoided \$200K in planned capex for enterprise storage by championing changing operational practices and leveraging existing storage infrastructure.
- Negotiated with manufacturer for a win-win outcome for the return and credit of a poorly performing asset management system 24 months after install, recovering 60% of original hardware purchase price.
- Project manage and produce two large-scale film and broadcast productions annually for up to 200 students per production where the hands-on student experience serves as a critical foundation for the degree program.

TOWERS PRODUCTIONS, INC.
Supervising Editor

Chicago, IL
1999 – 2008

Supervised and oversaw all aspects of post-production and technology operations for a large cable television production company with a staff of over 150 producing 100+ hours of television programming annually. Served as a technology contact for major television network clients including NBC, MGM, National Geographic, A&E, CNN, MSNBC, The History Channel, PBS, The Weather Channel, HDNET and Discovery.

- Spearheaded vertical integration of technology and post-production workflows leading to a reduction of per-program costs of more than 320%.
- Played key role in creating and launching Storm Stories, When Weather Changed History (The Weather Channel) and Gangland (The History Channel) documentary series.
- Earned on-screen credit for over 600 programs, including Biography (A&E), American Justice (A&E), The Final Report and Inside (National Geographic) and History's Mysteries (The History Channel).
- Directly supervised and mentored post-production staff of twenty in a team based, deadline-driven creative production environment to meet exacting technical standards and quality control requirements.
- Participated and presented in daily status meetings with production management to C-level officers to discuss all projects, schedules, deliverables and technology issues.
- Devised, championed and implemented scalable production workflows, procedures and staffing strategies for all newly commissioned network contracts to find time and cost savings.
- Set the technology capital spending priorities, negotiated and acquired new technology from vendors. Directed capital expenditure budgets exceeding \$1M.
- Approved network contracts for technical requirements, deliverables and schedules, identifying P&L challenges and proposing solutions.
- Led, on an ongoing basis, companywide meetings on emerging technology, new workflows and procedures.
- Served as the primary technology problem solver and ensured 24x7 support of infrastructure.
- Led a 9-month technology migration from standard definition television production to high definition television production without missing over 75 deliverable deadlines.
- Saved over 2400 staff hours per year by commissioning, specifying and beta testing a custom software app to automate and replace an existing manual, error prone process.
- Proved to internal stakeholders and clients that a 40% lower budget production budget workflow will maintain a high production value and greater profit margin over a traditional production workflow.
- Motivated direct reports to do their best work without incentive of financial rewards by mentoring and furthering professional education initiatives to reduce staff turnover.

INDEPENDENT CONSULTANT

Chicago, IL
1998 - Present

Provide contracted technology services such as broadcast/IT workflow support, technology roadmaps/strategy, process management, event support and media expertise.

- Diverse clients have included: McDonald's, Towers Holdings, City of Highland Park, independent producers and personal injury lawyer.
- Strategized and implemented Stereo 3D post-production workflow for a \$4M cable series, maximizing ROI and realizing overhead cost reductions for client.
- Designed cellular organizational structure for a 50 employee production company.

TECHNOLOGY EXPERTISE

- Enterprise Data Storage and Archiving
- Media Encoding and Streaming for Review and Approval via internet delivery
- High Performance Shared Media Storage Systems optimized for video applications
- Asset and Content Management Systems

Bhavin S. Shah

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SUMMARY:

Well rounded professional with a unique blend of finance and communication expertise across multiple industries including experience leading Investor Relations efforts for Fortune 500 companies during the Telecom meltdown and the Financial Crisis. 15 year track record of proven execution with the ability to collaborate with colleagues at all levels of the organization including the C-Suite and Board of Directors. Proven attributes include strategic messaging, financial analysis, internal and external communications, project management and problem solving skills.

EXPERIENCE:

The CIT Group, New York, NY

2005- Current

Vice President - Investor Relations

Create and execute debt and equity investor outreach program for a global financial institution with \$50 billion in assets through one of the most turbulent financial markets in history

- Support senior management with all equity and fixed income investor relations activities including:
 - Message development on strategy and specific transactions
 - Roadshows, conferences and all other investor meetings
 - Quarterly earnings - CEO and CFO earnings scripts, Q&A preparation, etc.,
 - Provide counsel on quarterly/annual guidance disclosure
 - Develop valuation model and track sell-side financial models
 - Generate reports highlighting stock activity, competitor/peer news and other related topics
- Head of Fixed Income Investor Relations
 - Responsible for development and execution of the Debt IR program
 - Assist Treasury team in executing secured and unsecured financing transactions
 - Support Treasury team on Rating Agency Communications
 - Liaise with relationship banks including Debt Capital Markets
- Serve as key member of Disclosure Committee, Asset & Liability Committee and CFO's Market Sentiment Team

The IGB Group, New York, NY

2004 to 2005

Director- Investor and Media Relations

Provided direct client consultation at this IR/PR firm focusing on micro to large cap companies across multiple industry sectors

- Developed investor and media relations strategy for clients
- Targeted appropriate institutional investors, sell-side analysts and financial media and introduced them to clients
- Pitched the client's strategic and financial 'story' to investors, analysts and media
- Developed and executed pre and post- IPO investor and media plan for new publicly traded clients
- Wrote Company press releases and senior management scripts for earnings and other announcements
- Provided investor presentation training and counsel on speaking to investors and media
- Secured new business through development of leads and promotion of services to prospective clients

International Tea Importers Inc., Los Angeles, CA

2003 to 2004

Director- Marketing, Sales and Public Relations

Enhanced sales, marketing and PR skills through an independent consulting project in which I helped transition one of the largest tea importers in the US from a Proprietorship into a Corporation

- Developed sales strategy and sales campaign geared towards attracting new clients
- Launched brand campaign for the corporation's new image as a global B2B player in the beverage industry
- Established new brand, which was used to approach retail consumers and penetrate emerging on-line marketplace
- Created and executed marketing strategy for B2B and retail, including advertising on the web and in print media
- Positioned the company in the media, including TV, Newspapers, Magazines and Trade Journals
- Wrote the scripts and prepared the presentations for the President and CEO for all public appearances and speaking engagements, including Tea Tasting Events, Conferences and Media Appearances
- Rejuvenated the retail consumer website, increasing average monthly sales tenfold

AT&T Wireless and AT&T Corp., Redmond, WA and Basking Ridge, NJ

1997 to 2002

Director- AT&T Wireless Investor Relations

Chosen to establish Company's first Investor Relations department after serving as an integral member of the IPO Deal Team and following what was at the time the largest IPO in corporate history

- Communicated corporate strategy, financial commitments and key drivers behind operational metrics
- Assisted analysts and investors in the development of their financial models and valuation analyses
- Counseled senior officers on communicating all topics of concern to Wall Street and the Financial Media

- Wrote all financial speeches and scripts for the President of the company
- Prepared Senior Executives for meetings with investors, analysts and the media
- Arranged all Investor Relations events including conferences, analyst meetings, investor visits and road shows
- Project manage the entire quarterly earnings process
- Assisted the Public and Media Relations team in delivering a comprehensive message to the media and the general public alike regarding all financial and strategy related matters
- Assisted the Corporate Planning Team in producing the annual and long term projection models for the company
- Coordinated, with the Treasury Department, a comprehensive message to the Credit Rating Agencies
- Established and maintained relations with specialist firm Labranche and market surveillance firm Thomson
- Performed and presented monthly analysis on valuation drivers to senior management

Financial Director- AT&T Investor Relations

Promoted 3 times in a span of 18 months. Fulfilled IR responsibilities on the team that executed several multi-billion dollar transactions during a time of volatile change and significant merger activity within the company and telecom industry

- Led in the development of all materials and documents related to special events and projects including analyst conferences, investor meetings, and significant corporate transactions
- Performed analysis on the company's existing shareholder base to determine who is buying and selling the stock
- Targeted new institutional investors who have the capacity to buy the company's stock
- Developed and executed a comprehensive strategy on how to proactively approach this institutional investor base
- Prepared stock activity and shareholder reports for the Senior Management team and Board of Directors
- Assisted the AT&T Wireless and Consumer Long Distance Organizations in making key financial decisions
- Provided counsel to the Senior Leaders of each division on how strategic initiatives within their respective organizations will be viewed by Wall Street

ADDITIONAL INFORMATION:

- Participated in Cross Cultural Solutions' volunteer program in Ayacucho and Lima, Peru
 - Taught Math and English to underprivileged children in a third world country
 - Established the first ever Basketball Education Program at the 'Deporte Y Vida' Recreation Center
 - Assisted in the daily activities at a local Soup Kitchen, including food preparation and serving
 - Served as an Assistant Coach for a local Girls High School Basketball Team
- Board Director and VP of Sponsorship for Network of Indian Professionals (non-profit organization)
- Member of the Los Angeles East-West Players Theatre Company's Diversity Story Circle (Think Tank)
- Alumni Mentor, The College of New Jersey Alumni Mentoring Program
- Travel: Spent most of 2003 backpacking throughout Australia, India, Europe and volunteering in South America
- Speak four languages: English, Spanish, Gujarati and Hindi

EDUCATION:

Kellogg School of Management, Northwestern University, Evanston, IL

- Masters in Business Administration, Expected December 2012

The College of New Jersey (Formerly known as Trenton State College), Ewing, NJ

- Bachelor of Science Degree, 1997
- Double Major: Business Management and Industrial/Organization Psychology
- Cumulative G.P.A. of 3.5
- Delta Mu Delta National Honor Society for Business
- Notables: 1995 Outstanding Student Leader of the Year and 1996 Homecoming King

TRAINING:

Korn / Ferry International Executive Career Acceleration Program

2011-2012

18 month program designed to accelerate executive leadership development through 360 feedbacks, skills development, career mapping, leadership and agility training and executive coaching

AT&T Financial Leadership Program (<http://att.jobs/development-flp.aspx>)

1997-1999

Hired into AT&T's highly competitive two year accelerated management training program combining an aggressive MBA level academic curriculum, leadership development, and 4 challenging job rotations including:

- Budget Analyst for AT&T Network Services
- Competitive and Industry Analyst, Chief Economist Organization
- Outlook and Plan Specialist, AT&T Solutions
- Associate Manager, Investor Relations

Suketu C. Shah

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CAREER SUMMARY

Dedicated **Finance Executive** with a proven track record. Energetic and highly motivated with 10+ years of financial leadership experience across corporate industrials and financial services institutions including General Electric, GE Capital and HSBC. Innovative, strategic thinker with strong technical and project management skills with significant experience in **Financial Planning & Analysis, Project Finance, Risk Management and Business Integration Support**. Exceptional communication and leadership skills with a proven ability to build and lead large teams. 3+ years of corporate international experience in Japan, UK and Europe.

EDUCATION

Kellogg School of Management, Northwestern University
Executive MBA, Fall 2012

Evanston, IL

University of Illinois, College of Business
Bachelor of Science in Finance & Business Administration, 2002

Champaign, IL

PROFESSIONAL EXPERIENCE

HSBC Holdings PLC

Chicago, IL & London, UK

SVP, Finance – Investment Management Office [One HSBC Programs]

July '10 – Present

Recruited by management to build a global finance function capable of providing robust financial control, governance and reporting for all Group-wide projects and initiatives in excess of \$10m. Currently responsible for the on-going management and decision support for 90+ active programs, accounting for \$6 billion in forecasted spend over the next 5 years. New and active projects are presented to the Group Risk Management Committee and the HSBC Holdings Board for quarterly review and approval.

Major Accomplishments:

- Re-scoped functional roles and responsibilities of existing finance and project management resources. Reduced/redeployed 13 FTE, resulting in \$3 million in annual cost savings.
- Built a culture of accountability with project executive sponsors by instituting monthly operating reviews with a key focus on cost control and benefit realization for deployed initiatives; 2011 expense budget \$78 million favorable to plan.
- Developed financial reporting dashboards for significant programs which are presented to senior management monthly; all projects not meeting financial targets are stopped or re-scoped as required.
- Created Group-wide Standard Business Case checklist to rationalize investment spend consistently across the bank. Established NPV, IRR and Payback thresholds for Holdings Board approvals.
- Co-authored global impairment policy for internally developed software under FAS 114 and IFRS guidelines. Conducted impairment testing for the first time for \$800 million of capitalized IT.
- Manage a diverse, global team of 12 FTE in 5 regions and frequently travel to the UK, Hong Kong, Brazil and Dubai.

**GE Capital – Commercial Distribution Finance
VP & Head of Financial Planning & Analysis**

Chicago, IL
July '08 – June '10

Partnered with business CFO to execute critical business priorities during the 2009 financial crisis including securing alternate funding, re-pricing long-term contracts and executing effective cost management processes.

Major Accomplishments:

- Delivered on financial commitments for 2 consecutive years and maintained #1 market position in inventory finance. Achieved income and asset growth targets despite toughest industry cycle on record.
- Executed \$50 million of cost out initiatives in 2 years. Leveraged LEAN Six Sigma to identify non-value adding processes and low profitability customers. Analysis led to the elimination of 200+ FTEs.
- Supported commercial efforts to re-price fixed rate contracts. Developed risk-based pricing framework and policy actions which resulted in \$150 million of incremental margin in 2009.
- Collaborated with Corporate treasury and Capital markets teams to secure alternative funding through 3 public bond issuances. Created interest rate risk models to evaluate impact on long term margins.
- Led the annual financial planning and quarterly closing processes including the preparation of monthly reporting packages for executive management and corporate investor relations.

**GE Corporate
Senior Manager, Corporate Audit Staff**

Various
June '04 – June '08

As an associate in 2004, quickly accelerated through GE's premier leadership development program to achieve promotion to Senior Audit Manager in 2007. Held chief audit responsibilities for GE's Aviation and Energy business segments and won prestigious Chairman's Circle Award for excellence in leadership in 2007.

Major Accomplishments:

- Completed 12 different audits including balance sheet and compliance reviews across 9 different GE business segments in 11 different countries totaling \$40 billion of asset coverage.
- Instrumental in providing in-depth analysis to support GE's contract accounting methodology during the SEC's 2007 revenue recognition investigation.
- Coordinated successful Level 1 SOX sign-off for GE's Energy business after 2 consecutive years of control deficiencies.
- Led 60+ associates over the course of 4 years. Devoted significant time to mentor, coach and develop young talent.

**GE Healthcare
Financial Management & Leadership Program**

Milwaukee, WI & Tokyo, Japan
July '02 – May '04

GE's version of the MBA: Completed 4 rotations within specific GE finance disciplines, ranging from cost and manufacturing accounting to commercial pricing and working capital management. Received highest honors for completing coursework in financial analytics, controllership and strategic operations.

ADDITIONAL INFORMATION

- **Certifications:** Six Sigma Green Belt (2002), Blackbelt (2006), LEAN (2008), ILC Bank (2010)
- **Hobbies / Activities:** Avid Chicago sports fan, Recreational Basketball and Softball, Travel
- **Personal:** Currently reside in downtown Chicago with wife and 2 daughters

Sachin Sharma

547 225th Place NE. Sammamish, WA 98074

Mobile – 425-213-7754

ssharma2013@kellogg.northwestern.edu

PROGRAM MANAGEMENT/IT OPERATIONS/ IT STRATEGY

Multi-faceted Program Manager with 12 years of success in Software and IT Services industry leading/managing large strategic engagements for IT implementation and product development. I'm a senior level IT professional with expertise in plan orchestration and lifecycle management and experience in global delivery model. Have excellent account management/ relationship management abilities that complement proven leadership skills and a solid reputation as a strategist and team builder. I'm also a results-oriented Project Management Professional with high technical aptitude who achieves success by building and leading highly productive and diverse teams.

PROFESSIONAL EXPERIENCE

MICROSOFT CORP., Redmond, WA 2005- Present

\$70B global conglomerate headquartered in Redmond, WA that develops and supports a wide range of products and services predominantly related to computing.

Senior Program Manager, 2009 - Present

Acting as the Delivery Manager of the platform, I'm responsible for a portfolio of USD 7 million BI infrastructure supporting the Enterprise Data Warehouse leveraged by various lines of businesses within Microsoft to successfully run their operations. Leading a team of 40 employees engaged in design, implementation and administration of the platform. I currently spend significant portion of my time identifying goals, defining high-level technical and business strategies and creating roadmap to capitalize on opportunities that facilitate increased productivity and adaptation of products and services provided by the organization. I'm also engaged in capital budgeting and forecasting process for securing funding for platform components which eventually lead to the yearly planned book of record.

Major Accomplishments:

- Successfully carried out seminars, brown bags, and client presentations highlighting the features and functionalities of our platform components that lead to increase in adoption of our infrastructure by as much as 200% in case of certain components.
- Repeatedly delivered on-time, on-budget programs that aligned completely to the strategic roadmap generated at the beginning of the year during planning cycle. I'm recognized for accomplishing delivery of programs that are generally faced with budget and timeline pressures, hence, requiring optimization on several fronts in order to achieve the desired objectives for the programs.
- Successfully turned around and brought into good health several projects and components that were in severe distress owing to a variety of reasons that ranged from technical to management issues.

Program Manager, 2005 - 2008

Responsible for delivery of a USD 3 million scorecarding/ reporting applications providing strategic information to the Senior Leadership Team of Microsoft that help conduct the quarterly reviews of businesses and geographies across the globe. Created forecast and financial reports to assist management in Financial Planning & Budgeting Analysis. Coordinated activities across diverse teams to ensure seamless build of applications. Tracked, communicated & scheduled milestones and milestone dependent activities related to the various phases of software lifecycle. A significant portion of my time was spent on solution design, project envisioning, planning and tracking execution of the projects.

Major Accomplishments:

- Repeatedly delivered on-time, on-budget projects that led to recognition from Senior Leadership Team on the high-quality barometer that was met in spite of crunched timeline that repeatedly faced the team.
- Analyzed, articulated and executed the strategy that led to repeat delivery in timely fashion of tools and technologies that have subsequently been integrated into the platform components of our organization.
- Generated strategic reports that helped in furthering the cause of the organization by helping bring to the fore core issues that underlay the data and information generated by our tools.

Project Manager, Satyam Computer Services 2004 - 2005

Promoted as a Project Manager to manage simultaneous delivery of key client engagements for the Government of Malaysia and Fairfax Digital (owner of Sydney Morning Herald). I was responsible for leading a team of 12 consultants who were engaged in systems integration of various government applications. I also helped drive the adoption of the tools by showcasing the functionalities through various seminars across the length and breadth of Malaysia to an audience that ranged from Ministry Secretaries to lower run government employees.

