



MICHAEL JAMES REID & COMPANY

HUMAN CAPITAL ACQUISITION CONSULTANTS

PROFILE OF CAPABILITIES

Presented by

Michael James Reid

Michael James Reid & Company

AN OVERVIEW

Michael James Reid & Company is the continuation of the core values of inclusive diversity and quality that Michael Reid, the founder and former owner of Montgomery West, brought to the search industry.

Michael James Reid & Company continues the core values of Montgomery West but has taken them to a higher level in true partnership with their clients providing services that not only allow our clients to acquire the best, but to retain the best through the resources of our Reid Alliance for Consulting organization.

Michael James Reid & Company is minority owned and managed and is committed to the following principles:

- We provide quality and *inclusive diversity* in every candidate pool
- We utilize the “Dual Search Process” of sourcing both in discipline specialties and minority professional communities simultaneously
- We provide behavioral and competency-based evaluations and referencing

Michael James Reid & Company’s ideals are best stated in the words of Nicholas Imperato in his book, *Jumping the Curve*:

“In today’s brain-based global economy, the ability to attract and retain talented people becomes the most important competitive edge a company can have...

Therefore, it seems obvious that leaders concerned about prudent, forward-looking management should waste no time in actively pursuing top talent from among women, minorities, and immigrants.”

Uniquely, Michael James Reid & Company walks its talk by including women, minorities, and immigrants in its associates and alliance partners.

COMMITMENT TO QUALITY AND INCLUSIVE DIVERSITY:

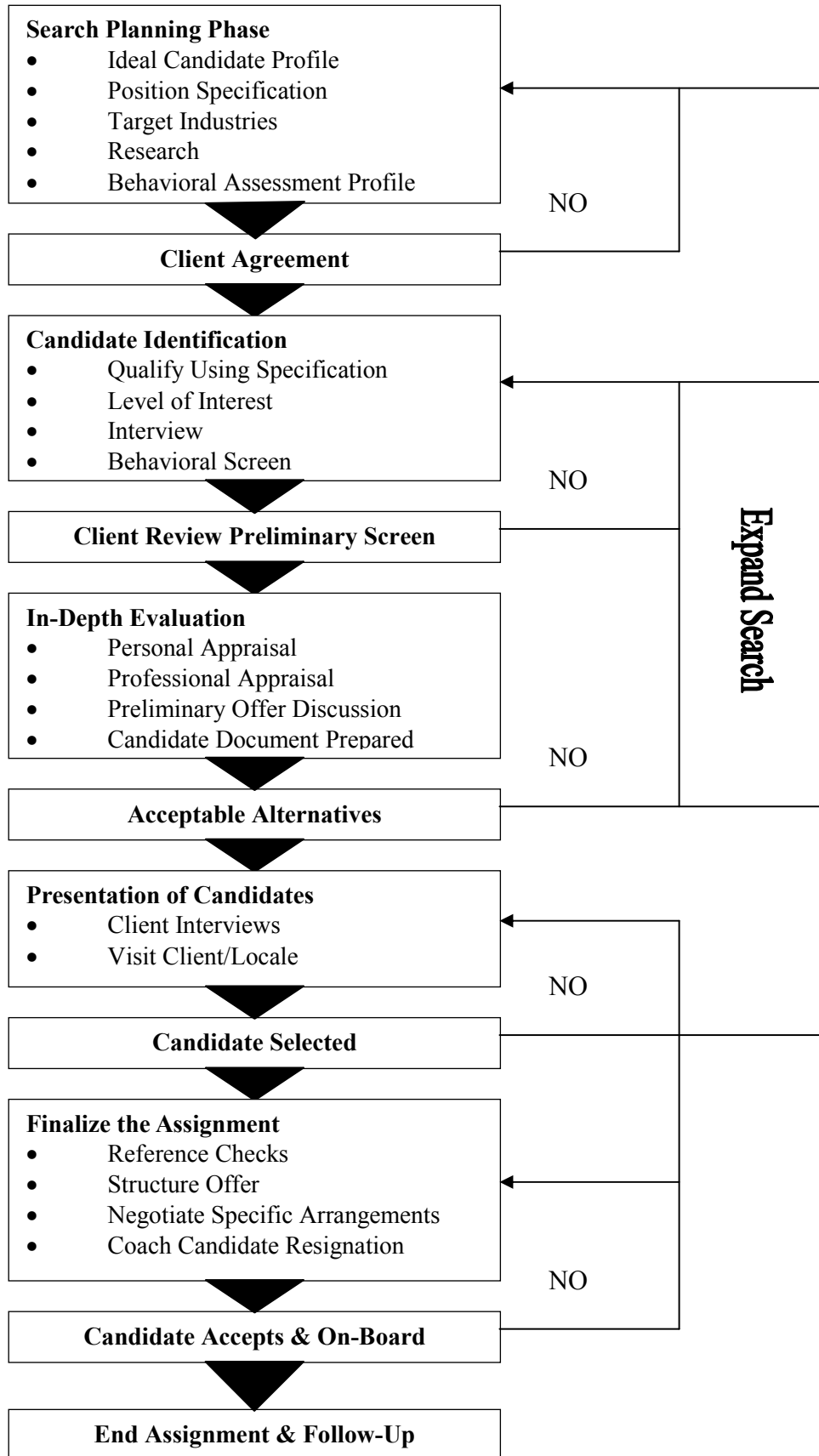
We believe that the most important decisions that organizations make are about people. In our practice we are committed to helping our clients make those decisions by providing a high quality management consulting service in the executive search. That commitment is realized in our work effort, which is underscored by integrity and professionalism.

