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## SENIOR EXECUTIVE

*Strategic Planning / Financial Management / Operational Excellence*

Senior executive with over 25 years of experience in international strategic leadership across a range of environments from start-ups to mature global organizations. Strong track record of success including turnarounds, restructurings, mergers, acquisitions, divestitures, start-ups and high growth expansion. International experience in Europe, Asia and Australia. Experienced in translating strategic initiatives into operational reality, both domestically and internationally.

### Areas of Expertise:

- Strategic Planning and Implementation
  - P&L Management
  - Merger & Acquisition Planning, Negotiation & Integration
  - Cost Rationalization
  - Operations Analysis / Process Redesign
  - Team Building and Leadership
  - Market Expansion / Revenue Growth
  - Investor Relations
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## PROFESSIONAL EXPERIENCE

### CURRENT:

University of Kentucky Gatton College of Business & Economics, Director: Student Managed Investment Fund, Lecturer, Investments, Mergers & Acquisitions, Corporate Finance, 2017-Present

*Blue Grass Angels*, Portfolio Management Committee, 2018-present. BGA manages a portfolio of \$6 million in venture capital investments.

--Hummingbird Nano, Director, 2018-present. [www.hummingbirdnano.com](http://www.hummingbirdnano.com)

### ***Previous Professional Experience***

**Nordic Consulting Partners, Inc.**, Madison WI., *Executive Chairman of the Board (2013-14) & Director (2013-16)*

Nordic specializes in the implementation and optimization of Epic Electronic Medical Records and the extension of Epic software by major hospitals to their Affiliates. [www.nordicwi.com](http://www.nordicwi.com)

### Selected Contributions:

--Revenue growth of 100% in 2013 and 45% in 2014, with EBITDA growth of 80% in 2014.  
--Led development of Sales Management structure, including regionalization of sales personnel, development of goals/targets, and targeting of sales activity to high impact customers

...continued...

--Changed compensation structure for consultants to a mix of equity and cash

**Hudson Global, Inc.**, New York, NY, *Chairman and Chief Executive Officer and Director (2002-2013)*. Hudson is an international recruiting and HR services company with over \$1.5 B in sales operating in over 20 countries, publicly traded on NASDAQ (TICKER: HSON)

Selected Contributions:

--Led Spin-Off from Monster, Inc. (one-step)  
--Led Turnaround--earnings improved from loss of \$60m to breakeven in 2nd year  
--Divested Highland Partners to Heidrick & Struggles in 2006 for \$50m (cash + debt)  
--Completed acquisition of IT staffing firm in China in 2007 and Engineering services firm in NL in 2005  
--Led design of Web enabled Talent Management tools

**Spring Group PLC**, London, UK, *Chairman & Chief Executive Officer, (2000-2002)* (TICKER: SRG.L). IT staffing company operating in the UK & Europe with sales of over \$500m

Selected Contributions:

--Divested 3 businesses in the Educational sector in 2001 at multiple of over 10x EBITDA  
--Completed development of hyphen's Vendor Management Software; now leader in the UK & Europe; ranked #7 in 2013 by HRO Today in the Top MSP providers.

**hyphen.com**, Paris France, *Founder, Chairman & CEO (1998-2000)*  
hyphen was an internet start up developer of web-enabled human resource solutions.  
[www.hyphen.com](http://www.hyphen.com)

-- hyphen was sold to Spring Group PLC in May 2000

**Manpower Inc.**, Milwaukee, Wisconsin. (TICKER: MAN)  
*Chairman & Managing Director (EVP) of International Operations (1995-1998)* Brussels, Belgium.  
This unit accounted for over 50% of MAN sales and profits with revenues over \$5 B.  
--Started Manpower operations in Sweden, Italy, Hong Kong, Australia & Russia  
--Led expansion of operations in NL, Germany and Singapore

*Chief Financial Officer & EVP, Director (1993-98)* Milwaukee WI  
--Improved cash flow: from debt of \$250m to cash of \$200m over 8 years;  
--Implemented system of Global daily cash analysis  
--Implemented quarterly P&L forecasting

*Executive Vice-President (1989-93)* London, UK (Managing Director, Blue Arrow PLC)  
--Led "reverse inversion" that created Manpower Inc. (US) (one-step transaction)  
--Divested 32 units and investments in UK and Europe  
--Responsible for Brook Street Bureau 1989-1998

## ADDITIONAL EXPERIENCE

**Godfrey & Kahn**, Milwaukee Wisconsin, *Partner*, specializing in Mergers & Acquisitions, securities regulations & complex financial transactions in banking, professional and industrial sectors.

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## EDUCATIONAL CREDENTIALS

### **Masters of Business Administration (MBA, with honors)**

The University of Chicago, Booth Graduate School of Business

**Juris Doctor (JD)**; Articles Editor of Law Review.

University of California, Los Angeles (UCLA)

**Bachelor of Arts (BA)** in political science; magna cum laude & Phi Beta Kappa,

University of California, Los Angeles (UCLA)

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## CERTIFICATIONS

**CFA, PASSED LEVEL I EXAM (DEC 2019)**

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## PROFESSIONAL ASSOCIATIONS

Member, National Association of Corporate Directors, (NACD)

Member, Association for Corporate Growth, Chicago Chapter (ACG)

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## CURRENT BOARDS OF DIRECTORS (CORPORATE)

**LT Acquisition, Corp. Inc.** Los Angeles, CA. Executive Chairman of the Board (2000-present). Louise's is a diversified restaurant holding company operating under the brand name of MessHall Kitchen ([www.messhallkitchen](http://www.messhallkitchen))

### **Previous Boards of Directors (Corporate):**

Marshall & Ilsley Corporation, (1989-2011), a bank holding company, Milwaukee, Wisconsin (NYSE: MI)

Hudson Global (2002-2013), New York (NASDAQ: HSON)

Spring Group PLC, 2000-2002, London UK, London Stock Exchange (Ticker: SRG.L)

Manpower, Inc (1993-1998), Milwaukee, Wisconsin (NYSE: MAN)

Krueger, Inc, (1986-2007), Green Bay, Wisconsin, Private.

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## BOARDS OF DIRECTORS (NON PROFIT)

UCLA School of Law (1993-2018)