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Capital Markets Technology Assessment and Planning, Network Planning and Infrastructure, Telecommunications, Strategic Planning, Group Facilitation, Marketing, Technical and Business Planning. Positioning Capital Markets organizations for increased productivity and profitability through intelligent application of appropriate technology.

CAREER EXPERIENCE

President, Telchar Systems, Inc., Chicago, IL 1985-Present

Conducted numerous consulting assignments for international and domestic clients involving telecommunications and network planning, as well as the evaluation and implementation of management information systems. Provided advisory services relative to the design and implementation of information systems for institutions in the securities industry, including regulatory bodies and derivative trading companies, as well as for legal and non-profit entities, manufacturing and construction enterprises. Assignments have taken me to over 50 countries throughout the world. The following is a description of recent Capital Markets related projects for United States Agency for International Development (USAID), United States Trade and Development Agency (USTDA), Asian Development Bank (ADB), World Bank (WB), International Development Agency (IDA), and the Australian Agency for International Development (AusAID), via the Philippine Australian Governance Facility (PAGF) and Technical Assistance Management Facility (TAMF):

Mongolia: Capacity Building for Financial Sector Reform – Served as the Financial Supervisory Information Systems Specialist on this Asian Development Bank sponsored project. Specific tasks included (i) Implement IT Blueprint for the Financial Regulatory Commission (ii) Update overall IT Blueprint for internal and external systems (iii) develop Request for Proposal for comprehensive FRC database and (iv) Review and recommend available software and hardware for improving Securities Commission regulatory management systems. (v) plan and implement connections to Stock Exchange, Clearing house and other capital markets participants.

Brunei: ICT Diagnostic Analysis and eGovernment review for Ministry of Finance – Served as the Information Technology Expert on this ADB sponsored project. Specific tasks included (i) assessing current payment systems technology (ii) review eGovernment project (iii) Recommend action plan for payment system development.

Indonesia: ICT Analysis and blueprint for Directorate General Debt Management – Served as the Information Technology Expert on this AusAID sponsored project. Specific tasks included (i) assessing current DGDM technology (ii) gap analysis and requirements specification. (iii) Review and provide a list of available software vendors of Debt Management systems and send out RFI (iv) Develop short term action plan (v) recommend procurement process and draft tender specifications for short term acquisitions.

Vietnam: Feasibility Study for Central Depository – Served as the Information Technology and Systems Expert on this World Bank sponsored project. Specific tasks included (i) assessing current

depository technology (ii) Design technical software functional specifications and architecture (iii) Review and provide a list of available software and hardware vendors of Depository systems and send out RFI (iv) assessing RFI responses and list vendors to receive RFP and design RFP process (v) design procurement process.

Vietnam: Feasibility Study for IT systems for State Capital Investment Corporation – Served as a Information and Communications Technology Expert on this USTDA sponsored project. Specific tasks included (i) assessing current SCIC internal technology (ii) review SCIC current business processes (iii) Review and recommend available software and hardware for improving SCIC process and technology (iv) Review and recommend software and hardware strategy for SCIC (v) prepare bidding documents.

Mongolia: Capacity Building for Financial Sector Reform – Served as the Financial Supervisory Information Systems Specialist on this Asian Development Bank sponsored project. Specific tasks included (i) assessing current Financial Regulatory Commission and capital market technology (ii) Creating overall IT Blueprint for internal and external systems (iii) develop specifications for comprehensive FRC database and (iv) Review and recommend available software and hardware for improving Securities Commission regulatory management systems.

Nepal: Institutional Development of the Securities Market – Served as the Information Technology and Systems Expert on this Asian Development Bank sponsored project. Specific tasks included (i) assessing existing capital market technology (ii) Review and develop software and hardware Requests for proposal for improving Stock Exchange and Company Registration office systems (iii) assessing current State Securities Commission internal technology and (iv) Review and recommend available software and hardware for improving Securities Commission regulatory management systems and (v) review RFPs and assist in vendor selection and (vi) assisting and overseeing installations.

Vietnam: Capital Market Development– Served as the Information Technology and Systems Expert on this World Bank Bank ASEM sponsored project. Specific tasks included (i) assessing current capital market technology (ii) Review and recommend available software and hardware for improving Exchange, Clearing & Settlement and Depository systems (iii) assessing current State Securities Commission internal technology and (iv) Review and recommend available software and hardware for improving State Securities Commission regulatory management systems.