Architect/ Senior Systems Analyst, Satyam Computer Services, 2000-2004

I was responsible for creating the architecture and leading consulting projects within the e-Governance and Application Integration domain. The richest experience was during the consulting engagement that led to creation of a Government-wide cross-ministry Application Integration Architecture Framework to ensure smooth communication across Flagship applications of the ministries and providing the necessary plumbing to deliver integrated services to citizens and businesses of Malaysia. During other times, I was responsible for leading the engagement with Microsoft for delivery of financial services accelerators for SWIFT/ FIX frameworks. I was also responsible for delivery of the first web-based supply chain solution allowing for smooth orchestration of transactions across various end points in the supply chain. My experience also included successful bid management for outsourcing of key IT initiatives across companies while being engaged in various Pre-sales activities.

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY, Miami, FL
Master of Business Administration, 2013

INSTITUTE OF MANAGEMENT TECHNOLOGY, INDIA
Post Graduate Diploma in Business Management, 2000

TECHNOLOGICAL INSTITUTE OF TEXTILE & SCIENCES, INDIA
Bachelor of Technology, Textiles, 1998

ADDITIONAL INFORMATION

- Recognized as a high potential top-20% performer in past several annual reviews in Microsoft.
- A well-rounded Project Management Professional (PMP) with a firm grounding in key business concepts and substantial experience in IT functional roles including Program/ Project Manager, Consultant, Pre-Sales Manager and other core engineering roles.
- Extensive international and cross cultural integration experience that assimilates various global cultures.
- Speak fluent Hindi and broken Punjabi.
- Engaged with couple of charity organizations providing both time and money to accomplish personal goals and objectives.

TOM SOVICH

700 W. Parkway Blvd.
Aurora, Ohio 44202

Phone: (216) 299-0786
Tsovich2012@kellogg.northwestern.edu

Global Senior Executive with P&L responsibility. Dynamic leadership talent with demonstrated results in the growth of businesses through the development of sales, strategic alliances, joint ventures and commercialization of innovative products. Builds consensus across broad functional disciplines, yet decisive, with an ROI-driven approach. A strategic leader, tactical planner and conceptual thinker with financial skills coupled with a high level of drive, determination and intensity.

Strategic Business Planning	Process Management	Coaching / Mentoring
Product Planning/Launch	Budget / Expense Management	Supervision/Training/Recruiting
Acquisition Integration	International Commerce	Turnaround/Change Management
New Market Entry/Growth	Contract Negotiations	Relationship Building Expertise

WELLMANN PRODUCTS GROUP, Cleveland, OH 1997-2012

\$250 million wholly owned subsidiary of Hawk Corp. Global supplier of severe duty and performance friction materials for brakes, clutches and transmissions used in all types of vehicles. Acquired in Dec. 2010 by Carlisle Cos.

Vice President – Global Sales & Marketing, Aftermarket, Solon, OH (2006-2012)

Report to President and COO of parent company Hawk Corporation. Responsibilities with this promotion included P&L for four major market segments with six direct reports and fourteen indirect.

- Drove profitable sales growth fueling tenfold increase in equity increasing share price from \$5 to \$50.
- Key member of team assembled pitch the sale of Hawk Corporation to over 20 prospective buyers and successfully close the sale to Carlisle (CSL) for \$413M in December 2010.
- Retained by new ownership after acquisition in 2010 to assist with integration
- Drove record profit and sales in 2 of 4 business units in 2009 when competitors declined sharply.
- Led Global sales and marketing team to record Sales and EBITDA.
- Negotiated strategic long term contracts with estimated gross profits exceeding \$25M.

Director, N.A. Aftermarket Sales & Canadian Operations, Solon, OH (2004-2006)

Report to President Aftermarket Division. Led North American sales team including 6 direct reports 14 indirect including Canada GM, 6 sales managers and 50 indirect sales representatives.

- Successfully deliver our planned top line increase from \$19.7M to \$25M during 2006.
- Negotiated multiple long term agreements securing total EBIDTA forecast of \$7.5M.
- Launch of over 200 new products.
- Awarded Outstanding Sales Achievement 2006.
- Developed and launched strategic plan in 2005 to more than double sales within three years to \$60M.
- Designed and implemented business plan to expand into new markets and channels of distribution.
- Reduced Canadian operations working capital 23% through implementation of lean manufacturing and negotiation of JIT delivery and improved payment terms from suppliers.
- Achieved 97% on time delivery.
- Zero lost work time accidents in Canadian operation.
- Award “Best Six Sigma Green Belt Project Presentation”. Project secured our position as sole friction supplier to prospective clutch manufacturer.

Industrial Sales Manager – North America, Medina OH (2001-2004)

Increased responsibility and promoted to report to VP Sales & Marketing. Drove sales growth with Tier 1 OE suppliers within North American. Included international sales responsibility for North American customers with global operations.

- Secured new business awards for over \$2M per year from two of the top three truck clutch manufacturers.
- Delivered accurate forecasts for operations to drive capacity and manpower planning.

Sales Manager OE, Medina, OH (2000-2001)

Developed two new strategic OEM's accounts securing \$6M in new business over three years.

Product Manager, Aftermarket, Brook park, OH (1997-2000)

Responsible for sales within NAFTA region and global marketing of industrial aftermarket product line. Developed and implemented a global pricing strategy that successfully increase market share in our served market from 13% to 15% while increasing net profit margin 1.5%. Successfully launched efforts to expand sales distribution into Mexico and South America resulting in 60% annual growth for these regions.

ELTECH SYSTEMS CORPORATION, Chardon, OH**1987 - 1997**

\$100M technology and capital equipment supplier (Acquired by Donora Corporation)

General Product Manager, Chardon, OH (1996-1997)

Relocated to Ohio with expanded P&L responsibility tasked to turn around a \$6M product line. Managed agents, distributors, and direct sales force to increase top line profitable growth.

- Increased revenues from \$4.5M to \$6M.
- Turned around net profit from (\$200K) to **record of \$1,04M.**
- Increased net cash flow from \$20K to **record of \$1.70M.**
- Reduced inventories from \$950K to \$236K.

Product Manager – Cathodic Protection, Houston, TX (1995-1996)

Promoted to report direct to President of Eltech International. Had P&L responsibility. Developed and successfully implemented turn around plan to restore profitability in first year by expanding into new highly profitable markets and product rationalization to cut working capital and eliminate unprofitable product lines.

Sales Engineer, Houston, TX (1993-1995)

Direct report to Product Manager. Increased sales 22% in two years with extensive pull through marketing and sales efforts to educate end users of product features and benefits.

Senior Project Engineer - ELTECH International Corp. (1991-1993)**Technical Service Engineer II - ELTECH Systems Corp. (1989-1991)****Research Engineer I - ELTECH Research Corp. (1987-1989)****Education****Kellogg School of Management, Northwestern University, Evanston, IL**

Executive Masters of Business Administration, Degree anticipated December 2012.

Fenn College of Engineering, Cleveland State University, Cleveland, OH

Bachelor of Mechanical engineering, Graduated 1987

- Dean's List, Student Chapter President - American Society of Mechanical Engineers.
- Awarded Outstanding Co-Operative Engineering Student 1987.
- Paid 100% of my tuition, room and board.

ADDITIONAL INFORMATION

- Board Member of Western Reserve Academy Dads Club – Led key changes to annual fundraising events that increased net proceeds close to 300%, raising more than \$250K over three years.
- Advisory board member at Keith Williams Performing Arts Academy.
- Developed high energy fuel cell and granted US Patent number 4,950,561 in 1991. Increased specific power output by a factor of 10x and reduced recharge time from 4 hours to 2 minutes.

Todd Steussie

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PROFESSIONAL SUMMARY

Management Consultant in the Sports Industry with over 19 years of experience in personnel evaluations as a college and NFL player. Result oriented individual with a tremendous drive. Highly professional attitude, dependable, and self motivated. Proven team player with demonstrated leadership abilities. Professional focus is on business analytics and the direct application to the sports industry. Currently developing analytic software to support player personnel decisions in the sports industry. Enterprise-wide software will provide pervasive business intelligence by empowering effective decisions through the creation, management, and maintenance of superior data. Through data visualization software, proprietary algorithms will provide decision makers with actionable data, and a clear competitive advantage.

EDUCATION

Kellogg School of Management, Northwestern University, Evanston, IL
Executive MBA, degree expected December 2012

University of California, Berkeley, Berkeley, CA
Bachelors of Arts Degree, Interdisciplinary Studies, 2010

- Completed degree in two segments: 1989-1994, 2009-2010
- Research thesis on the market conditions preceding the 2008 global financial crisis and post-crisis regulatory reforms.
- 3.83 GPA in final year.