Our practice is built on the premise that it is important to work in partnership with both clients and candidates. We build equity in those long-term relationships because they are based on trust and maturity of effort and managed to expectation.

There are several components to our commitment to quality, which are present in all of our search assignments:

- We begin each assignment with meetings with our client stakeholders to ascertain the search parameters, job functions, and organization environment. This includes understanding the chemistry of the existing management team, as well as the culture of the organization.
- We conduct all of our research that is overseen by a principal. We are able to generate rich and diverse candidate pools for our clients in part because we control and personalize the research activity, and deploy a multi-cultural research team.
- Once the basic research is completed, the principal begins the process of assessing candidates using a behavioral interviewing format developed with the client's input on characteristics of success in their corporate culture. This process forces us to think objectively and honestly about the candidate's fit with the position specifications.
- We validate our recommendations and findings by conducting reference checks, which are also behavioral and observation-based.
- We spend a significant amount of time assessing our practice performance. We evaluate the success of each search not only by the richness and diversity of the candidate pool, but also by the longevity and contribution the search brings to our client's business.
- Because we value and appreciate the relationship we have with our clients, we maintain long-term relationships with our clients and the placed candidates. We continue to follow up through the 90-day initiation period.

The Search Process



THE SEARCH PROCESS

1. We conduct discussions with appropriate staff and executives of your organization to fully develop our understanding of your needs, the personalities involved, and your organization's culture.
2. We seek qualified candidates through targeted research, conversations with peer contacts, industry contacts, academic contacts, and trade associations.
3. Our conversations with prospective candidates will address two general objectives:
 - Screening candidates against the qualifications profile
 - Enrolling potentially qualified candidates in the opportunity your organization represents
4. We present qualified candidates' professional credentials and narrative descriptions of their relevant experience. We also determine their respective levels of interest and suggest schedules that meet these circumstances.
5. We work with your organization to manage the process that begins with agreeing on the candidates to be interviewed and concludes with extension of offers. This includes administrative aspects such as scheduling interviews and making hotel reservations.

In addition, we maintain informal, open relationships with both you and the candidates so that possible issues on both sides are identified and addressed promptly.

6. We manage expectations within the process so that each participant is kept properly informed and the search remains as inclusive of these individuals as is appropriate.
7. We stay in close contact with candidates to ensure the offer presentation is made properly.
8. We follow up with both the client contact and the successful candidate after the first thirty days of employment, after three months, and after one year.
9. During the entire search process, we will be in constant communication with you. The need may arise to accommodate new information or changes in the assignment's specification or qualifications profile. Our process challenges many assumptions and evaluates the client environment. We make sure to consider changing market conditions.

MICHAEL J. REID
CHIEF EXECUTIVE OFFICER, FOUNDER

Michael J. Reid, Chief Executive Officer and Founder of Michael James Reid & Company, has more than two decades of Executive and Management search and selection experience across industry lines. Prior to founding Michael James Reid & Company and Montgomery West, Mr. Reid held Senior Human Resources roles in three major San Francisco-based corporations.

