

INDEPENDENT DIRECTOR CANDIDATE E-PUBLICATION 2013



*Board of
Directors
Consulting and
Executive
Leadership
Services Since
2007*

Imagine that a roster of qualified director candidates is at your fingertips—how much value would that be to you?



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Here at eBoardmember.com we are redefining director search. We are doing things differently. What do we mean? We are offering profiles of qualified director candidates at your fingertips in the first edition of the Independent Director e-Publication 2013.

In today's Internet age, changes are occurring in the director search industry – mainly downward price pressure. Given this new normal, my firm intends to be the trend setter —offering a unique cafeteria-style director search platform with a great price point exclusive to my firm. This flexibility allows us to customize an engagement for you rather than force a dated model upon you. As Warren Buffet says:

“Price is what you pay; value is what you get.”

Solid, board-ready leaders, prepared to serve immediately, are profiled within these pages. The most critical ingredient for success is people; these candidates have consistently shown the professionalism and leadership needed to advance their careers to the boardroom; their diverse skills can help your company thrive in uncertain times. My response to their backgrounds is WOW! These exciting and knowledgeable candidates, male and female, include:

- √ Public company directors
- √ Private company directors
- √ Advisory board members

As an important endorsement, each candidate has included a written reference from a CEO, board/committee chair, or director.

I encourage you to browse. This is my chance to provide you quick, easy access to what many recruiters prefer to keep in their minds. Feel free to contact the candidates featured and begin a conversation about their passions and extensive backgrounds. With the increased use of social media, virtual sharing is the new word of mouth; I welcome you to forward this e-publication to other interested parties.

Whether you prefer to handle the director search process yourself, or would like to engage a professional involved in building effective boards, I am here to be a resource. My email is hello@eboardmember.com. I welcome your comments to improve future editions of the Independent Director e-publication.

Regards,
Tracy



Jill S. Tietjen

President, CEO and Sitting Director

jill@techspeakinginc.com

PROFESSIONAL BOARD MEMBER, board advisor and C-suite executive, Jill Tietjen has informed corporate strategy and risk management at the intersection of business and government for 36 years. She brings to the boardroom a honed consensus-building style, superior strategic aptitude and mature public policy judgment gained from over 16 years as a sitting director of a leading electric utility – Georgia Transmission Corporation (GTC). Recruited as a charter board member, she oversaw the growth of GTC from \$600M to a \$2B award-winning organization. On numerous boards, her vision and business acumen provide strategic guidance that builds competitive advantage through key acquisitions – including hostile takeovers. As a leadership transition and compensation committee member with keen insights on CEO succession planning, she facilitated three CEO selection processes. Jill's leadership provides oversight on strategies for dealing with the increased complexities in energy and regulatory environments. Jill is known as a best-in-class consultant and highly regarded national expert in several areas, including planning, rates, and fuels. With an eye toward innovation in complex environments, Jill is known for her ability to comprehensively integrate her knowledge of finance, regulation and stakeholder environments to improve shareholder return and meet customer needs.

“Jill’s experience and insight –asking questions and helping to think through strategies and processes help us deal effectively with change; her expertise in renewable power will be especially meaningful to us as we navigate our way through this uncharted territory. “

- Charles Fendley, Board Chairman, Georgia Transmission Corp.



Janet Jankura

Corporate Board Director

janet.jankura@hiintegrity.com

MS. JANKURA IS an engaging board member with 15+ years experience in six public and private companies up to \$5B in revenue. Janet is: a strategic advisor to corporate boards and C-suite of Fortune 1000 companies; an optimizer of human capital resulting in organizational competitive advantage; an innovative thinker who provides guidance that enhances shareholder value and a governance champion culminating in rising stock price. Janet was recruited to be a charter director of Green Earth Technologies, a publically-traded, consumer goods producer with distribution through Wal-Mart, Home Depot and internet in major Americas, Asian and European markets. She oversaw the growth of GET, tripling its annual revenue. As Compensation Committee Chair and Audit Committee member, she facilitated three CEO successions and opened doors to government and large corporate deals. Ms. Jankura is a former Director of BAC, a \$1.5B construction organization. As an operating executive, she built market position in Rockwell Automation, National City Corporation (now PNC) and Van Dorn Demag/Mannesmann. Janet was appointed to a \$76M Federal Board by US Secretaries of Interior, Agriculture and is a veteran US Marine Corps Officer. She is CEO of a firm that provides guidance to leaders of global brands up to \$12B revenue. Ms. Jankura is a professional speaker and faculty member for the National Association of Corporate Directors, earning their Governance Fellow distinction.

“Janet brings high integrity and ethics to her board service. She demonstrates looking at things from the perspective of all shareholders and works hard to get strategic planning and performance management as part of the company culture.”

- Simon Higgs, Board Director, Green Earth Technologies, Inc.