Wharton Business School, University of Pennsylvania, NFL Business Management Program, 2008

Harvard Business School, Harvard University. NFL Business Management Program, 2007

Kellogg Business School, Northwestern University. NFL Business Management and Entrepreneurial Program, 2006

EXPERIENCE

Predictive Sports Analytics, Entrepreneur, 2011 - Present

St. Louis Rams, Professional Football Player, 2006 - 2007

Tampa Bay Buccaneers, Professional Football Player, 2004 - 2006

Carolina Panthers, Professional Football Player, 2001 - 2004

Minnesota Vikings, Professional Football Player, 1994 - 2001

KEY ACHIEVEMENTS

- Two time Pro Bowl Starter- 1998, 1999
- 213 regular season games played;185 regular season games started
- 14 playoff games started including 3 NFC championship games and the 2004 Super Bowl
- Game day captain numerous times while at the Vikings- 1994-2000
- Served on *Head Coach Senior Player Committee*. Carolina Panthers 2001 and Saint Louis Rams (2007)
- All Pro by Sports Illustrated and Football Digest 1998
- 2nd Team All Pro Associated Press 1998
- Pro Football Weekly All NFC team 1998
- All Madden Team 1998
- All NFC Team by Football Digest 1997
- 2nd Team All Pro by College & Pro Weekly 1997
- All NFC by Football News and Pro Football Weekly 1997
- All Rookie by Pro Football Weekly/ Pro Football Writers Association/ College & Pro Football Weekly/ Football Digest 1994

COMMUNITY INVOLVEMENT

- Children's Hospital of Saint Louis, Development Board Member, 2011 - Present
- Children's Hospital of Saint Louis, Dining for Kids Committee 2012 - Present
- Villa Duchesne/Oak Hill School Buildings and Grounds Committee, 2011 - Present
- Clermont Lane HOA Architectural Review Committee 2010 - Present
- Head Coach for elementary grade boys' basketball teams at Villa Duchesne/Oak Hill Catholic School, 2008-2012
- Assistant Coach elementary grade boys' lacrosse team at Villa Duchesne/Oak Hill Catholic School, 2010
- Assistant Coach elementary grade boys' soccer team at Villa Duchesne/Oak Hill Catholic School, 2007-2011
- Annual Siteman Cancer Center Gala/Fund Raiser in St. Louis, 2007 & 2008
- Established game day ticket program while at the Tampa Bay Buccaneers, named the 'Steussie's Stars'. The program donated tickets to families of children being treated at numerous local Tampa area child cancer centers. 2004 & 2005.
- Board of Directors/Member of American Lung Association, North Carolina. Participated in the ALA Children with Asthma campaign, 2004
- Board Member of Haley's Hope Foundation, benefiting Children's Hospital's Infant ICU, 1998-2001
- Volunteer for Viking's visitation program to ICU wing at Children's Hospital, Minneapolis, 1994-2000
- Active in the Minneapolis chapter of the Make-A-Wish Foundation. Co-chair for annual golf tournament in Minneapolis, MN, 1999

JOHN SUTTON

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Chicago, IL 60622

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SUMMARY

SALES LEADER / STRATEGIST / ENTREPRENEUR

Seasoned business development professional and entrepreneur with over 10 years experience in exceeding revenue expectations and increasing brand awareness in various global markets. Negotiated and won contracts totaling over \$20 million in new business in working with both Fortune 500 companies and Federal Governments. Proven ability to diagnose problems and develop intuitive solutions to improve business processes. Additional experience in hiring and leading sales teams while managing overall P&L.

Other areas of expertise include:

- ❖ Consultative selling to C-Suite
- ❖ Key account management and retention
- ❖ Territory management
- ❖ Staff development and motivation
- ❖ Sales strategy and tactics
- ❖ Project management
- ❖ Product development
- ❖ Industries: Risk management, corporate finance, & international taxation (transfer pricing).

PROFESSIONAL EXPERIENCE

BUREAU VAN DIJK, New York, NY / Chicago, IL

Bureau van Dijk (BvD) is one of the world's leading providers of business and market data and works with clients in various industries including risk management, procurement, corporate finance, tax and compliance.

Sales Director, North American Government

2011 – Present

- Create and execute the growth strategy for the firm's \$8 Million business in North American Federal Government and Supranational institutions
- Lead and motivate a team of business development professionals that focus on identifying new growth opportunities and expanding existing relationships
- Achieved 9% year-on-year growth in total sales to government within 6 months of new assignment

Sales Director, U.S. Midwest & Eastern Canada

2010 – 2011

- Accelerated total sales by 20% and kept client retention at 90% during a sharp downturn in financial data industry
- Transformed the office environment during the first 6 months by establishing clear and consistent sales tools and techniques to the sales team, which led to a 75% increase in meeting activity and a 33% jump in deal close rates

Sales Manager, Eastern Canada

2008-2010

- Grew core business by 150 % and kept client retention at +90%
- Repositioned key product offerings to better reflect business and cultural needs in French speaking Canada, which resulted to a 285% increase in sales in Québec
- Top 4 sales professionals in North/South America and Asia regions from 2007 – 2010

Business Development Manager

2006-2008

- Oversaw all aspects of the sales process - from lead generation to post-sale account management
- Increased total new revenue in core territory by 100% from \$60K to \$120K within first 5 months of employment
- Beat new sales quota by an average of 40%
- Invited by management to relocate to Chicago to help open new regional office

TAYLOR RAFFERTY & ASSOCIATES, New York, NY

Taylor Rafferty is a leading investor relations advisory company with extensive experience across a full range of global Investor Relations (IR) services.

Retail Investor Relations Manager

2003 – 2006

- Directed all aspects of the global retail IR program for Taylor Rafferty
- Assisted clients with constructing and implementing effective IR programming in North America
- Created and led a series of client workshops in Japan to educate clients on the merits of Retail IR

WELLS FARGO AND COMPANY, New York, NY

Wells Fargo & Company is a diversified financial services company providing banking, insurance, investments, mortgage, and consumer and commercial finance across North America and internationally.

Corporate Foreign Exchange/ Sales Assistant

2002 – 2003

- Involved with the execution of traders' currency deals
- Organized educational trader workshops involving potential and existing clients on the merits of foreign exchange trading

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY, Evanston, IL

Executive MBA (degree expected June, 2013)

THE UNIVERSITY OF TEXAS AT AUSTIN, Austin, TX

May, 2002

Bachelor of Arts

- Major: Economics (Focus on International Political Economy)
- Minor: Business, French

ADDITIONAL INFORMATION

- Co-founded a consulting company in 2010 that specializes in advising on medical malpractice legal cases and run all day-to-day finance and marketing activities
- Awarded French Government Proficiency Certificate
 - Certificat pratique de français commercial et économique (Paris, France)
- US Department of State Secret Security Clearance
- Memberships: Chicago Council on Global Affairs, Habitat for Humanity, and the Daniel Murphy Scholarship Fund.

FABIO TAMBOSI

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ftambosi2013@kellogg.northwestern.edu

MARKETING EXECUTIVE

GLOBAL LEADER

RELATIONSHIP BUILDER

Remarkable leadership skills, an engaging and motivating style borne out of a successful career in soccer and 10 years of international marketing. An exceptional ability to lead high performance teams and navigate all levels of the team in order to get the best out of each individual to create value and deliver results.

Learn more by clicking on this link <http://www.youtube.com/watch?v=KFOTKILBm6U>.

EXPERIENCE

NOKIA CORPORATION, LEADER IN TELECOMMUNICATIONS

Global Senior Product Marketing Manager for Mobile Phones (United Kingdom) January, 2011 – Present

- Delivered 35 million units in sales during the second half of 2011 - increasing market share by 2% in Q4'11" portfolio launch and marketing campaign.
- Managed €15million in marketing budget in second half of 2011 for the Consumer Qwerty portfolio.
- Headed a global business unit of 20 sales areas and marketing managers located across the world.
- Led global product marketing and services readiness for the Mobile Phones business units – a 360° channel launch across retail, operator point-of-sale and consumer engagement.

Global Marketing Activation Manager (United Kingdom)

January, 2010 – December, 2010

Nokia N-series Category Marketing Management for Smartphone Business Unit.

- Delivered 70% of total net sales in the Smartphone category from 7.5 million devices sales target during the second half of 2010.
- Managed global marketing budget of €105 million in twenty-five markets for second semester of 2010.
- Increased Nokia online sales by 12% during the first 3 months of the Nokia N8 by improving and optimizing the online consumer journey – created and deployed the Global Digital Optimization Forum.
- Created and trained face-to-face a new Marketing Touchpoints planning methodology focused on Customer Relationship Management in 18 countries across Nokia's Sales & Marketing teams.

Global Marketing Retention & Loyalty Manager for LTA & Brazil

January, 2009 - December, 2009

Change Management International Assignment as part of career development plan.

- Delivered uplift in sales volume of approximately 500K units sold generating an incremental gross of USD 52 Million in during the second half of 2009.
- Reached Brazil's retention target with a growth of 8 p.p. (Q4'08" = 37% to Q1'10" = 45%).
- Created and implemented a change management program in Nokia Brazil for Global Retention & Loyalty strategy to deliver a sustainable business growth for the local market.
- Developed and trained approximately 2,000 call-center and retail operator sales staff on "Value Selling".

Middle East & Africa Marketing Activation Manager (United Arab Emirates) January, 2008 – December, 2008

Nokia N-series Category Marketing Management for Smartphone Business Unit.

- Led regional marketing team(s) in 9 countries across Middle East & Africa.
- Integrated the process to capture learning's activities, KPI's and marketing efficiency with Product Marketing and Sales organization.
- Managed regional agency network to ensure quality and consistency of global campaign localization.