Mr. Reid's Human Resources experience includes Vice President Human Resources for Hibernia Bank, Head of World Banking Division/Retail Banking and Management Recruitment for Bank of America, and Head of Recruitment for Levi Strauss & Company, Women's Wear Division. He is the former Assistant Director of Admissions for Cornell University at the College of Arts and Sciences, former "Big Red" football coach (1976-1980,) and former Director of Placement at Cornell University, School of Industrial & Labor Relations.

Mr. Reid is also a speaker and workshop leader on the topic of Diversity and Executive Search for the Northern California Human Resources Council, the Employment Management Association, SHRM, Peninsula Area Black Personnel Association, Personnel Management Association of Atzlán, and the Cornell University Industrial Labor Relations Alumni Association.

Raised in upstate New York, Mr. Reid earned his Bachelor of Science degree in Education (Behavioral Sciences) in 1971 from Mansfield University, his Master of Science degree in Education from Elmira College in 1976, and completed his graduate studies at Cornell University in the School of Industrial & Labor Relations in 1980.

Mr. Reid's commitment to quality in ethnic and gender diversity has been acknowledged with national recognitions in *Black Enterprise* magazine, *Wall Street Journal*, "Who's Who" in *African-American Executives*, and other various national and local periodicals.

JON WONG
MANAGING DIRECTOR

Jon Wong has over fifteen years of retained search and venture capital experience. An entrepreneur and multi-talented executive with proven success in all aspects of retained search and human capital acquisition in both multi-million dollar corporations and start-ups, Mr. Wong brings extensive experience in team building, negotiation motivating, and guiding groups toward consensus.

Mr. Wong served as a senior partner of Global Accelerator LLC of San Jose, CA and Boston, MA. Global Accelerator nurtures the growth of young companies in digital media, broadband, and related technologies and services, as well as B2B e-commerce by uniting established search practices with venture capital and operational support. Mr. Wong led the GA executive search practice placing senior management teams, staff, and boards, which contributed to developing a track record of successful startups and providing solutions for fast growing companies. GA client companies include: Broadway Digital Entertainment, Envivio, iSarla, Storm Technologies, Scout Electromedia, SystemsFusion, PlaceWare, Brocade, Sun Microsystems, and BeVocal.

Prior to his venture capital work, Mr. Wong managed a San Francisco retained search firm. He successfully completed senior level searches for but not limited to Levi Strauss, Visa, KPMG Peat Marwick, Peets Coffee, Bank of America, Wells Fargo and Transamerica, Pacific Union, and Genentech. Early in his search career Mr. Wong was a Director at Montgomery West with Michael Reid, where he embraced a vision and mission to ensure every candidate pool included women and people of color.

A San Francisco native and life-long donor and community volunteer, Mr. Wong has always maintained a non-profit and foundation practice by recruiting senior management teams and boards for community-based organizations and philanthropic foundations. He has worked with California Endowment, Lucile Packard Children's Hospital Foundation, United Way, Project Open Hand, Community Educational Services, and Nihonmachi Little Friends. Mr. Wong is also an avid golfer and soccer dad.

DEBORAH BRYANT, Ph.D
SENIOR ASSOCIATE/PRACTICE LEADER: HIGHER EDUCATION ADVISOR

Dr. Deborah Bryant has served for over three decades as an administrator in Higher Education in community colleges, private institutions, and several universities in New York, Louisiana, and Maryland.

Dr. Bryant was involved in a wide range of committees at University of Maryland College Park, a campus of 38,000 students. She actively participated in the following committees:

- Committee to Review Undergraduate Studies
- Undergraduate Education Faculty Award Committee
- College Programs, Curricula, and Courses Committee
- Academic Planning Advisory Committee

In addition to her campus-wide committee involvement, Dr. Bryant has served on numerous search committees at The University of Maryland College Park including but not limited to:

- Associate Dean of Computer, Mathematical, and Physical Sciences
- Program Director for Diversity, Computer, Mathematical, and Physical Sciences
- Associate Dean for Undergraduate Studies
- Selection Committee for Senior Lecturers, College of Computer, Mathematical, and Physical Sciences

Dr. Bryant served as the Assistant Dean for Undergraduate Education in the College of Computer, Mathematical, and Physical Sciences at The University of Maryland College Park. In this role she oversaw recruitment and retention programs. Prior to serving as the Assistant Dean, Dr. Bryant held the position of Associate Director of the Career Development Center at the University of Maryland College Park.