Cori E. Hartje

Marketing /Sales Executive, Past Private Company Director

corih@hotmail.com

CORI HARTJE IS an experienced board member for private start-ups, industry associations and non-profits. Her expertise in marketing communications and sales was honed as a two+ decade veteran in the technology industry working for Microsoft for many years. Currently, Ms. Hartje is a director of communications for an \$18B software division of a Fortune 50 company, along with being a university professor of sales. She has significant experience in the areas of sales, marketing and leading corporate communications strategies to realize desired outcomes. She brings a unique turn-key background to a board or committee that needs to have practical expertise in global marketing, product licensing, public relations, and sales management. Ms. Hartje holds a Master’s degree from Washington University in St. Louis. She has won industry awards for marketing, spoken at various conferences and is a skilled spokesperson. Ms. Hartje is known for her ability to quickly engage in a wide variety of situations and correctly define what’s important for revenue growth and customer retention.

“Cori has made an invaluable contribution to the BrainX Board with her experience in the software industry, product development, and her leadership in solution selling strategies.”

- Dr. Tony Alessandra, Partner and Co-Founder- The Platinum Rule, Author, Former Chairman of the Board at BrainX, Inc.



Erich Hofer

Chairman of Audit Committee of Santa Fe Gold Corporation
erich@hofer.us.com

ERICH HOFER'S CAREER includes key executive roles in diverse public and private globally operating enterprises. Effective with impeccable business ethics and professionalism, his recent leadership experience includes Director roles for publicly traded companies in various industries. From 1999 to 2007, Mr. Hofer was Group CFO for three Swiss technology, manufacturing and energy management companies, and from 1995 to 1998 was financial controller for Zurich State Bank. Hofer's academic credentials include an MBA from the University of Chicago, a Master in Finance & Controlling, a Bachelor's degree in Economics and Management from the University of Applied Science for Business and Administration in Zurich, and a Bachelor in Engineering from the University of Applied Science in St. Gallen. Through his training in business and engineering, Hofer is able to quickly grasp new technologies and industry insights, creating successful strategies to move companies forward in dynamic global markets. An engaging global citizen fluent in German, English, Spanish and French, Erich Hofer has a track record of bridging cultural differences to build highly successful business relationships throughout Europe, Asia Pacific, and the U.S. He is valued by senior executive teams for strategic business vision and operational excellence, decisive leadership of business turnarounds and expansion.

"Mr. Hofer has consistently demonstrated to me a commendable work ethic, high level of competence, ability to function as part of a team and importantly loyalty to his employer and associates."

- Charles B. Crowell, Chairman of the Board, Gasco Energy



Robert J. Milhiser

Consultant, Board Director & Retired Sr.VP, Burns and Roe
robertmilhiser@yahoo.com

ROBERT MILHISER RETIRED in 2012 from Burns and Roe as Sr. VP of Power Services and is currently on the Board of Directors of Burns and Roe and providing independent consulting. His career spans over 35 years of global Power and Industrial industry experience. Twenty-five of those years have been in the capacity of a company executive responsible for profit and loss, operations, contracting, marketing and sales of his divisions at Burns and Roe, Raytheon and Ebasco. The breadth of his career has been unique covering domestic and international markets, as well as all facets of Power, including fossil, nuclear and alternative energy. Mr. Milhiser is well known throughout the industry for his accomplishments of developing long term strong partnerships and alliances evidenced by his 5 year tenure on the Board of Directors of the Australian JV company, Burns and Roe/Worley, as well as other associations with U.S. and foreign major equipment manufacturers, engineers and constructors. Mr. Milhiser is currently a President of Rotary and has been selected as a Rotary Asst. District Governor. Following his earning of a B.S. from the U.S. Naval Academy, he served as a commissioned nuclear submarine officer and attained an M.B.A from the University of Hawaii. He is also a graduate of the Wharton School Executive Development program.

"Bob Milhiser retired from Burns and Roe in early 2012 following 13 years of dedicated and exemplary service as Sr. Vice President of Power Services, and since that time he has continued that exemplary service both as a member of the Board of Directors as well as functioning periodically in the capacity as a Consultant to me as the Chairman and President. Considering the above performance and trust, as well as Bob's world-wide, highly respected business skills and integrity throughout the Power industry, following over thirty-five years of commercial power engineering and construction experience, I would strongly recommend him, without reservation, to serve in similar capacities for any corporation that would serve his interests."