Pakistan: Capital Market Development– Served as the Technology and Systems Expert on this Asian Development Bank sponsored project. Specific tasks included (i) assisting SECP in assessing current year development plan (ii) Review and recommend components for on-line eSubmission system for data collection (iii) develop strategy for selection and implementation of surveillance system and (iv) designing, conducting, advising, or recommending the necessary training workshops and seminars on project management and surveillance systems; and reviewing and identifying appropriate overseas training opportunities; (v) assisting in specification and selection of electronic market surveillance system; and (vi) developed submission templates & strategies for Insurance Industry reporting

Philippines: Capital Market Development– Served as the Management Information Systems Expert on this Asian Development Bank sponsored project. Specific tasks included (i) assisting SEC in assessing five year development plan (ii) Revising strategy to focus on deliverable systems (iii) develop strategy for implementation of (appropriate technology) surveillance system and (iv) designing, conducting, advising, or recommending the necessary training workshops and seminars on surveillance management information; and identifying appropriate overseas resources and support mechanisms.

Indonesia: Financial Governance Reform Project Capital Market Component (Assistance to

BAPEPAM) – Served as the Management Information Systems Expert on this Asian Development Bank sponsored project. Specific tasks included (i) assisting BAPEPAM staff in identifying management information required for decision making and control at various levels; and evaluating the adequacy of BAPEPAM's existing MIS, computer systems and computerization plans; (ii) assisting BAPEPAM staff in devising measures to enhance the overall operations of BAPEPAM's management information system, records management and computer facilities; and recommending phased implementation plans; (iii) assisting BAPEPAM staff in computerizing BAPEPAM's operations where appropriate, assessing and recommending on the selection of appropriate software packages, their development and maintenance; (iv) assisting BAPEPAM staff in formulating comprehensive operational procedures and drafting relevant manuals and guidelines to operate its updated computer facilities; and (vi) designing, conducting, advising, or recommending the necessary training workshops and seminars on management information; and identifying appropriate overseas regulatory bodies for the placement of BAPEPAM staff as interns.

Thailand: Information Disclosure and Compliance Project - Served as the Data Management and Control Specialist on the Asian Development Bank's Information Disclosure and Compliance Project in Thailand. Specific responsibilities included (i) in coordination with the Corporate Governance and Disclosure Specialist, undertaking a complete review of disclosure and compliance requirements currently in effect in the securities industry in Thailand; (ii) designing an appropriate information and reporting system for generating and disseminating and for storing and retrieving required data for meeting disclosure and compliance requirements; (iii) establishing a system for processing the required information, defining trigger points for SEC and SRO intervention; and (iv) defining hardware/software applications to meet the needs of the information system in coordination with the Corporate Governance and Disclosure Specialist and recommending suitable available systems.

Romania: Institutional Development of the Securities and Exchange Commission (CNVM) - As a technical consultant for USAID to the Securities and Exchange Commission of Romania, outlined a management information system which would serve the Commission's internal needs and enable the Commission to effectively monitor and regulate the new capital markets. Analyzed existing infrastructure and developed and implemented a fully operational Local Area Network primarily using local resources. Negotiated the installation of two Legislative tracking software systems, which were the first two working applications on the network. Specific tasks included (i) evaluated the information technology staff and determined their immediate needs; (ii) obtained a legislative management system, modified the system to meet the needs of the Commission, and installed it to automate the regulatory process; (iii) designed the specifications for an addition to the CNVM's Registrar system which would record filings, as well as to report non-filings and discrepancies; and (iv) worked with the legal team in overseeing the procurement and installation of the hardware. Tested the computers that had been purchased, acquired and installed the missing hardware and got the system up and running.

Ukraine: Institutional Development of the Securities Commission - Served as management information Systems Specialist on this USAID-sponsored project to develop the institutional capabilities of the securities market regulatory institution in the Ukraine. Reviewed the existing system and advised on the strategy for collecting data from remote sites and integrating data collection and processing systems. Also requested a budget reallocation to strengthen network shortcomings.

Egypt: Telecomm Development for the Sales tax Authority and Income Tax Authority- Served as Telecommunications Systems Specialist to plan an nationwide electronic tax collection strategy.