Dr. Bryant also co-directed the Louis Stokes Alliance for Minority Participation/National Science Foundation project, a \$1.5 million five year project created to support the recruitment and retention of students of color who are underrepresented in science, mathematics and engineering.

Dr. Bryant earned a Bachelor degree from Boston University in Physical Education, Health and Recreation in 1972. She holds a Master's degree from the State University of New York at Brockport in Counseling (1975,) and a Ph.D from The University of Maryland at College Park in Higher Education, Policy Planning, and Administration (1998.)

DR. FRANCINE GORDON, PH.D.
DIRECTOR OF CONSULTING

Dr. Francine Gordon, Ph.D., Director of Consulting, has more than two decades of strategic organization development, management consulting, staffing/employment and training in high technology, healthcare, professional services, and higher education.

Dr. Gordon's experience includes executive roles in Marketing, Management, and Human Resources at Boston Consulting Group (BCG,) Tandem Computers, Stanford University, and AT&T (SBC Pacific Bell.)

As the youngest person and first woman, Dr. Gordon was appointed into a faculty track tenure position at the Stanford Graduate School of Business. As a professor in the Business School, Dr. Gordon taught MBA and Ph.D. courses in Organizational Behavior, as well as addressed management groups on motivation, recruiting, selection, appraisal, job enrichment, and employment of women.

Dr. Gordon serves as the Silicon Valley chapter of Alliance of Technology & Women, a not-for-profit organization that supports the advancement of women in technology. She has also coauthored the book *Bringing Women into Management* (McGraw Hill 1975).

Dr. Gordon received a Master of Arts degree and Ph.D. in Organizational Behavior from Yale University. She completed her undergraduate degree in Psychology from Vassar College, Summa Cum Laude, and Phi Beta Kappa.

MICHAEL F. BIANCO

SENIOR ASSOCIATE / PRACTICE LEADER FINANCIAL SERVICES

Michael F. Bianco, Senior Alliance Consultant/Chairman of American Capital Markets Corporation and Asia Pacific Capital Corporation, has been actively involved in corporate finance/consulting in the United States and Asia for over twenty-eight years.

Mr. Bianco is currently a member of the World Trade Club of San Francisco, a Director of the California Council on International Trade and Chairman of the Audit Committee, a Director of the Korean-American Chamber of Commerce, and a member of the Hong Kong Association. In addition, he was elected to “Who's Who in the West” and “Who's Who in International Finance,” and is a life member of the Stanford University Alumni Association. Michael is a member of the Pacific Basin Council of the Dominican College for Asian Studies, the University of Michigan Alumni Association, and the President's Advisory Council for Wilkes University. He is a registered representative of the NASD, and a mentor, Mentium 100.

Mr. Bianco also served as the Managing Director, Corporate Financial Consulting Western Region for Arthur Andersen & Company. He has served as President and CEO of Loeb Rhoades Securities Corporation. His clients include US Leasing, Greyhound, Borg Warner, Safeway, Dole, Bechtel, Del Monte, and many leading Asian companies such as Canon, Orix, Seiko, JAFCO, and Yasuda Trust Bank.

Mr. Bianco received a Master's degree from the University of Michigan, and graduated from Stanford University Advanced Management College. He received his undergraduate degree from Wilkes University.

ROGER A. LEWIS

CORPORATE STAFFING, OFCCP COMPLIANCE, & DIVERSITY CONSULTANT

Roger Aaron Lewis is a Human Resources generalist/staffing/OD professional with more than seventeen years experience in driving critical HR initiatives on a global basis from strategy through delivery in a wide range of industries. Roger has also managed employment laws and regulations (OFCCP Compliance.)

Mr. Lewis served as the Administrative Analyst at The School of Medicine, Department of Pediatrics for seven years at University of California, San Francisco (UCSF.) Roger oversaw many aspects of implementing campus-level programs for the department, as well as offered conflict-resolution for disability management and the adjudication of department/employee/labor relations issues. Mr. Lewis also served as the chair on the Council of Minority Organizations, and organized and cultivated important campus diversity initiatives within the School of Medicine.