- K. Keith Roe, Chairman and President, Burns and Roe



Lawrence E. Putterman

Former Chairman, CEO of SafeData, LLC
larry@larryputterman.com

LAWRENCE E. (LARRY) PUTTERMAN is an entrepreneurial CEO, board director and active investor. Larry is an expert in improving business efficiency and has experience in technology and foreign / domestic manufacturing industries. His expertise is in strategic planning, operations, sales, internet marketing, new business development and corporate turnarounds. Larry is recognized as an innovative leader and team builder. Larry was CEO, Chairman and Board Director of Safe Data, a data back-up and recovery company that he sold to Data Storage Corporation. He subsequently served on the board of directors of DSC. Larry was Founder, President and Board Director of American Sports Company, the largest independent manufacturer of shoes in the Dominican Republic with 1,000 employees serving clients like Timberland, Sperry Top-Sider, Sebago, Polo, LL Bean, Dexter and New Balance. Larry has also been COO and Board Director of Milton Shoe and Cinderella Shoe Company in San Lorenzo, Puerto Rico. He is currently a Board Director of Susquehanna Investment Network and is certified as a professional director by the American College of Corporate Directors. He is a former regional Board Director of Northern Central Bank. Larry has a BS from the University of Denver.

"I have had the pleasure of working with Larry as a client, fellow board member and partner and have found his laser focus and his executive level experiences to be extremely valuable and insightful. His integrity is without question and I have truly enjoyed working collaboratively and constructively with him and, as a result, I do not hesitate to recommend him for a position on a board of directors, board of advisors or as a key member of an executive team."

- David K. Bernstein, Principal, RLS Associates



Amy Fowler Stadler
Managing Partner
afowler@lewisfowler.com

AMY FOWLER STADLER is a founder and managing partner of Lewis Fowler, a business consulting firm serving Fortune 1000 clients for the past ten years. Ms. Stadler has a strong entrepreneurial background as well as 25-plus years of technology and business leadership. Before starting Lewis Fowler, Ms. Stadler worked for Perot Systems, Centurylink, Quaker Oats and Jones Cable. She has worked as a strategic consultant advising on strategic technology initiatives for Fortune 1000 clients. Ms. Stadler has served on multiple non-profit boards including Girls Inc. of Denver Metro – roles include leading the technology committee, fundraising committee, finance committee and the executive board committee. Other boards include: Denver University Women’s College Applied Computing advisory board and the Colorado Coalition for Gender in IT. She received her B.S. in Computer Science from Illinois State University.

“Amy Fowler has an incredible passion for supporting Denver’s women and girls through volunteer and leadership positions. As a board member at Girls Inc. of Metro Denver, she gives an incredible amount of time and energy to build the organization’s capacity and increase its reach and impact. Her extensive business and networking skills have helped to broaden awareness of Girls Inc.’s work and the value of girls empowerment across Denver.”

- Sonya Ulibarri, President & CEO , Girls Inc of Metro Denver



Alyce C. Alston
Chairman/CEO/President
alycealston@gmail.com

IN LESS THAN ten years as the CEO or President of portfolio companies Culturemap Investment Partners, Fenway Partners Private Equity, Reader’s Digest Association, and De Beers/LVMH joint venture, Alyce led the launch, turnaround, or expansion of numerous companies and brands. As a President of RDA’s 3 billion global business, Alston lead a 500 million portfolio that includes a travel, catalogue, ecommerce, scholastic and a global publishing business. At De Beers Jewellers, as CEO Americas, she led the launch of DeBeers retail stores across U.S., repositioning the company from a wholesaler to a market leading retail diamond jeweler with one of the most recognized brands in the world. As President and CEO of Commemorative Brands, a Fenway Partners portfolio investment, Alyce master planned the relaunch of the entire company, restructured the debt, consolidated brands, and established new revenue streams and distribution channels. Currently, as Chairman of Culturemap LLC, Alston created a network of digital, local, lifestyle sites and mobile applications. In a short time frame Alston has created proof of concept in one of the fastest growing businesses in the country. Earlier, Alyce held senior executive publishing roles with Conde Nast, Fairchild, Gruner + Jahr/Bertelsmann, and Hearst. During that time, she launched O, The Oprah Magazine, the largest magazine launched in publishing history. Alyce holds an MBA from Pepperdine University and a BA in Business from Southern Methodist University.

“ALYCE ALSTON brings magic to launching and growing businesses across diverse industries and consumer markets. Her presence is felt from the boardroom to operations as she makes products and brands market leaders and creates workplaces that attract talent. Known for a rare mix of creativity, financial acumen, and opportunity identification, Alyce propels product innovation. She has turned unsexy or less known brands into market leaders, and taken established brands to new heights. Throughout she never loses touch with customers as a source of inspiration and direction. Her deeply authentic core and balanced informal / formal style makes her an exceptionally well-respected and persuasive executive.”