United Kingdom, United States, and Yugoslavia: Planned and implemented transatlantic data communications services for the largest options and futures company in the world. Installed international electronic mail system for this overseas development and trading firm.

United Kingdom: Contracted by Chicago Research and Trading to set up their European operation. Was fully responsible for installation of all computer systems, telephone systems, and the implementation of international transatlantic services. Selected teleconferencing systems and equipment including computer teleconferencing for international networking and planning for audio and video teleconferencing for future implementation.

International Urban Associates Chief Operating Officer

IUA is a one-of-a kind not-for-profit organization that consults with the most successful urban ministry directors in large cities of the world to (i) develop leadership skills; (ii) create local, regional and international partnerships; and (iii) create global networks for mutual support and sharing of knowledge. Responsible for management systems development, financial management, international planning, and contract management.

As senior manager for both administration and programs, developed and implemented creative and successful technological and management strategies to serve the organization and the urban ministry leaders, executives and educators from around the world. Introduced effective, cost efficient communications and office automation technology to increase IUA's productivity.

As a Senior Associate for International Development, partnered with international colleagues in the Pacific Rim, Africa, India, Latin America, Europe and Canada to create specialized consultations to re-examine how ministry is done in the largest cities of the world. Also created and managed the 1994 Urban Strategy Institute at the Carter Collaboration Center in Atlanta, GA, that pioneered a new set of high and low technology tools for accessing and sharing urban ministry knowledge.

Digital Trading and Technology Managing Director/President

Responsible for corporate management, systems planning, sales and support of computer systems, area networks and telecommunications equipment. Built a technical services department, a sales force, an accounting and financial management group and an international trade entity. Provided computer and local area network sales and service to developing areas such as Africa, Eastern Europe, China and Southeast Asia. To support overseas sales, DTT developed cost effective and efficient procedures for shipping, export licensing and long-distance technical support.

DTT was approved as a USAID vendor and successfully closed USAID sales in East Africa. DTT successfully negotiated sales contracts and installed and supported computer systems in the People's Republic of China, Yugoslavia and Kenya.

Stenograph Corporation Vice President, Marketing Services

Initiated, specified and introduced new products, features, services and peripherals to make product lines more competitive and to generate new revenues. Also served as consultant to the president and to parent and subsidiary corporate officers, providing marketing/technical evaluation for new corporate acquisitions and supplying telecommunications/marketing support for subsidiary companies; managed a manufacturing/technical support/service branch in Texas.

Selected and managed outside software consultants. Evaluated and recommended hardware and software vendors for new products. Negotiated pricing and royalty agreements with hardware and

software vendors; supervised alpha and beta tests.

As Director of Product Management, proposed and introduced new products, features, peripherals and services that successfully increased both sales and market share. Also devised plans to upgrade current customers to new products to ensure continued customer satisfaction; supervised the production and revision of user manuals, managed new and revised software releases, instituted Stenograph's first system for reporting, tracking and correcting software problems, and created Stenograph's first corporate product/marketing plan.

A.B. Dick Manager of Data Communications

Responsible for the integration of communications technologies into word processing systems. Originated and implemented Data Communications strategies and capabilities for both Local Area Networks and Telecommunications Systems for the three lines of A.B. Dick Word Processing equipment; developed first corporate strategy for Data Communications training.

Developed comprehensive long-range product plans to supplement existing lines of equipment and supplied Business and Financial Planning for these new products; key company resource for Field support and VIP presentations; lectured in Sales and Customer training courses.

Successfully coordinated efforts between Upper Management, Research & Development, Engineering Operations, and Manufacturing to bring new products to market.

Developed a three-phase corporate strategy for A. B. Dick to bring the company into a competitive position in Data Communications within the Word Processing Industry. Phase I resulted in additional sales without development expense. Phase II provided software improvements to enhance compatibility with other computers and Word Processors. Phase III introduced new combinations of hardware and software to support advanced protocols.

Teletype Corporation (AT&T) Senior Engineer

Served as Project Manager for introduction of new data products, including Product Life Cycle Management, Forecasting, Market Analysis, Analysis of Competitive Products, Sales Training, Customer Relations, and Market Strategy Development.

As Senior Engineer for Product Management, negotiated major sales contracts and technical support for new products. Also responsible for product improvements and enhancements and for developing new applications for standard products.

EDUCATION:

B.S. Electrical Engineering, University of Wisconsin, 1970.