In addition to Higher Education, Mr. Lewis has experience in Human Resources as well, as he served as Senior Manager for Corporate Staffing and Diversity Programs at Genentech Inc., Corporate Director of Global Compensation and EEO/Human Resource Information Systems at Sanmina-SCI, and Manager of Compensation at Ultratech Stepper. He is skilled at training supervisors in difficult management principles, dealing with teamwork, productivity, and diversity.

Mr. Lewis earned a Bachelor of Science degree in Organizational Behavior from the University of San Francisco. He is a member of the Urban Financial Services Coalition, as well as a member of many national Human Resources organizations and associations.

MARK KEENER, CPA, MBA
SENIOR ASSOCIATE

Mark Keener is the former Controller of Mills College, where he oversaw the largest construction and capital expansion in the history of the college. He also served as the Principal at Northbridge Group Inc., a minority-owned corporate real estate firm.

As the Director of Capital Accounting & Analysis with Pacific Gas & Electric Company, Mr. Keener managed \$100 million in annual income derived from company-wide financing and construction for major projects such as the Diablo Canyon Nuclear Power Plant. These experiences allowed him to become very adept at finding ways to increase shareholder value and generate savings related to real estate and overall operations.

A native of Oakland, CA, Mr. Keener is committed to youth education, as reflected in his long-time role as both the San Francisco and National Chair of the Accounting Career Awareness Program (ACAP). ACAP provides high school students with a one-week summer residency at a local college and students learn about accounting and business career opportunities. Mr. Keener is also a lecturer at San Francisco State University and an adjunct instructor at Golden Gate University.

Mr. Keener holds a Bachelor of Science degree in Business Administration from the University of California, Berkeley. He obtained a Master in Business Administration degree from Golden Gate University in San Francisco. Mr. Keener also holds a California Real Estate Broker license, and is a Certified Public Accountant.

ROBERT GRAGG, MBA
SENIOR ASSOCIATE

As the Search Director for Michael James Reid & Company, Rob Gragg is responsible for project management and candidate delivery for all executive search engagements. He has more than twenty years of experience in executive recruiting across a variety of industries and functional areas.

Mr. Gragg acquired extensive experience as a Professional Marketing Manager with Fortune 500 companies such as Mattel, Crown Zellerbach, and General Mills. His career with these companies provided intensive involvement in the functional fields of Marketing, Finance, Manufacturing, R&D, Market Research, and Sales. Consequently, Mr. Gragg has the requisite hands-on business experience to be conversant with candidates with different functional backgrounds. He brings a strong analytical approach to developing and assessing results from search project strategies and plans.

Mr. Gragg began his career in staffing with the Dunhill Group, a national recruiting firm. His initial focus was on recruiting marketing professionals. He later formed the Marsler Company, and expanded his recruiting focus to other functional areas. During the past ten years Mr. Gragg has honed his skills as an executive search professional and has a record of success with major client organizations. He is particularly adept at developing a diverse slate of exceptional candidates for senior level positions.

Mr. Gragg earned a Master of Business Administration degree from Stanford University, and a Bachelor of Science degree in Economics from the University of California, Los Angeles.

SHAHTA J. AGHA
DIRECTOR OF RESEARCH

Ms. Shahtaj (Shash) Agha, Alliance Consultant's Director of Research, is a Human Resources Professional with over ten years of experience in directing searches for corporations and executive search firms in a diverse range of industries. Her expertise lies in development of original research for use in the selection process.

Ms. Agha has worked in a variety of industries including High Technology, Consumer Goods, Financial Services, Banking, Information Systems, Health Care, Utilities, and Manufacturing. She has worked on searches in Higher Education for Loyola University Medical Center, and as well as for a Chicago-area nursing school. Ms. Agha has extensive research and name generation experience in the disciplines of Marketing, Sales, Human Resources, General Management, and Senior Level Executives in Information Technology.

Ms. Agha graduated from Mount Carmel College in Bangalore, India with a Bachelor of Arts degree in English Literature and Political Science. She has lived in diverse cultures and communities worldwide including Dubai, UAE; Trieste, Italy; and the United Kingdom.

NATHANIEL PAYNE

ASSOCIATE / PRACTICE LEADER IT CONSULTING

Nathaniel Payne has over fifteen years experience in the Information Technology industry. Prior to launching NP3 Consulting, Mr. Payne spent more than ten years providing consulting services to startups and Fortune 500 companies.