-John Trash ECorp CEO & Chairman



Carolyn M. Romero
CEO of Carolyn M. Romero CPA, CVA LLC
carolyn.romero@comcast.net

CAROLYN ROMERO’S CAREER includes over 30 years of experience assisting public and private companies establish strong financial systems, working through the public company filing requirements for M&A transactions and performing due diligence analysis in high growth environments. She is a seasoned public company Audit Committee Chair serving on two special committees to take the company private. In her prior public accounting experience, Carolyn was an audit and litigation partner and Karsh Consulting LLC as well as Gordon Hughes & Banks LLP. Industry focus includes satellites, alternative energy, coal mining, manufacturing, meat packing, entertainment and finance consulting. Ms. Romero received a B.S. in Accounting and Finance from the University of Illinois, Chicago and an M.B.A. from the Colorado State University and holds CPA and CVA licenses. Carolyn currently serves on the boards of Financial Executives International, Colorado and the Juan de Jesus Vigil Family Foundation.

“Ms. Romero possesses the talent that every serious board must seek: solid technical training, a keen appreciation for superior governance, sound judgment, broad and deep business experience, all tempered by a clear understanding of what ‘great’ looks like. Carolyn would add to the skill set and mindset of any board aspiring to high performance. She is an individual I would gladly be happy to serve with on any of my boards.”

- Tim Wolf, President, Wolf Interests



Gary O. Johnson, CPCU
 CEO – Strategic Insurance Consultants
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GARY JOHNSON IS CEO of Strategic Insurance Consultants, a business specializing in working with Independent Insurance Agencies on Mergers and Acquisitions, and other strategic planning activities. Mr. Johnson started the business in 2002, following a successful career in management positions with two of the largest nationwide property and casualty insurance companies, Aetna Casualty and Surety and CNA. He recently completed a nine year term on the Board of Directors of Pinnacle Assurance in Denver, where he served as Board Chair for five of those years. He also gained valuable experience serving on the Audit, Investment, and Compensation Committees for the Board. Mr. Johnson worked on sub-committees for executive search and for strategic planning for removal of Pinnacle Assurance from the status of a Colorado quasi-governmental agency, to becoming a private company. He has been a member of the National Association of Corporate Directors, and attended a National Board Member “Master Class on Director Professionalism”. For six years, Mr. Johnson was a member of the Pinnacle Foundation Board of Directors, an organization responsible for awarding college scholarships to children of parents who had been killed or incapacitated while on the job. He is known to be ethical in conducting business, and has a strong reputation for integrity, honesty, and professional trust .

"I served with Gary on Pinnacle Assurance's Board of Directors for over a year. I found him to be professional, knowledgeable, well prepared and a pleasure to work with."

- John Plotkin, Pinnacle Assurance Board Vice-Chair Acting CEO



Mark A Levy
 Business Advisor, Past Private Company Board Member
marklevydenver@gmail.com

MARK LEVY JOINED the government services and consulting company Policy Studies Inc. (PSI) as its fifth employee, and was a key leader and board member for nearly 25 years of growth and success. During those years Levy served as President and CAO, COO, and EVP Marketing and Business Development; and was a Board Director for most of those years. Levy led successful efforts to raise equity investments from two major firms, helping PSI expand to over 50 offices in 20 states. PSI was acquired by a competitor shortly after Levy's retirement. Since then Levy has been a board advisor to a start-up that successfully closed an equity investment and SBA loan and has begun operations, and has advised other companies on growth and transition issues. Levy has extensive experience in corporate governance, strategic planning, risk analysis, corporate budgeting, finance, new market development, leadership development, and other strategic and operational disciplines. As a board member Levy has a consistent reputation as a strong communicator who contributes thoughtful judgment and a readiness to raise difficult and critical topics. Levy is married to his wife of 38 years, and has three children and four

"I highly recommend Mark for a board that is seeking an independent thinking, thoughtful, reasoned operating executive with a breadth of experience across all management functions, including Board administration activities and fiduciary responsibility discharge. In addition to teaming with him as a successful C-level management. Colleague, as his CEO, Mark earned my respect and trust as a personal advisor, always able to discuss issues in a direct, but collaborative manner."

- Margaret Laub, CEO Intelligent InSites/Former CEO Policy Studies, Inc



Nicholas G. Muller
 Owner, Nicholas G. Muller Law Office, LLC
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NICK MULLER PRACTICES general business law and serves in business management and board roles. He graduated from Notre Dame and then California/Berkeley Law School, and joined the Gorsuch, Kirgis law firm in Denver. He then became General Counsel for Gates Learjet Corporation, then Vice President/General Counsel and a Board member for Samsonite Corporation, then General Counsel for Gates Corporation. In 1986, Nick became a managing partner developing power projects in Colorado valued in excess of \$100 million. Nick also managed the operation of their heat host, Colorado Greenhouse LLC, which became the largest tomato greenhouse business in the US. Nick also founded and led CIEA, the primary trade group for independent power in Colorado. Nick was also a founding Board member of ACCA, the leading national organization for corporate attorneys, and was the first President of its Colorado Chapter. Nick also founded the Corporate Internship Program at the University of Denver College of Law, and served as an Adjunct Professor there. He also served on the Board of Governors for the Colorado Bar Association, the Board of Denver Rotary, the Board of the Colorado Health Foundation, and the Joint Board of the HealthONE Hospital System (whose net worth exceeded \$3 billion). Nick is currently on the Board of the SEH engineering firm based in St. Paul, Minnesota.