SPORTS BUSINESS CONSULTING & EVENTS

Founder & International Partner (Brazil & Saudi Arabia)

January, 2005 – December, 2008

IBM BRAZIL, LEADER IN BUSINESS TECHNOLOGY

Customer Support Sales Representative – Pricing (Brazil)

January, 2004 – March, 2005

EDUCATION

Kellogg School of Management, Northwestern University, MBA

Miami, FL
June, 2013

Fundação Armando Alvares Penteado, Post-Graduate Marketing Management

São Paulo, SP
March, 2004

Clemson University, B.A. in Communication Studies with Minor in Sports Management

Clemson, SC
December, 2002

LANGUAGES

Languages: English (Fluent), Portuguese (Native), Spanish (Advanced) and aptitude to learn languages.

PROFESSIONAL AWARDS

- 2010 Nokia Best Marketing Activation Manager of the Year Award.
- 2009 Nokia Sales & Marketing Award Winner for Retention & Loyalty.
- 2009 Nokia Peer Recognition Award - voted Top Team Player by peers and direct manager.
- 2008 Nokia Marketing Activation Best Practice Award.
- 2005 IBM Bravo Award for the creation of the e-checklist focused on Operational Excellence.
- 2005 and 2004 IBM Creating Customer Magic.

STUDENT-ATHLETE ACHIEVEMENTS

- 2002 Men's Soccer Second Team All Atlantic Coast Conference.
- 2001 Men's Soccer Atlantic Coast Conference Champions.
- 2001 and 2000 Men's Soccer First Team All Atlantic Coast Conference.
- 2000 Men's Soccer First Team NSCAA All-South.
- 2000 Clemson University Dean's List.
- 1999 Clemson University Academic Honor Roll.

BOYS FROM BRAZIL SOCIAL PROGRAM

- Coaching and mentoring 8 underprivileged teenagers in Brazil as part of the Boys From Brazil program to use sports as a social development platform and prepare them for higher education, especially to obtain a University degree.

JENNIFER L. THOMPSON

1018 N Hermitage #2, Chicago, IL
202-247-5589 jthompson2012@kellogg.northwestern

SUMMARY

International Business Development Executive with experience in over 30 countries worldwide.

- Proven ability to assess situations and develop and lead initiatives to pursue sales opportunities
 - Extensive experience in group facilitation and goal accomplishment in multi-cultural settings
 - Entrepreneurial spirit, demonstrated accomplishments in growing international sales
-

EXPERIENCE

EDELMAN, Chicago, IL (2011-Present)

Senior Vice President, Crisis and Issues Management

Develop strategy and mitigation solutions for multinational crisis and risk avoidance, engaging company's global team to help lead the practice in the international realm.

- Counsel highest levels of organizations during times of crisis including Fortune 500 Executive leadership, Non-profit Boards and Family-run organizations
- Conduct reputation risk assessment and lead crisis management training programs
- Develop and implement procedures to manage personnel and run the business
- Assess, create and implement foreign market entry strategies for multinational corporations

OSHKOSH CORPORATION, Appleton, WI/Beijing, China/Arlington, VA 2006- 2011

Managing Director, International Operations, Fire and Emergency Segment, Appleton, WI (2010-2011)

Created and executed strategy tripling international sales of fire and emergency vehicles in 3 years, from \$100 million to over \$350 million.

- Determined new geographies to penetrate and create methods to prioritize new market channels
- Implemented process to assess historical sales and track future results
- Evaluated the appropriate products for global markets and instigated localized production processes on three continents: Africa, Europe (including Russia) and South America
- Developed and enforced annual team budget
- Brought together 6 different business units to subscribe to and work in support of achieving common goal
- Assessed worldwide dealer and distribution network, set standards for improvement and create process to evaluate overseas representatives on an annual basis

Senior Director, Asia Business Development, Beijing, China (2008-2010)

Determined and executed business development plan for Asia.

- Developed strategy to focus diverse sales staff on near and long-term targets, growing sales by 20%
- Directed strategic marketing across region, specific focus on China, India, Taiwan and Vietnam
- Led sales team to achieve breakthroughs into China, India, Korea and Indonesia markets
- Piloted and managed corporate social responsibility platform
- Coordinated public relations for manufacturing facility groundbreaking ceremony in Tianjin, China and served as the spokesman for Oshkosh Corporation for global press corps
- Supervised Oshkosh equipment donation for 2008 Chinese earthquake relief
- Directed all government relations across Asia
- Applied for and executed US Government grant to bring Chinese delegation of government officials to Oshkosh headquarters and major US Airports utilizing Oshkosh products
- Founded and chaired American Chamber of Commerce Committee to pursue aviation business

Director, International Planning and Policy, Arlington, VA (2006- 2008)

Engaged corporation's four business units to develop global strategy and leverage efforts across divisions.

- Promoted Oshkosh across U.S. Government, embassy community, and international organizations
- Initiated and executed a major contract signing ceremony in Beijing that included the Governor of Wisconsin, the U.S. Ambassador to China and the Chinese Vice Minister of Commerce

THE COHEN GROUP, Washington, DC

2005-2006

Senior Associate

Liaise with defense industry clients to institute methods to increase military and international business.

- Led the efforts and wrote business plan to redevelop a major US Army installation closed under the 2005 Base Realignment and Closure (BRAC) round
- Assessed and developed recommendation for a business acquisition by a major US defense contractor

US CONGRESSMAN ROBIN HAYES, NORTH CAROLINA, Washington, DC

2001-2005

Legislative Director and Military Legislative Advisor

Senior staff member responsible for directing and managing policy for all legislative operations.

- Managed, hired, and evaluated legislative staff responsible for all issue areas
- Lead staff member on defense, foreign policy issues for senior House Armed Services Committee Member
- Created policy which became law to protect domestic violence victims on military bases
- Engaged local military installations to achieve recording funding levels for weapons programs and facilities, annually evaluating and executing over \$100 million in funding requests
- Director of the *Congressman Robin Hayes Annual Defense Trade Show*
 - Conceived, established and directed annual event with over 60 major defense contractors
- Staff director for the *Congressional Special Operations Forces Caucus*
 - Founded group to advocate for and educate about the Special Operations community

US CONGRESSMAN JOHN THUNE, SOUTH DAKOTA, Washington, DC

1999 – 2001

Military Legislative Assistant

- Formulated and wrote trade policy initiatives; determined defense and veterans appropriations requests

JAPAN EXCHANGE AND TEACHING PROGRAM, Takaoka, Japan

1997-1999

Teacher

- Designed curriculum to teach English, history, and world affairs. Founded and advised English club

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY, Evanston, IL

Master of Business Administration, degree expected Autumn 2012

NAVAL WAR COLLEGE, Washington, DC

Master of Arts Degree with Distinction in National Security and Strategic Studies, 2003

NORTHWESTERN UNIVERSITY, Evanston, IL

Bachelor of Arts Degree with Honors in History and International Studies, Minor in Spanish, 1997

ADDITIONAL

- Fluent in Spanish; Proficient in French; Conversant in Japanese and Mandarin
- Classical Cellist and Pianist, *McLean Symphony, Beijing International Chamber Orchestra*
- Runner, *Marine Corps Marathon, New York Marathon, Great Wall Marathon, Chicago Marathon*
- *Certificate*, U.S. Air Force Air Command and Staff College Capitol Hill Seminar Program
- *Certificate*, "The Big Picture: Strategic Marketing" University of Michigan, Ross School of Business

SAM VAHIE, Ph.D.

1429 Brookside Drive
Carrollton, Texas 75007

(214) 764-3523
svahie2012@kellogg.northwestern.edu

CAREER SUMMARY

Senior Business/Technology Executive with background in client management, strategy consulting and general management. Recognized for the ability to create and **manage cross-functional consulting teams, develop lasting relationships** and **drive revenue** while **delivering value**. Fourteen years of demonstrated success in managing clients, delivery, identification of value drivers, product strategy, business development and the ability to influence organizational change in large multi-national organizations. Key areas of expertise:

- General Management
- Corporate Strategy
- Value-based Selling
- Supply Chain Strategy
- Marketing & Insights
- Business Intelligence

PROFESSIONAL EXPERIENCE

INFOSYS LTD.

Plano, TX

Industry Principal-US Lead Retail/CPG Analytics (Mgmt. Consulting Practice)

2011 – Present

Help develop and grow the business consulting practice for business consulting services in the Retail, Consumer & Logistics vertical (service sales and delivery).

- Led an engagement for a grocery retailer looking to expand and succeed in the wholesale and government contracting business. A differentiated positioning strategy was developed by assessing opportunities in the current wholesale space. The plan, timeline and cost for successful entry and execution of the strategy were delivered to the executives for budgeting and planning.
- Ran an assessment with recently merged retailers to determine opportunities for efficiency in the Category and Pricing Management function. Integration of Category/Pricing Management functions across the new organization had led to a disjointed and ineffective category and price management. The application of analytics and automation helped identify a number of avenues for improvement across profitability and performance metrics.

SYMPHONY TECHNOLOGY GROUP

SYMPHONY IRI GROUP (Previously Symphony RPM, acquired by Symphony IRI)

Dallas, TX

Vice-President, Symphony Advantage (Consulting)

2006 – 2011

Sr. Director, Symphony RPM (Acquired by Symphony IRI)

2005 – 2006

Provide leadership and guidance on Advantage solutions to IRI's largest client in the CPG industry (\$80M+ in annual spend).