Mr. Payne has worked as a Network Administrator, Senior Support Analyst, Web and Graphic Designer, and Technical Support Manager in higher education, financial services, software development, and internet technology. His clients include University of California, Wells Fargo Bank, Robertson Stephens, iManage Software and The Learning Network.

A Bay Area native, Mr. Payne attended California State University, Hayward. He is a Microsoft Certified Systems Engineer (MCSE), Microsoft Certified Office User Specialist (MOUS) and a Cisco Certified Network Administrator (CCNA).

JUAN ESQUIVEL, CPA
ASSOCIATE / FINANCIAL ACCOUNTING SERVICES

Juan Esquivel is a Certified Public Accountant and Professional Services member of Michael James Reid & Company. He brings more than twelve years experience in consulting for small to mid sized businesses, non-profit organizations, and individuals. Formerly, Mr. Esquivel worked as a Staff Accountant and Auditor for Coté and Company, Poplar ReCare, Mid-Peninsular Housing Management Corporation, and See's Candies.

In addition to his professional experiences, Mr. Esquivel served as the Treasurer for the Iyengar Yoga Institute of San Francisco, and was a member of the Finance Committee Board for St. Anthony's Church in San Francisco.

Mr. Esquivel holds a Bachelor of Science degree in Business Administration and Accounting from San Francisco State University. He is a member of the California Society of CPAs.

SARAH DEALY
SENIOR OPERATIONS AND RESEARCH ASSOCIATE

Sarah Dealy is a Senior Operations and Research Associate for Michael James Reid & Company. Her extensive experience and passion for research and information management make her a valuable addition to the Michael James Reid & Company team.

Ms. Dealy has worked at various capacities in not-for-profit education, and has over seven years of experience in marketing research. She spent four years at Pinpoint Research handling transcription, data processing, and research working with clients such as Lowe's, Home Depot, AT&T, and Visa. Ms. Dealy then moved to Q&A Research, a firm specializing in bilingual marketing research targeting the Hispanic community, conducting research for clients including Wells Fargo, Washington Mutual, and Cingular.

Ms. Dealy earned a Bachelor of Arts degree in Psychology from San Francisco State University. Her education focused on psychological research in the areas of gender, race, and socialization. During her undergraduate career, Ms. Dealy was a research assistant for two studies on stereotype threat with internationally-recognized SFSU professor Dr. Talia Ben-Zeev. With an active interest in politics and equality, Ms. Dealy is a volunteer with several local social change organizations.

A Northern California native, Ms. Dealy enjoys riding her bike around Lake Merritt near her home in Oakland, California.

FLORENCE DeKOVEN
ADMINISTRATIVE ASSOCIATE

Florence DeKoven brings excellent communication skills and a high level of organization and responsibility to the position of Administrative Associate for Michael James Reid and Company. She has had the opportunity to develop and use her skills in her many leadership positions.

As a Programs Host at English Language & International Programs through University Extension at University of California, Santa Cruz, Ms. DeKoven provided support and guidance for international students, was in charge of creating and implementing events for international students, and completed a wide range of administrative responsibilities.

While a student at University of California, Santa Cruz, Ms. DeKoven was a Residential Advisor where, she successfully incorporated the college's theme of Social Justice and Community into daily residential life. During her undergraduate studies, she also served as an orientation leader, a writing tutor, and facilitated a diversity and leadership workshop.

Ms. DeKoven recently earned a Bachelor of Arts degree in Modern and Spanish Literature and a Minor in Education from University of California, Santa Cruz. She satisfied her graduation requirement with an extensive research-based paper entirely in Spanish.

THE OUTREACH: “The Dual Search Process”

Michael James Reid & Company has significant experience in developing comprehensive national search strategies that generate exceptionally qualified and diverse candidate pools. The plan for this search will be to utilize conventional and innovative search strategies to target professionals in your given area. Your organization will benefit from Michael James Reid & Company’s unique experience and knowledge base in a diverse candidate pool, particularly relative to individuals of color and women.

Our search efforts will be comprehensive and inclusive with a broad outreach to ensure a highly qualified, diverse, and representative candidate pool. There will be integrity to the process of the search, which will provide an opportunity for consideration to all qualified candidates.