"Nick Muller has served on our Board of Directors for almost nine years. He has been an excellent and conscientious Director and I highly recommend him as a director for other boards of directors."

- Sam L Claassen, President/CEO, Short, Elliott Hendrickson, Inc.



Jasmina T. Boulanger
Attorney at Law
jtoulanger@gmail.com

JASMINA BOULANGER HAS over twenty years legal experience advising individual executives and boards of directors in a wide range of matters including mergers and acquisitions, restructurings, finance transactions, and SEC matters. She also has fifteen years corporate governance and compliance experience. Jasmina is a seasoned executive with industry expertise that includes energy (Unocal Corporation), high tech (Conexant Systems, Inc.), and pharmaceuticals (Valeant Pharmaceuticals). She has first hand knowledge of international operations and transactions having worked and lived in Russia and Eastern Europe. In addition, Jasmina has a background in organizational leadership and serves as a private company director of a disaster relief non-profit (IOCC, Baltimore, MD) and an independent college (Assumption College, Worcester, MA). Jasmina Boulanger's professional activities have included serving as a Commissioner of the City of Pasadena Planning and Utility Advisory Commissions and the Judicial Evaluation Committee of the LA County Bar Association. She has lectured on law and economics at U.S.C., Claremont McKenna College, and other organizations. Jasmina is a graduate of the University of Wisconsin Law School. She received an M.S. in economics from UW and was the youngest graduate of UW when she received her B.A. at age 17.

"Jasmina, having graduate degrees in law and economics, has an inquisitive, analytical ability to understand and solve business problems. She has a broad grasp of board issues and responsibilities, both as director of several non-profits and as a long term advisor to boards."

- Balakrishnan S. Iyer, director of Skyworks Solutions, Inc., QLogic Corp., Power Integrations, Inc., Life Technologies Corp., and IHS Inc.



Victoria J. "Tori" Campbell
President & Co-Founder, Mizzen Energy
tori.campbell@mizzenenergy.com

TORI CAMPBELL IS president of Mizzen Energy, LLC, a domestic oil & gas production company she co-founded. From 2002 through 2012, she was an executive for Black Hills Corporation (NYSE:BKH) and led its non-regulated energy marketing business unit, Enserco Energy, from 2008 to 2012. Enserco has been a nationally ranked, diversified energy marketing company with offices in Denver and Calgary providing wholesale marketing of natural gas, crude oil, coal, power & environmental products. Under Ms. Campbell's leadership, Enserco was named a "Top Place to Work" by the Denver Business Journal. She was responsible for profitability, compliance, strategic direction and communications to the board of directors and the lenders. Ms. Campbell is also a board member for a privately held company in Lakewood who is improving healthcare outcomes via "connected health" and is a trustee for a not-for-profit board in Texas that supports scholarships and grants. Ms. Campbell was recently appointed to the University of Wyoming College of Business Advisory Board.

"Tori Campbell is an accomplished, well experienced executive with broad experience in energy markets, trading strategies, and effective financial controls. She has particularly strong leadership, communication, and analytic skills."

- John B. Vering, Director, Black Hills Corporation (NYSE: BKH)



Janice Giannini
Executive Partner Paradigm Associates LLC
Janice.Giannini@verizon.net

JANICE GIANNINI IS a former executive officer and CIO with Arbitron (NYSE:ARB) with a deep mastering at the intersection of IT and business strategy, consultant, board advisor and former C-suite executive, harnessing the true power of IT for the last 30+ years. Prior to Arbitron, she was a career senior executive with Fortune 50 companies. As a business leader, whether accountable for the financial returns or new products, her career has always been in the IT vanguard of the intersection of strategy, technology, enterprise risk management to provide vision and long term value. Her "wise eyes" around IT intelligence are rooted in extensive experience that includes creating: a strategic plan for the office CIO, a holistic risk and reward framework for turnaround business strategy, a technology strategy for investment allocation and briefing a technology committee with public companies such as General Electric, Lockheed Martin and Arbitron. Janice is currently an executive partner with Paradigm Associates focusing on improved performance at the Board and executive level through integration of strategy, technology and risk assessment. She continues to provide leadership for Drexel University College's Board, multiple nonprofits to small technology companies. Ms. Giannini graduated from Drexel University with a B.S. and an M.S in Applied Mathematics.