- Selected by the Chairman to lead the delivery of a transformational market and insights solution under his direct supervision, to our largest client (a Fortune 100 CPG multi-divisional corporation). By prioritizing our focus and resources we delivered on all objectives within the specified timeline. This led to a multi-year contract expansion and extension to include the new solution and capabilities across the entire corporation with ad-hoc revenue for IRI. Received the **CEO "Lead the Way" Award** from IRI in **2010**. Received the **"Make It Happen Award"** from IRI in **2009 & 2010**.
- Took ownership of a Fortune 500 client that was experiencing a misalignment in expectations on solution and service delivery with a negative impact on our profitability. Turned around the account within three months, by refocusing the client and consulting team on business objectives and value drivers in timed, measurable phases. Resulted in a mutually beneficial relationship that met the client's business needs and had a positive impact on our bottom line and an on-going stream of revenue. Selected as one of 15 top high potential executives for the **"Leading Edge"** leadership development program in **2007-2008**.

INTELLIGENXIA (Currently IxReveal) **Washington, DC**
Vice-President, Product Management & Consulting **2004-2005**
Sr. Director, Consulting **2004**

Promoted to take on the responsibilities of the CTO (and co-founder) as she left on an extended leave of absence for personal reasons. Had direct responsibility for about 60% of the company's head-count. Reorganized the company's development to delivery process for growth and efficiency. Resulted in more stable and targeted business opportunities.

i2 TECHNOLOGIES (Currently JDA Software) **Irving, TX**
Director, Strategic Advisory Group **2003-2004**
Director, Corporate Strategy & Operations **2002-2003**
Practice Director, Global Solutions Delivery (Consulting) **2001-2002**
Project Manager/Program Manager, Hi-Tech Solutions/CPG Solutions **1997-2001**

Responsible for the development and execution of a transformation plan for i2's Global Consulting organization (people, process, technology and metrics) to better prepare it for competitive differentiations in the future. *Ran the demand solutions consulting practice* and developed the *S&OP strategy practice* group at i2. Developed a proposal for use of an off-shore consulting model, resulting in *annual savings of \$15-20M for i2* and implementation cost savings for our clients in 2001.

- Managed and led people and process improvements for the consulting practice with 50+ consulting resources, resulting in the highest utilization and revenue metrics recorded in the company's 10 year history. Received the "**Leadership Award**" in 2003.
- Led the development and design of People Management Strategy in Consulting for career planning and management. Spearheaded the deployment in the US, APAC and EMEA impacting 400+ resources globally. Received the CPO's "**People Magnet Award**" in 2001.
- Led the supply chain consulting and delivery initiative at two Fortune 500 Telecom manufacturing clients (\$5-10M/yr in consulting) looking to re-engineer their business models- manufacturing to integration centric. This involved working with the CSO and other key executives to accelerate the execution of their plans for eliminating their manufacturing assets and transitioning to a new business model. Received the "**Exceeding Customer Expectations Award**" in 2000 on the Telecom consulting engagements.
- Received the "**Customer Management Award**" in 1998 for leadership at a flagship CPG client.

UNIVERSITY OF ARIZONA **Tucson, AZ**
Adjunct Faculty, Department of Electrical & Computer Engineering **1995 – 1997**
Manager, AI & Simulation Laboratory

Managed and expanded an R&D center at the University of Arizona from an initial budget of \$500K to over \$4M annually in less than 2 years while supporting faculty research and 15 graduate students with annual tuition and stipends remuneration.

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY **Evanston, IL**
Executive MBA Expected June 2012
UNIVERSITY OF ARIZONA **Tucson, AZ**
PhD, Computer Engineering (Minors: Neuroscience & MIS) 1996
MS, Electrical & Computer Engineering (Minor: MIS) 1993
BELMONT ABBEY COLLEGE **Belmont, NC**
BS, Computer Information Systems (Minor: Philosophy) 1990
BA, Business Administration (Concentration: Finance) 1990

RAMESH VENKATARAMAN

788 W Easton Ct., Palatine IL 60067

847-934-8455 rvenkataraman2011@kellogg.northwestern.edu

SUMMARY

Innovative leader with experience in developing and executing strategic business plans. Adept at leading diverse cross functional international teams, developing customer value statements, creating product roadmaps, analyzing market and customer needs and align product requirements to position the product effectively. MS in Electrical Engineering and MBA from Kellogg School of Management (Northwestern University)

PROFESSIONAL EXPERIENCE

TELLABS INC.

Naperville, IL
2008 – Present

Staff Product Manager, Bandwidth Management System Business Planning and Strategy development

- Leading the market analysis and research on **M2M (machine-to-machine)** markets to create a strategic business plan to define an addressable market and potential revenue targets. Assessing the Machine-to-Machine technology, in the area of medical devices, its growth and new adjacent product investments for Tellabs to establish strategic business plan.
- Led the strategic planning team in market research and analysis for the business unit and created business plans for new application market opportunity of over **\$400M** in projected revenue over 5 years. Facilitated the analysis by building models and tools to assess the NPV of the project along with assessing gross and operating margin to foster the R&D investment.
- Led the portfolio planning activity by **assessing startup companies** for their value and product alignment with Tellabs portfolio with an intention to either partner with them by licensing their product or potentially acquire them. The analyses and recommendations were in terms of a creating a *proforma* value of a product line that was used for negotiating either a licensing price of the software product or acquisition value of the company.
- Analyzed the smart internet breakout market both qualitative and quantitative, assessed the potential revenue to be at about **\$100M over 5 years**, and highlighted the gross margin to be at 55 pct with a potential R&D investment of about \$8 M. Presented the research and analysis to C level management and got their approval to build the product, participated in the RFX discussions with BT. Developed and executed go-to-market strategy for this line of product.
- Developed a business strategy to sell off an existing product line and generate revenue through software licenses. Negotiated agreement to train and transfer the ownership of the product to a German company.

Product Management, Marketing and Business development

- Led the product marketing team in creating right customer value marketing statements and market the current solutions and products both in domestic and international markets.
- Planned and prioritized features and functions based on customer needs for T3700 product that generated about \$70M in domestic revenue. Managed product release and feature roadmap, captured functional and systemic requirements of customers for the T3000 line of products.
- Created product marketing and messaging collateral for launching new products as part of go-to-market strategy
- Created strategic sales plans with channel partners in APAC region, negotiated potential channel partner agreement for a particular product identifying key roles and milestones.
- **Developed new business opportunities** by introducing about **11 new customers** for current T3000 product line with a revenue potential of **about \$50M**. Defined new products like T3000 extensions to new technologies based on discussions with customers with a projected revenue of about **\$30M to \$50M** over 5 years. Created business case to analyze the cost-margin benefits and to help senior management assess the investment opportunity.

ROCKWELL COLLINS

Cedar Rapids, IA
2007 – 2008

Contractor, Cabin Electronics Systems

- Led a team of engineers by estimating the effort and cost, gathering requirements and designing the wireless/wireline in-plane cabin data network, testing and delivering the solution for a new Electronic Flight bag solution and Satellite communication based IP network. Researched and built a single board computer running Debian/Linux based system logger to track issues for an in-plane voice and data network.

MOTOROLA INC., Networks & Enterprise Division

Arlington Heights, IL
2000 – 2007

Distinguished Member of Technical Staff, GSM Networks

- Assessed software release cost by estimating cost and effort for features for six major software releases. Defined product roadmap and strategy, performed feature prioritization, provide responses to RFI/RFP and work with product management team in responding to RFQ. Work with regional sales team to provide technical responses during bid and quote process.
- Created and delivered a product solution offering simultaneous voice and data by **leading a team of 30 engineers** across multiple international Motorola divisions. Performed project planning and execution of the program, resource planning, allocation, tracking deliverables, setting various intermediate goals, assigning tasks to individuals, coordinating the tasks for delivering the system requirements, architecture and interface specifications.

- Solved critical field issue investigating Base Station resets and quickly delivered systemic characterization and planning guidelines to the customers in India, Egypt, South Africa, and China. Led a team of 7 engineers across multiple international Motorola divisions by performing task breakdown, task assignment, creating risk assessment plan and developing strategies.
- Defined systems and software architecture, interface between software and firmware and designed next generation radio platform that supports GERAN evolution, leading a team of 6 engineers across multiple international Motorola divisions.

Standards Delegate for Second Generation Radio Access Network protocol definition **2000-2003, 2006**

- Created standards strategy, influenced proposals that Motorola had IPR's, minimized standards churn.
- Authored several Motorola contributions including R5 GERAN architecture, VoIP over EDGE, DTM, BSSGP flow control improvements, 2G-3G handovers which were accepted by 3GPP (3G partnership program) telecommunication standard body.
- Recognized with **Three Motorola awards for global standard activities.**

Principal Staff Engineer, GSM Networks **2000 – 2005**

- Defined product roadmap liaising with EMEA and APAC global marketing and product management teams by defining technical and market requirements; estimated product feature development cost and release cost between \$5M to \$10M, created and presented technical solutions to top tier customers to help in business development activities.
- Defined solutions and designed algorithms that enabled inter working of second and third generation wireless networks by leading a team of 5 engineers across multiple Motorola international locations. Created and maintained functional requirements, architecture and, design and algorithm for features like seamless inter working across technologies, improving call setup time, increasing signaling channel bandwidth, packet control channels.