Michael James Reid & Company will develop an integrated marketing/outreach plan that utilizes our proprietary databases, which will be continuously expanded through the nomination process. We will contact prospective candidates and sources through a national campaign, notifying them of the opportunity. The most promising contacts will receive follow-up telephone calls from the firm, encouraging them to express interest and/or request their assistance in the further identification of potential candidates. This is an interactive networking process, which will work to further enhance the candidate pool. Michael James Reid & Company has a national reputation that affords us superior access to women and minority networks.

Depending on the criteria established for the position, we will contact the following types of organizations to solicit nominations:

- **Top-Rated Companies, Universities, and Not-for-Profit Organizations in the Search Area**
- **Networks Established in Previous Searches**
- **From the “Best Organizations for Minorities”**
- **Major Professional Diversity Associations**

“DUAL SOURCING PROCESS”

Solicitation of Nominations from National Diversity Agencies, Organizations, and Associations:

Telephone calls will be made to Directors of diversity agencies and organizations. The calls will include a position description and request for nominations of qualified candidates.

- American Business Women’s Association
- American Association of University Women
- Asian Business League
- Asian, Inc. & Council of Asian-American Association
- Asian Pacific Personnel Association
- Association for Women in Science
- Association of Arab-American University Graduates
- Association of Black Women in Higher Education
- Association of Minority Health Profession Schools
- Black Human Resources Network
- Black Business Association of Los Angeles
- Chicana Foundation of Northern California
- Hispanic Chamber of Commerce
- Hispanic Association of College Employees
- Japanese Chamber of Commerce
- Mexican-American Chamber of Commerce
- Minority Alumni Association of Leading Academic Institutions
- Minority Business Entrepreneur
- National Black MBA Association
- National Black Chamber of Commerce
- National Association of Black Accountants (NABA)
- Network of Arab-American Alumni and Professors
- Professional American-Indian Development
- Personnel Management Association of Aztlán
- San Francisco Black Chamber of Commerce
- Urban Bankers
- Peninsula Association of Black Personnel Administrators
- National Society of Hispanic MBA’s
- National Association for Female Executives
- The local associate of African-American Commercial Real Estate Executives

PARTIAL CLIENT LIST:

AT&T

Bank of America

Bay Area Rapid Transit

Blue Shield of California

California State Automobile Association

Charles Schwab & Company

Clorox Corporation

Cornell University

Electronic Arts

Judicial Branch of California

Levi Strauss & Company

Lucile Packard Children's Hospital

Lucile Packard Foundation for Children's Health

McKesson Corporation

Mills College

Pepsi-Cola Company

San Mateo Community College

Stanford University

Stanford University Medical Center

State Bar of California

Sutter Health

The California Endowment

Thales Navigation

The United Way

University of California Office of the President

University of California, Irvine

University of Maryland

Visa International

Wells Fargo Bank

**REPRESENTATIVE EXECUTIVE SEARCH ENGAGEMENTS:
MARKETING & COMMUNICATIONS**

ASSIGNMENT	INDUSTRY
Director of Product Marketing	Communications
Director	Financial Services
Executive Vice President	Financial Services
President	Financial Services
Vice Chancellor, Human Resources	Higher Education
Executive Director, Community Services	Higher Education
Director of Research Administrative Systems	Higher Education
Director of Financial Systems	Higher Education
Director, Human Resources	Higher Education
Chief Operations Officer	Technology
Vice President, R&D	Technology
Vice President/Director Product Development	Technology
Chief Financial Officer	Technology
Vice President, Worldwide Engineering	Manufacturing
Vice President, Worldwide Operations	Manufacturing
Vice President, Finance	Manufacturing
Sr. Director of Systems Engineering	Manufacturing
Director of Corporate Citizenship	Communications
Director, Manufacturing	Communications
Vice President, R&D	Communications
Director, Software Engineering	Communications
Vice-President, Medical Review	Non-Profit
Director of Recruiting and Selection	Non-Profit
Vice-President, Medical Review	Non-Profit
Multiple Board Members	Non-Profit
Controller	Non-Profit
Seven Members, Board of Directors	Insurance
Chief Financial Officer	Insurance
Vice President, Human Resources	Insurance
Vice President, Internal Audit	Insurance
Director, Services Delivery	Insurance
Marketing Director	Energy
Deputy Director	Energy
Marketing Communications Manager	Energy
Chief Executive Officer	Government
Treasurer	Pharmaceutical