"She is a thought leader Integrity, ethics and curiosity are fundamental necessary characteristics for any Board Director; these are hallmark qualities that describe Janice's values. She is a strategist with insight into the interplay between technology, business growth and risk; coupled with her courage to step up to the difficult conversations, Janice is a must-meet for any Board needing these qualities to grow into their future."

-J. Phillips L. Johnston, J.D ,Founder, The Center for Board Excellence



James R. (Jim) Bean

President/CEO, Preco Electronics, Inc. & Public Company Director
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JIM IS PRESIDENT and CEO of Preco Electronics, Inc., having joined the Boise, Idaho based corporation in 1997. Jim's career began at National Semiconductor Corporation in 1973. He was responsible for operations in Singapore, and later the Managing Director of National's in Hong Kong. In 1980, Jim joined Apple's manufacturing operation in Dallas, Texas. He subsequently assumed responsibility for Worldwide Manufacturing. Apple grew to over \$1B in that period. In 1985, Jim joined Sun Microsystems. While at Sun, he was part of the Executive Team that took the company public and participated in Sun's growth and domination of their marketplace. Jim was Vice President of Distribution and Manufacturing Operations worldwide for Sun. Jim is an Independent Director and Audit Committee Chair for KeyTronic EMS (KTCC), a provider of electronic manufacturing services. In 2008 he joined the National Advisory Board of the NIST Hollings Manufacturing Extension Partnership in Washington, DC. He was on the Board of Directors and the Audit Committee for Extended Systems, Inc., (XTND) a mobile solutions provider. From 1997 to 2003 he was on the Board of SCP Global Technologies, Inc. Jim holds a degree in Industrial Engineering from New Mexico State University in Las Cruces.

"Jim came on the board of KeytronicsEMS, a Nasdaq listed company 5 years ago with vast experience of operational management in the computer equipment sector. He turned out to be even a better capture due to his personal qualities of teamwork, thoughtfulness, coaching of management, and always asking the searching question in a positive way."

- Pat Sweeny, Chairman, KeytronicsEMS



Byron S. Bagby

Major General, U.S. Army (Retired), Managing Partner, BMB Solutions, LLC
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BYRON BAGBY RETIRED from the U.S. Army as a Major General. He has experience leading diverse organizations up to the corporate level. He is an NACD Governance Fellow, a Trustee on the Westminster College Trustee Board and a Director on the Prince Hall Shriners Foundation. He previously served on the Army Emergency Relief Board of Managers. As Managing Partner of BMB Solutions, LLC, he is recognized for his strategy development, international affairs, risk management and crisis management skills. He managed the largest security cooperation program in the world in Cairo, Egypt, with programs valued at over \$1.3 billion. He was Commandant of Joint Forces Staff College in Norfolk, VA, educating almost 2,500 students annually in nine programs. Byron was Chief Operating Officer for U.S. Army, Europe, leading the activities of over 1,000 people, including eight Generals and Senior Executive Civilians, with an annual operating budget of \$1.5 billion. He was Director of Operations for NATO's Joint Force Command directing an international staff of 200. He earned a B.A. in Economics from Westminster College and a Masters degree from the University of North Carolina. He earned the Westminster College Lifetime Alumni Achievement Award; and two Army Distinguished Service Medals.

"Byron has been adding consistent value to the College Board by demonstrating the self-confidence and courage to make difficult decisions in a multi-dimensional and shared-governance environment. As an experienced director, I value Byron's global experience and the directorship qualities he brings such as his broad view, ability to work with all people and get results."

- Mr. G. Robert Muehlhauser, Board Chair, Westminster College.



Roger Burks

Managing Director and Board Member
rogerdburks@hotmail.com

ROGER HAS SERVED as Partner in Charge of Deloitte's Energy Practice and Audit Partner. He was at Deloitte from 1982 until 2002, at which time he founded a Consulting Firm in Houston that went from \$6 million to \$50 million of revenue, before he sold his interest in 2006. Roger served as Board Member and CFO of a subsea construction company and led the public offering for the company. He left the Company in March of 2008 and set up an investment and financial advisory firm focused in the energy business. In January of 2012, Roger founded WGC which is a full service Energy Consulting Firm that serves clients on all aspects of the energy spectrum. WGC has grown from a start up to over \$10 million of revenue in the 14 months since starting. Roger is a board member of various non profit groups and focuses on governance and growth in the energy sector assisting owners and investors on the issues facing the companies.

"Roger has been a key advisor to myself and the entity as we have grown and faced the issues that all companies face during that time. Roger's background and experience along with his no nonsense way of approaching matters, gives him a great ability to add value and perspective to any company."

