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PERFORMANCE SUMMARY

An Innovative and Creative Business Leader & Turnaround Expert demonstrated success ranging from startups to a multimillion-dollar global organization. A proven performance achieving and managing revenue goals of up to $400M, operational budgets of up to $200M, and capital expense budgets of up to $150M. A capable mentor and manager, having a track record in multiple organizations, attracting, recruiting, and mentoring leadership teams to manage up to 950 employees, establishing the infrastructure that has repeatedly resulted in multimillion-dollar growth, developed and maximized profitability, and built or restored market share in highly complex and competitive business climates, resulting in multiple successful shareholder exits. **Tenacious at developing new revenue opportunities and led new sales at most companies managed**, securing customer loyalty, and forging long term relationships with business partners that fortify, drive, and sustain shareholder value.

PREVIOUS BOARDS OF DIRECTORS
DaVinci Systems, Inc., privately held company, **Chairman of the Board**
Borland Corporation, public company, **Chairman Audit Committee**
MobileWare Corporation, privately held company, **Chairman Risk Management Committee**
AnswerSoft Corporation, privately held company, **Chairman Audit Committee**
US Data Authority, public company, **Chairman of the Board**
Raindance Communications, public company, **Chairman Nomination and Governance Committee**
TeleComputing, public company, **Chairman Risk Management Committee**
Dynix Corporation, privately held company, **Chairman Audit Committee**
SirsiDynix Corporation, privately held company, **Chairman Risk Management Committee**
AlphaBay Corporation, privately held company, **Chairman of the Board**
Bold Star Ventures, privately held company, **Chairman of the Board**
Intrusion, Inc., public company, **CEO Board member**

TECHNOLOGY LEADERSHIP
CYBER SECURITY
BIG DATA
ARTIFICIAL INTELLIGENCE
QUANTUM COMPUTING
ENTERPRISE APPLICATIONS

CLIFTON STRENGTHS
1. Activator   2. Strategic   3. Communications   4. Futuristic   5. Relator

16 PERSONALITY TRAITS
Type: Assertive Protagonist   Code: ENFJ-A   Role: Diplomat   Strategy: People Mastery

GLOBAL LEADERSHIP FOUNDATION
EMOTIONAL INTELLIGENCE
SELF AWARENESS: 7   SELF MANAGEMENT: 8   SOCIAL AWARENESS: 9   RELATIONSHIP MANAGEMENT: 9

ACHIEVEMENT CATEGORIES REPRESENTED BELOW

- Strategic Planning
- Thought Leadership
- Turnaround / Restructuring
- Reorganization
- Market Share Capture
- Revenue Generation
- Operational Excellence
- Technology Restructuring
- Customer Engagement
- IPO / M&A / Due Diligence
- Sales Restructuring
- Product Restructuring

BOLD STAR CONSULTING, DALLAS, TX   2017 – PRESENT
Strategic Consulting for Enterprises, Startups and Federal Government

ACHIEVED WHILE CONSULTING

- Revenue Generation: New sales in Federal market
- Market Growth: Expanded market to include Artificial Intelligence
- Business Development: Identified and created strategic partnerships for several companies in both Federal and Private markets

INTRUSION, DALLAS, TX   2/2020 – 8/2021
Cybersecurity technology company

- Developed business plan and technology plan for a new zero-trust architecture cybersecurity company
- Raised $28M in the public market to fund relaunch of Intrusion as a product company in addition to its consulting business
- Designed and developed a new zero-trust firewall
- Designed and created a new website positioning Intrusion as a startup cybersecurity company
- Took the company public on NASDAQ and grew market cap from $40M to $476M
- Recruited a dozen beta customers to validate the Shield technology solution
- Designed and managed a new telesales department responsible fof 60% of salts
- Closed contracts with a F500 worldwide business doing business in over 100 countries, a F2000 business doing business in 8 countries and many other US businesses and a government agency

UNITED STATES DEPARTMENT OF AGRICULTURE, NEW ORLEANS, LA   2013 – 2017
$800M budget with 80,000 employees

Chief Information Officer, National Finance Center
$200M OPEX, $150M CAPEX, and 285 employees with 8 direct. Responsible for all IT for the National Finance Center.