LUCENT TECHNOLOGIES **Whippany, NJ**
Contractor, Cellular Infrastructure **2000**

- Designed common base station platform architecture for CDMA, GSM and UMTS wireless technologies, with a focus on reusing the peripheral devices and interface
- Acted as solutions lead to architect the software for radio access network and the radio platform while ensuring that the architecture was valid via technical reviews

AT&T SHANNON LABS **Florham Park, NJ**
Contractor, Applied Research **1998 –2000**

- Engineered an inter-operable voice over IP network based on H.323 protocol, SIP/MGCP, created technical requirements and designed architecture specification for H.323 based network solutions where multiple vendor H.323 equipments can coexist and inter-work. Led the discussions with vendors, proposed technical solutions to standardize AT&T favorable solutions at standards like ETSI TIPHON, IMTC iNOW.
- Researched and analyzed 802.11 based solutions for an enterprise based voice and data solution, voice access ports (VAP) using IS136/ISDN-BRI.

LUCENT TECHNOLOGIES **Whippany, NJ**
Contractor, Integration and Feature Test **1997 – 1998**

- Created test plans, designed and developed test cases, including developing models for reliability and code coverage and executed tests for the second generation digital cellular network functions.

MOTOROLA INDIA ELECTRONICS LTD **Bangalore, India**
Software Engineer **1994 – 1997**

- Senior team member in the design, development and integration of a performance monitor test tool to test second generation (Japanese) wireless infrastructure equipment. Test tool had two simulators, base station simulator and switch simulator. Successfully designed, developed and integrated these tools at customer site for PDC and CDMA technologies.

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN, UNIVERSITY **Evanston, IL**
Master of Business Administration **June 2011**

INDIAN INSTITUTE OF SCIENCE **Bangalore, India**
Master of Engineering in Electrical Engineering **1994**

UNIVERSITY OF MADRAS **Madras, India**
Bachelor of Science in Mathematics **1990**

PATENTS

- Method and apparatus for traffic management in a wireless network – US patent application 20100315950
- Method and apparatus for tracking data packets in a packet data communication system - US patent application 20030231598
- Method and System for establishing a multiple transfer mode session – US patent application 20080026755

TODD WRIGHT

13677 Royal Saddle Drive
Carmel, IN 46032

Phone: (317) 574-0146 Email: wrightwt@lilly.com

SUMMARY

Brand Management with over seventeen years sales & marketing experience working both in the private and public sectors providing strategic marketing development and execution. Proven track record of engaging and leading sales forces to both understand the essence of brand strategy while engaging and motivating them to meet sales plan.

EXPERIENCE

Eli Lilly & Company, March 2004 – Present

**Indianapolis, IN
2011 – Present**

Strategy Consultant, Neuroscience Business Unit

- Responsible for leading Neuroscience Business Unit level tactics and strategic initiatives to support implementation of the Business Unit Strategy.
- Lead business unit innovation projects to enable us to meet our business unit objectives. These projects are designed to improve our ability to achieve customer leadership to leading the exploration of a different promotional model that will enable us to meet customer needs with much less spend.
- Lead sales force deployment strategies including sales force design and sizing.
- Own business unit scorecard and metrics.
- Lead efforts to develop and execute business unit feedback loop that will enable us to better understand any gaps in our customers' experiences. This feedback loop will help us to optimize our customer offerings.
- Align Brands and cross-functional groups to NSBU Strategy.
- Drive efficiencies across the Business Unit.

**Indianapolis, IN
2008 – 2011**

Associate U.S. Brand Manager, Zyprexa Relprevv

- Developed the U.S. launch marketing strategy.
- Led White Card development to better understand our customers and why they use depot medications.
- Led the sales message development based off of White Card research.
- Led Thought Leader engagement.
- Developed the training for the national sales force.
- Led the planning and implementation of the National Launch Meeting.
- Continuous monitoring of the market place and the brand strategy to identify new/existing opportunities.
- Manage the Customer Council/Brand Planning process for the U.S.

**Indianapolis, IN
2007 – 2008**

Senior Payer Marketing Associate, Zyprexa

- Developed the Payer Marketing Strategy for Zyprexa to help ensure that the appropriate patients have access to Zyprexa
- Successfully managed a \$20million annual budget to within allowable +/- 5% variance
- Ensured alignment to the marketing strategy between the B2B Division and the Sales Division
- Led cross-functional team to develop the integrated marketing strategy for the B2B and Sales divisions to prepare for the first generic entry into the market place
- Assessed current marketing channels used by B2B to reinforce payer message and recognized a gap:
 - Created an industry first Payer Website to house current Zyprexa resources for the payer customer to access electronically as well as be the platform to have Peer-to-Peer Web conferences.
 - Initiated a Direct-to-Physician Payer marketing campaign that would combine both the Zyprexa clinical message as well as payer access at the physician's local level. The DTP would be coordinated with overlapping sales rep responsibility to reinforce campaign.

Lilly Marketing Excel Award Winner, 2008

Senior Sales Representative, Neuroscience Retail **Florence, AL**
2004 – 2007

- Responsible for driving sales results in a territory comprised of 150 Primary Care physicians
- Served many leadership roles at the District and Area level: Mentor/OBR to new representatives, Compliance Champ, Cymbalta Brand Champ, Zyprexa Brand Champ, Business Acumen Champ
- Performance Results:
 - 2004: Increased territory ranking from 504 (out of 513 territories) to 198 in first HALF year
 - 2005: Finished first FULL year in the top 2% of the country (Ranked 9 out of 513)
 - 2006: Finished in the TOP third (Ranked 123 out of 513)

President's Council, 2005

Southeast Area Rookie of the Year, 2005

Peer Award, 2005 & 2006 Patient Focus Recognition Award, 2005 & 2006

Teamwork Award, 2005 & 2006

FisherWright Incorporated, February 1994 – March 2004

Proprietor **Florence, AL**
1994 – 2004

- Developed and implemented the strategy for a local computer hardware/software dealer start-up business
- Through evaluation of our business plan and the rapidly changing technology sector evolved the business model to a full-service I.T. outsourcing company accounting for 80% of the annual revenue (~\$2million/year)
- Employed a team of twenty I.T. professionals

Awarded Quad-Cities Small Business Person of the Year, 2002

EDUCATION

KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY **Evanston, IL**
Executive MBA, degree expected May 2013

UNIVERSITY OF NORTH ALABAMA **Florence, AL**
BA, Marketing and Computer Information Systems **December 1992**

- GPA: 3.34
- Dean's List

EDWARD T. WU

4974 Vista Place, San Diego, California 92116

EdwardWu2007@gmail.com; 619-203-2384

SUMMARY

- Senior management executive with 25 years of proven expertise in property acquisition, development, financing, leasing, management, asset management, and partnerships in the sectors of retail, mixed-use, hotels, hospitality, office, and residential throughout Asia, Australia, Europe, and North America. Demonstrated track record in turning around companies worth over \$600 million by restructuring operations, cutting costs, improving revenues and bottom-line profits, and renegotiating partnership terms.
- Executive MBA from Kellogg School of Management at Northwestern University, and undergraduate from School of Hotel Administration at Cornell University.
- Fluent in Chinese (Mandarin & Cantonese), and can work legally without work permits in the US, Canada, Australia/New Zealand, Hong Kong, and China.

EXPERIENCE

CHEL HOLDINGS PROPERTY DEVELOPMENT

San Diego, CA

Recruited by a former client, who owns this 130 year-old property development firm with shopping malls, office buildings, hospitality properties, and land developments

Chief Executive Officer

2005 - Present

- Turned company around and improved bottom-line profitability; full management responsibility for company-wide operations, including acquisitions, property developments, strategic partnerships, leasing, and management of land and improved properties throughout California and Hawaii.
- Sample projects include: Redevelop 120-acre shopping center into new sustainable mixed-use complex with life-style shopping center (anchored by Macy's and Target), medical office buildings, hotels, entertainment center, residential, and active senior homes, totaling 8.5 million sq-ft at \$2.5B; Entitle, grade, build, and lease 190,000 sq-ft 3-building bio-tech campus at \$65M; Develop whole city block sustainable complex at a prime site with hospitality, senior homes, residential, and retail, with 550,000 sq-ft at US\$165M.
- Project team: architects, engineers, traffic / market / political consultants, community groups, city staff.
- Direct and also contract out all company leasing and management activities and negotiate terms and contracts on retail, office, and residential spaces, totaling approximately 1.5M square feet of improvements.
- Proven management skills: ability to bring multiple stakeholders into agreement; ability to forecast, analyze, and plan for the future, and; ability to set goals, build teams, and produce results.
- Report directly to the Board of 6 Directors/Owners; 5 direct reports; responsible for 35 team members in various direct and outsourced offices.

ATADIA, INC.