- Charles Moran President Choice Fastener



Mary Valenta

Board Director, Pepperdine’s Marking Products; Pierce Metals, LLC
mvalenta@bellsouth.net

MARY IS AN EXPERIENCED EXECUTIVE AND BOARD DIRECTOR with extraordinary vision and versatility that builds enterprises. As a strategic advisor, she provides a leadership roadmap in public and private companies that successfully revamps traditional cultures into revolutionary market players. Mary encompasses a risk intelligent framework around value creation and sustainability throughout an organization. Mary has nearly 30 years of experience in development and management of projects with a Big 4 accounting firm, followed by executive roles in the manufacturing sector for telecommunication, food and steel industries. As CFO of O’Neal Steel, she led the acquisition of 10 entities and created a holding company with development councils to increase sales, productivity, and financial returns. She developed and executed strategies for further business development, working with the board and corporate management in establishing and successfully managing corporate goals. Mary co-authored, *CFO Leadership Strategies*, exploring the nuts-and-bolts of key leadership traits necessary for balancing short-term needs with long-term sustainability. Mary has an Bachelor’s degree in Accounting from Pfeiffer University and a Master’s degree in Business Administration from University of North Carolina, Charlotte. She is a doctoral candidate in Global Business Sustainability at Argosy University. She has been a Certified Public Accountant since 1988.

“As O’Neal’s Executive Vice President and CFO for several years, Mary played an integral role in the growth and success of our business, providing leadership, strategic thinking, honesty and integrity, and many other characteristics needed in an executive level position. I highly recommend her for a position on any board.”

- Craft O’Neal, Chairman, O’Neal Industries



Leslie Karnauskas

Chief Financial Officer at BMGI Corporation
leslie.karnauskas@bmgi.com

LESLIE KARNAUSKAS IS CFO AT BMGI, Corporation, a global consulting company specializing in helping companies use the right tools to find the best solutions to their problems. She has over thirty years of finance and accounting experience in various industries including manufacturing, medical devices, distribution, and equipment servicing. Ms. Karnauskas has extensive international experience in most regions of the world and has participated in management teams leading strategy development aimed at achieving growth and organizational excellence. Integration of acquired organizations along with performing due diligence of potential acquisition targets is also included in her areas of expertise. Ms. Karnauskas has a BSBA from the University of Minnesota in Finance and an MBA in Accounting from the University of Colorado – Denver. She holds a CMA and qualifies as a board financial expert. Extensive non-profit board and committee experience over twenty-five years within numerous organizations has allowed Ms. Karnauskas to gain first-hand knowledge of board room best practices.

“I would recommend and endorse the selection of Leslie Karnauskas to a Board of Directors position. Her career in the medical device industry with strong experience in finance and audit related responsibilities are extremely valuable. Leslie possesses a unique blend of technical and management skills which will become immediately evident in her role as a Director.”

-Glenn O’Flaherty – Lead Independent Trustee and Chairman of the Committee of Chairs for Aquila Group of Funds



Deborah Hicks Midanek

CEO, Solon Group, Inc.
DHMidanek@SolonGroup.com

VETERAN INDEPENDENT DIRECTOR, NACD Board Leadership Fellow, experience on 20 boards over 23 years: public, private, family; corporate, financial services, insurance; service as Board Chair, Committee Chair, Member of Nominating, Corporate Governance, Special Independent, Audit, Compensation, Risk, Investment, and Executive Committees. Interested in governance processes and helping boards function well. Executive experience includes CEO, COO roles in multiple industries and company sizes. Focus on recovery from difficulty, restructuring and growth, many start ups. Early member of swap and structured products markets in 1980’s; broad knowledge of operations, capital markets, M&A processes. Built and sold institutional money management firm/mutual fund complex with blue chip client list in 90’s; created NY office and multiple other US and European offices as President of significant corporate turnaround management firm in 2000’s. MBA from Wharton; AB, Bryn Mawr College. Angel investor, active in economic development; philanthropy. Current roles: Advisory Board, Biltmore Companies; Chairman, Grenada Community Foundation; Executive Committee, Committee for Economic Development; Board Member, State Board of Investment, Innovate MS.

“Deborah Midanek used her insight, intellect, experience, common sense, and extensive network of contacts to bring order, discipline, and integrity to our company, which was on the edge of chaos. Deborah’s uncanny ability to enter a difficult situation and quickly navigate the dangers while never losing sight of the big picture places her far ahead of the typical director.”

- Coleman L. Bailey, Former Chairman, Mississippi Chemical Corp.



Jamal Pilger

COO / CIO, Onyx Healthcare, Inc. (D.B.A Onyx M.D.)