- **Cybersecurity:** Recruited by Secretary of USDA to serve our government and redesign cybersecurity architecture and prevent further successful hacks, data loss or system shutdown after a major breach costing $300M. Navigated extensive USDA IT environment: operating the 10th largest bank in the world, the 12th largest insurance provider and payroll for most federal employees including, Congress, FBI and CIA. To design a state of the art cybersecurity architecture, utilizing new hardware and software products and services for two critical datacenters. Within 120 days, the USDA was tested by a new FBI security team task force set up by the President and it passed. **To date, the USDA has never again been breached, despite 40,000 attacks per month.**

- **Legacy Systems Replacement:** Challenged by the Deputy CEO to reduce costs and replace legacy systems (at a cost of $60M annually). Performed the analysis within 30 days and developed the RFP, defining and executing requirements. This resulted in a new, Cloud based solution at a 40% cost reduction, saving $30M, while providing 20X the performance and .9999% uptime. **This was made the strategic direction for all government IT projects going forward.**

- **Customer Engagement Excellence:** Tasked by the CFO to design a new system after call center response times (60 agencies / 10,000 users) took twice the time allotted and $2M spent on corrective measures yielded little change. Replaced ineffective staff, eliminated excess costs, and introduced customer satisfaction training. Closed 900 service requests the first 90 days, while installing the new system, which led to login, research, and close within 48 hours (9X expectations), skyrocketing customer satisfaction from 68% to 99%. **This model and tool was duplicated by other government agencies as a result.**

ALPHA BAY CORPORATION, SALT LAKE CITY, UT   2005 – 2012
A $25M retail software company with 45 employees

Chairman, CEO, and CTO
$8M OPEX, $2M CAPEX, $ and XX employees with 45 employees with 6 direct. Responsible for all aspects of the company including, sales, marketing, IT, cyber-security, and operations

- Number 1 in Sales to new customers

- Designed, recruited and trained a new telesales debarment

- **Systems Restructuring:** Retail systems were all "batch file" driven, leaving retailers in the dark on inventory levels and preventing order accuracy. Over 5 years, met with prospective customers to design specific features, raised capital, hired employees, developed a new real-time enterprise retail system with ~12M lines of source code. **Ran QA testing and sold the new system to two F500 reference customers, funding the company for 2 years until the strategic sale to Dish Networks.**

DYNIX CORPORATION (NOW SIRSI DYNIX), PROVO, UT   2002 – 2005
A $120M Enterprise Resource Planning systems (ERP) company with 450 employees
Chief Executive Officer, CIO, and Board of Directors
$60M OPEX, $10M CAPEX, $120M Revenue Goal and 450 employees with 8 direct. Responsible for the international corporation including, sales, marketing, operations, development and IT.

- Number 1 in Sales growth North America and International markets

- **Turnaround / Successful Shareholder Exit:** Hired by the Private Equity owners to lead turnaround and recover investment after declining sales and EDITDA. Led analysis, redesigned a next generation product, rebranded, removed underperforming leadership, and doubled engineering resources while cutting costs. Developed new sales and marketing campaigns, that doubled revenues (from $65M to $120M), transforming EDITDA from -$1.5M to $10M. *This was recognized by the developer of Agile as a next generation example of success and the largest and most successful International Agile development project ever.* The PE firm sold the company at a significant multiple over market EBITDA.

- **Marquee Account Capture:** Led all marquee sales opportunities over $1M in Europe, Asia, Russia and US resulting in 14 $1M+ new customer sales including a $2.5M government sale to the country of Jordan.

RAINDANCE COMMUNICATIONS, LOUISVILLE, CO   2001 – 2002
A $40M telecommunications solutions company with 85 employees
Chief Operating Officer, Chief Information Officer, and Board of Directors
$40M OPEX, $10M CAPEX, $50M Revenue Goal and 85 employees with 6 direct. Responsible for sales, marketing, operations and development.

- Designed, recruited, trained and managed new telesales department responsible for 60% of sales

- **Valuation Growth / Sales Restructuring / Customer Engagement:** Tasked by the Board to restore profitability after significant investment in direct sales and a $40M advertising budget failed to yield results. Developed the strategy to restructure customer engagement and eliminated 80% of advertising spend. Reassigned or released underperforming employees, recruited, trained, and mentored a new team. These efforts drove all-time-high engagement to 10X. **Within 90 days, sales quadrupled and within the year, stock valuation grew 4.4X, (5X Board level expectations), resulting in the sale of the company and a successful shareholder exit 2 years later.**

TELECOMPUTING, INC., FORT LAUDERDALE, FLORIDA   2000
A $25M company with 150 employees
Chief Technology Officer, EVP of Engineering, and Board of Directors
$20M OPEX, $20M CAPEX, $25M Revenue Goal and 110 employees with 6 direct. Responsible for all development, operations, partnerships and strategy.

- Number 1 in new Sales both North America and International: Traveled extensively forming partnerships and Sales

- Designed and implemented a new telesales department responsible for 45% of e-business

- **PO / Sales & Product Restructuring:** Recruited by the CEO to generate international sales to prepare the company for IPO. Investigation revealed a narrow product offering with little appeal. Led technology expansion utilizing customized SAP and Oracle financials and selling them as ASP (Application Service Provider) offerings. Within 60 days, developed the partnership, licensed the technology, configured it for mid-sized businesses, and led the implementation. **Generated 1,200 new customers (6X growth) the first year, raising $18M and achieving a market cap of $234M in the IPO.**

J. D. EDWARDS, INC., DENVER, COLORADO   1999
A $300M enterprise software systems company with 2,500 employees.
Executive Vice President and e-Commerce Chief Information Officer
$50M Revenue Goal and 150 employees with 6 direct. Responsible for all development, sales, marketing and operations.