Sydney, Australia; Paris, France; London, U.K.; San Francisco, CA

Consulting firm focused on brand franchising and positioning, property sales and leasing, and retail chain management

Partner

1998 – 2005

- Primary expertise in contract negotiation, hotel brand selection, consultancy / brokerage services, asset management, and complex financial model development. China projects included: feasibility study of 280-room resort in Sanya; feasibility / brokerage of a 400-room hotel in Beijing; and brokerage of publicly-listed company converting 50 state-owned hotels into privately-owned and privately-operated entities.
- Contracted by Cendant to franchise 6 internationally-recognized hotel brands (Ramada, Travelodge, Howard Johnson, Days Inn, Super 8, Knights Inn) in 6 US states (AZ, CA, ID, NV, OR, and UT). Worked with franchisors and hotel developers in brand standards, site selection, contract negotiations, territorial rights, design and development, and financing. Signed up 6 hotel contracts in 9 months.
- Created "Artique" specialty chain stores, and expanded the brand into a multi-national retailer with 7 showrooms on 3 continents (3,000-12,000 sq ft each), in London, New York, Paris, San Francisco, Sydney, Minneapolis, and San Jose. Total revenues peaked at US\$5 million. Created managerial tools in client database/website, standard operating procedures, Ad Hoc programs, and sales and marketing strategies.

RADISSON HOTELS AND RESORTS

Sydney, Australia

*Company's regional headquarters for Australia, New Zealand, and the South Pacific***Executive Director****1997 - 1998**

- Responsible for recruiting hotels and resorts in Australia, New Zealand and the South Pacific through negotiation of management/franchise agreements, leasing, and profit guarantees. Reported directly to CEO.
- Signed contracts included: 182-room Radisson Playford Hotel & Suites in Adelaide; 150-room Radisson Hotel in Sydney; and 105-room Radisson Resort Savusavu in Fiji. Worked with a very cohesive team of corporate staff, senior managers and hotel owners. Traveled extensively throughout the region.

ALLIED PROPERTIES / ACCOR CENTURY HOTELS

Hong Kong

*Multibillion dollar public Asian property development firm***Vice President Development****1994 - 1997**

- Brought in hotels and mixed-used developments in Asia and Australia through acquisitions and management contract negotiations, often in three languages: Mandarin, Cantonese and English. Reported directly to CEO. Increased company's portfolio with 4 hotels in China totaling 1,150 rooms.
- Asset-managed properties with owners / managers to improve bottom-line, operating performance, and return-on-investment. Translated joint venture and other contracts from Chinese to English.

JONES LANG LASALLE (formerly known as Jones Lang Wootton)

Hong Kong

*Asian headquarters of an international brokerage house***Senior Manager****1992 - 1994**

- Successfully negotiated several hotel sales transactions in Asia for more than US\$10 million each. Asset-managed 510-room Hong Kong Conrad Hotel for Taiwanese owner. Improved return-on-investment and operating performance. Completed several major asset management/valuation consulting studies. Finalized management contracts and assisted in operator selection.

PARK LANE HOTELS AND RESORTS

San Francisco, CA

*International 4/5-star hotel chain with 8 hotels in Australia, UK, Hong Kong, and USA***Corporate Analyst, then became Property Controller****1989 - 1992****FOUR SEASONS HOTELS & RESORTS**

Toronto, Canada

*International 5-star hotels and resorts throughout the Americas, Europe, Asia, and Australia***Operations Analyst****1987 - 1989****EDUCATION****KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY**

Evanston, IL USA

Executive MBA**December 2011**

- Focus on Strategic Management, International Finance, and Marketing Strategies.

SCHOOL OF HOTEL ADMINISTRATION, CORNELL UNIVERSITY

Ithaca, NY, USA

Bachelor of Science, Dean's List**December 1987**

- Focused on Finance & Accounting. Internship with Four Seasons Hotels & Resorts.

ADDITIONAL INFORMATION

- Fluent in English, Mandarin & Cantonese; Reading proficiency in French and Japanese
- Member of various regional Cornell Alumni Associations
- Volunteer, "Meals on Wheels" delivering warm-cooked meals for the sick and disabled
- Member of Dragon Boat team of twenty, racing against other competitive teams since 2007

DAVID M. ZANATY

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Phone: (404) 822-9077 Email: dzanaty2011@kellogg.northwestern.edu
<http://www.linkedin.com/in/zanaty>

SUMMARY

Thoughtful and creative **Commercial Real Estate Executive** with fluency across product types, proven leadership skills, and accomplishments in all phases of the investment cycle. Current focus on workouts including tenant, lender and partnership issues. 13+ years of experience in both entrepreneurial and institutional settings includes high-density, urban mixed-use development; investment property acquisitions and dispositions; raw land assemblage and entitlement; project financing; valuation, consulting, leasing, asset management.

EXPERIENCE

AIG GLOBAL REAL ESTATE INVESTMENT CORP.

Atlanta, GA

Vice President – Development & Asset Management

2007 – present

Manager – Investments

2005 – 2007

Member of a global development team responsible for the execution of various commercial and residential projects. Primary focus on Atlantic Station, a \$3 billion mixed-use brownfield redevelopment in the Midtown submarket of Atlanta, Georgia.

- Principal office developer and asset manager within the group; named 2007 NAIOP Office Development Firm of the Year (Georgia Chapter); nominated for the same award in 2009.
- Delivered all projects on schedule and below budget; bottom-line responsibility for \$230 million of office development and \$50 million of land development.
- Recent focus: loan modifications, lease restructurings, scenario modeling, distressed asset and partnership interest valuations, asset dispositions.
- Directly responsible for development, asset management and leasing of 201 and 271 17th Street, two Gold LEED Certified office towers totaling 890,000 SF; master planning of an additional 4.5 million SF. The first building, a 2008 ULI Development of Excellence Finalist; the second, winner of the 2010 AGC Build Georgia Award and nominated for the *Atlanta Business Chronicle* 2007 Office Deal of the Year.
- Negotiated numerous office leases exceeding 400,000 SF in aggregate; includes three of the region's largest law firms and the nation's 10th largest bank.
- Direct asset strategy, master planning and horizontal development activities for 650-acre land holding in Orange County, Florida; lead local team and work with county officials in pursuit of entitlements.
- Responsible for all phases of the development cycle including deal and JV structuring, acquisition, zoning and entitlement, capital structuring, design, construction, marketing, leasing and asset management.
- President of the Board of a condominium homeowner's association affiliated with a company development.
- Led team in pursuit of and negotiations for an urban mixed-use development opportunity in Cincinnati, OH.
- Initiated internal effort to create standard operating procedures governing development process. Selected to lead international team of counterparts in examination of operating efficiencies within the organization and make recommendations to senior leadership.

ZANATY CAPITAL PARTNERS, LLC

Atlanta, GA

Principal

2001 – 2005

Owner of firm engaged in \$65 million of commercial real estate investment, development, consulting and brokerage.

- Activities included principal and third-party development, investment property sales and acquisitions, office and residential condominium conversion, site selection and land assemblage, multifamily investment, placement of equity and debt.
- Clients included real estate investment firms; multifamily owners and operators; commercial real estate appraisal firms; attorneys and property owners requiring asset valuation, disposition consulting, and advocacy in condemnation matters.

CB RICHARD ELLIS, INC.**Manager - Finance****Senior Consultant****Consultant****Atlanta, GA****2000 – 2001****1999 – 2000****1998 – 1999**

- Directed underwriting and pricing strategy for all assets listed by CBRE Retail Investment Advisors (over \$650 million). Assisted with debt and equity deal structuring.
- Implemented new underwriting and due diligence processes. Tracked sales, underwriting, and capital markets trends; contributed to *Shopping Center Business* and *The Advisor*, the team's monthly newsletter.
- Provided real estate underwriting and strategic consulting services. Underwrote over \$1 billion of office, industrial, retail and multifamily property. Consulting assignments included sale-leaseback, lease vs. own, sublease vs. lease-buyout, synthetic lease structuring, and lease restructuring.
- Clients included REITs, pension fund advisors, private investment groups, developers.

EDUCATION**KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY****Master of Business Administration****Evanston, IL****Expected December 2011****GEORGIA INSTITUTE OF TECHNOLOGY****Master of City and Regional Planning****Atlanta, GA****2004**

Concentration in real estate finance and development; coursework in urban development policies and patterns.

ROBINSON COLLEGE OF BUSINESS, GEORGIA STATE UNIVERSITY**Graduate Certificate in Real Estate****Atlanta, GA****2004**

Coursework in tax, finance, development, and international investment.

EMORY UNIVERSITY**Bachelor of Arts, Economics / Philosophy (double major)****Atlanta, GA****1998**

Commercial real estate internship with appraisal firm McColgan & Company (1997 to 1998).

ADDITIONAL

- LEED Accredited Professional
- Licensed Real Estate Broker, State of Georgia
- Co-chair, LEAD Atlanta Class of 2011 – Community Issues Program Day
- Mentor, 2010 ULI Mentor Program
- Chair, 2007 & 2008 ULI Monopoly Night fundraiser for *UrbanPlan*, an educational program in which students learn the roles, trade-offs, and economics involved in property development
- ULI Center for Leadership inaugural Class of 2010; LEAD Atlanta Class of 2008; NAIOP Future Leaders Class of 2007
- Member of ULI, NAIOP, ICSC, Real Estate Group of Atlanta, The Commerce Club
- Advanced knowledge of Argus, Microsoft Excel; proficient in Microsoft Word, PowerPoint
- Speaking engagements include: University of Cincinnati Real Estate Roundtable, Atlanta Bar Association CLE, ULI Fall Conference, NAIOP Mixed-Use Summit; NAIOP Annual Meeting, ICSC Next Generation Meeting
- Big Brothers Big Sisters of Atlanta (2007 to 2008)
- Men's Adult Baseball League; certified SCUBA diver; certified barbeque judge