Jamal.Pilger@OnyxMD.com

JAMAL PILGER IS an accomplished business and information technology professional with 25 years of experience driving business growth and profitability. He currently serves as COO/CIO for Onyx M.D., a physician staffing company that achieved 50% top line growth in 2012 alone. Mr. Pilger was instrumental in getting the company published in the most recent edition of *Top Grading* by Brad Smart for its unprecedented results after a 2 year restructuring project. With a rare combination of both business and technology skills, he has founded 5 companies, has over 25 years management experience, and over 16 years experience working with Internet technologies. Mr. Pilger is a true Internet veteran, pioneer and entrepreneur who began developing web based software and business solutions in 1995. He has a passion for technology and its application to accelerate business operations, improve efficiency and make people's lives easier. He brings a wealth of experience from the likes of Raytheon, Lucent Technologies (Avaya), Maxtor and Exabyte, as well as several SMBs and startups. Mr. Pilger is an alumnus of California Polytechnic State University in San Luis Obispo, CA. He holds a bachelors degree in Business Administration with a concentration in Management Information Systems.

"Jamal Pilger is a high level thinker with a broad range of skills that makes him extremely unique and valuable. As Chief Operating & Information Officer, he exhibits high entrepreneurial drive and true executive presence in helping to shape and direct company strategy, operations, technology and marketing to produce true business value."

-Robert Moghim, CEO/Chairman Onyx Healthcare, Inc. (D.B.A Onyx M.D.)



Robert Moghim, M.D.

CEO/Chairman, Onyx Healthcare, Inc. (D.B.A Onyx M.D.)

Robert.Moghim@OnyxMD.com

DR. ROBERT MOGHIM is a board certified physician specialist who founded Onyx Healthcare (DBA Onyx M.D.) in early 2005. His extensive medical background, entrepreneurial vision, and business acumen provides a unique perspective on the ever-evolving and dynamic healthcare industry. As the CEO and overall leader, he is responsible for the mission and vision of the company. He instituted the E.L.I.T.E. model of principles that has helped the company grow rapidly since its inception. In a relatively short time, the company has opened two offices in Denver, CO and Dallas, TX. The company has established a national staffing presence in all 50 states and created revenue growth on track to become one of the largest privately-held physician services companies in the United States. Since inception, Onyx M.D. has grown considerably with 50% top line growth in 2012 alone. In addition, the company was published in the most recent edition of the world renowned business book, *Top Grading* by Brad Smart for its unprecedented results after a 2 year restructuring project. Dr. Moghim is an alumnus of Duke University, University of Tennessee College of Medicine, and University of Colorado Health Science Center.

"Dr. Robert Moghim is a rare individual with proven success as a physician-entrepreneur, having founded multiple businesses in the healthcare industry. His background enables him to understand the full implications of healthcare reform and the challenges of operating a business from the perspective of a practicing, board-certified physician, healthcare organization, and business owner."

-Jamal Pilger, Chief Operating Officer / Chief Information Officer, Onyx M.D.



Joseph W. Boucher

Attorney

jboucher@neiderboucher.com

JOSEPH W. BOACHER co-founded the Madison law firm of Neider & Boucher, S.C. in 1995 with 6 attorneys focused on business law. It now has 18 attorneys. As a MBA/CPA himself, he emphasizes working with privately held companies. He received a B.A. from St. Norbert College with his JD and MBA from the University of Wisconsin. He has been a lecturer at the University of Wisconsin - Madison Business and Law Schools since 1980. He is a co-drafter of the original Wisconsin LLC statutes and is currently on a committee revising those statutes. He has co-authored and authored several LLC articles and books. For many years, he has been named a Wisconsin Super Lawyer, named a leading business attorney by Madison Magazine, rated AV by Martindale and is listed in the Best Lawyers of America. He has also been named a Wisconsin Small Business Advocate by the US SBA and a St. Norbert College Distinguished Alumnus. Neider & Boucher, S.C. has been honored as one of the top small businesses in Dane County. Mr. Boucher has been married for over 35 years to Atty. Susan De Groot. They have 3 adult children and one grandchild.

"Mr. Boucher was a board member of an organization where I was CEO for seven years, and continues to be an advisor and confidant in my current position. Joe has an excellent business sense with a depth of knowledge in finance, accounting, organizational, legal, and business start-up areas. He is very effective in a board setting, even in a difficult business environment, and is well regarded by his peers."

-Ted Beck, President, National Endowment for Financial Education

EBOARDMEMBER IS A UNIQUE PROFESSIONAL SERVICES FIRM WITH AN EXCLUSIVE FOCUS ON THE BOARD OF DIRECTORS.

Working with Tracy has been very rewarding. She has customized her approach to fit our board, & I have found her to be flexible, insightful, & regularly asks questions that spur productive thought & discussions."

Brent Hathaway

Director - Double Eagle Petroleum Co



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- Board, committee & peer evaluation
- Director recruitment
- Board & committee composition
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- Conference presentations
- Personality assessment-relationship building

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- Board candidate positioning
- Leadership presence and strategic engagement

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- The Art of Constructive Challenge
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