- **Business Transformation / Turnaround / Successful Shareholder Exit:** Recruited and charged with restoring order after 3 years' product development of an ERP system resulted in product failure lawsuits within weeks of release. Investigated issues, met with customers, and created a strategy to transform and relaunch. Within 9 months, the new system met customer expectations, all lawsuits were dropped, and the customers agreed to do press release endorsements. **This made e-business the fastest growing segment resulting in the sale of the company.**

MOBILEWARE CORPORATION, PLANO, TEXAS   1994 – 1998
A $10M enterprise software systems company with 35 employees.
Chief Executive Officer, Chief Technology Officer, and Board of Directors
$6M OPEX, $1M CAPEX, $5M Revenue Goal and 35 employees with 6 direct. Responsible for development, sales, marketing, operations, and IT.

- Number 1 in New Sales and Strategic Partnerships

- **Award Winning Product Re-Engineering / Shareholder Exit:** Recruited by the Board after 3 years' missed targets led to no new investors or

financing. Identified a poorly designed product that could not integrate. Developed and led a new strategy, hired engineering, and led product development and sales, presented to investors and secured $10M. Within a year, launched and won best mobile technology at Comdex. **This drove sales through OEM partnerships with Informix, Nokia, Bell Canada and Itochu, who eventually acquired the company.**

BORLAND, INC., SCOTTS VALLEY, CALIFORNIA   1993
A $200M software company with 1,200 employees.

Chief Operating Officer and Board of Directors
$100M OPEX, $30M CAPEX, $200M Revenue Goal and 950 employees with 8 direct. Responsible for sales, marketing, operations, and development.

- **Product Innovation / Litigation Strategy:** Borland was involved in a year-long lawsuit with Lotus over copyright infringement (Quattro Pro.), the highest selling product, which resulted in a cease and desist on the cusp of a new version. Worked with legal and software engineering to developed a new unique product with unique algorithms to avoid infringement, persuaded strategic alliances at Microsoft and IBM, and began the development effort. **Won the lawsuit and shipped new release of Quattro, restoring viability and growing revenues, which grew stock valuation.**

- **Operational Optimization: The** company was fragmented with 18 disparate P&Ls, removing any leverage for development, operations or sales. Charged by the CEO & Chairman with reducing costs while increasing sales. Evaluated the entire organization, identified potential changes, and led reorganization and consolidation. Reduced P&Ls to 6, reduced headcount, renegotiated vendor relationships and within 30 days delivering 30% cost reductions, 3X Board expectations while increasing sales 10%. **This doubled stock valuation and reinvigorated investors.**

NOVELL, INC., PROVO, UTAH   1987 – 1993
A $2B network operating system company with 8,000 employees.

Executive Vice President
30 employees with 5 direct reports. Responsible for strategies for growth, developer relations, and new market penetration.

- **Sales Restructure / $400M Sales to Fortune 500:** Novell was branded the "mom and pop" networking company, which prevented F500 penetration. Commissioned by the CEO to create and implement a solution. Within 6 months, built an OEM partnership program and led sales and marketing efforts through executive sales meetings with 200 CEOs and EVPs. Signed 10 of the F100 and 20 of the F500 the first 12 months. **This established instant credibility and doubled direct sales and within 2 years. Ultimately this led to the signing of 200 OEM agreements growing revenues to $400M.**

- **International Market Penetration / APAC Market Share Capture:** Commissioned to develop a strategy to penetrate Japanese market. Developed and led execution over 6 months. Met with technology firms Toshiba, SoftBank, Fujitsu, to create Novell KK a subsidiary of Novell. Gained consensus among multiple companies and sub-agendas. This resulted in all the primary tech companies in Japan selling Netware to their customers. **Acquired valuable technology components from joint venture partners and dominated networking solution with 80%**

IBM CORPORATION, DALLAS, TEXAS   1983 – 1987
Recruited from SMU while earning a Degree in Math
Received extensive training in Sales, Business Development and new product launch

- **Sales: Participated in launch of System 150, Personal Computer, and System 36**
  Led sales at several F500 companies

- **Support: Led the formation and success of IBM'S first call center**

- **Business Development: Initial member of IBM'S Strategic Developers Program**
  Worked with hundreds of companies to form strategic partnerships around PC

EDUCATION

SOUTHERN METHODIST UNIVERSITY, DALLAS, TEXAS
Bachelor's degree in Math (1985)

SPECIALIZED TRAINING
IBM'S WATSON INSTITUTE, EXECUTIVE MBA (*1986*)

MEMBERSHIP
IEEE (*1984*)