

Leadership Profile

Worldwide Sales, Domestic/International Channel Development, Contract Negotiation, Forecast Development, Team Building, Customer Relationship Management, Sales/Support Leadership

Visionary, results-driven executive with a demonstrated record of success in creating sales and marketing initiatives to penetrate new markets, strengthen existing market presence, and drive sales to new heights in the worldwide high technology industry. Proven record of success in growing the customer base as well as driving profits and margins to new, higher levels. Consistently able to deliver strong and sustainable earnings, profit and productivity gains in challenging start-up, turnaround, and high-growth situations. Well-developed interpersonal skills with proven ability to lead, motivate, and inspire cross-functional teams to meet and surpass corporate objectives. A problem solver with grass roots experience and essential business savvy needed for any company to succeed in today's dynamic, fast-paced technology-driven environment.

Professional Experience

Array Networks Milpitas, California

Senior Vice President, Worldwide Sales 2005 to present

Array Networks makes the high performance SSL VPN and application acceleration solutions.

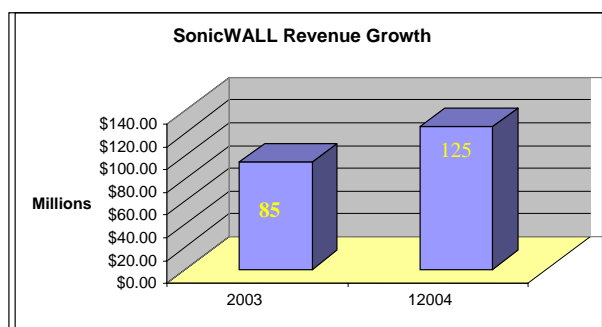
Hired to build enterprise and channel sales worldwide. Increased sales revenues by 50% in 2006 Drove gross margins to 85% in the same period. Managed major enterprise wins at accounts such as Morgan Stanley, Bank of New York, Oracle and Vodafone. Established dynamic channel relationships with Ingram Micro in North America, Dimension Data in Europe and Hitachi, NEC and Mistui in Japan

SonicWALL, Inc Sunnyvale, California

Senior Vice President Worldwide Sales 2003 to 2005

SonicWALL, Inc. a public corporation, designs, develops, and manufactures comprehensive Internet security solutions used by companies of all sizes to protect their networks and to provide secure remote access connectivity. Offering both appliance-based products as well as value-added security services, SonicWALL provides complete protection from a wide range of network security threats.

Hired to spearhead the revitalization of SonicWALL sales worldwide. Drove revenues from \$85.M in 2003 to \$125.6M for 2004 which is equal to 33% year over year growth. Improved gross margins from 65% to 71% in the same period as illustrated in the following graph:



Led a team of 150 sales, systems engineers and sales operations in offices throughout North America, Latin America, Europe, the Middle East, Japan and Asia Pacific.

- Hired and managed 5 Regional Vice Presidents, a Vice President of Worldwide Systems Engineering and a Vice President of Worldwide Distribution
- Negotiated multimillion dollar, multinational distribution contracts with Ingram, Tech-Data, Azlan, Infinigate, Telindus, SoftBank NTT and Hitachi
- Grew international revenues from 15% of total revenues to 30% of total revenues with emphasis on sales in Europe, Japan, Asia Pacific and Latin America
- Reduced sales expenses from 35% of revenues to 25% of revenues

Minerva Networks, Inc.
Santa Clara, California

Vice President Worldwide Sales
2002 to 2003

Provided leadership for world-wide sales of IP Television Headend integrated solutions for delivery of television and entertainment services over world-wide broadband IP networks.

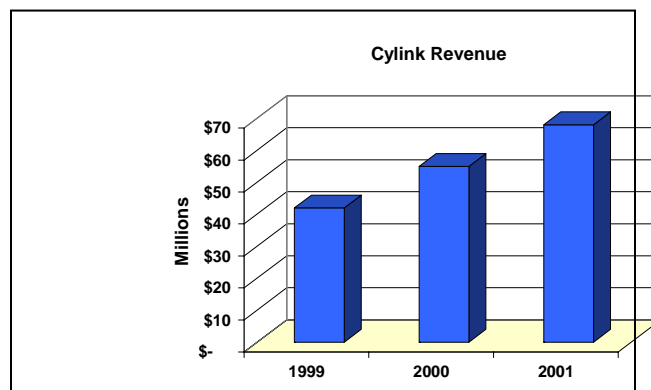
- Set record for worldwide sales and deployments of networked IP Television in 2002.
- Established and managed new international sales and support offices in Shanghai and Beijing, China.
- Opened markets for IP video solutions to domestic service providers (IOCs) and international service providers, Telecom Italia, Telefonica de Chile, NTT, Telmex & I-Spatial (India).
- Developed and maintained worldwide sales channel program for the sale of Minerva Hardware to enterprise customers (Fortune 500, Worldwide 500, Financial 500).
- Negotiated and energized strategic alliances with Royal Philips Electronics of the Netherlands; Pirelli Telecom Systems, Italy; Advanced Fiber Communications, Worldwide Packets, Nortel and Cisco International.

Cylink Corporation
Santa Clara, California

Vice President Worldwide Sales & Service
1999 to 2002

Cylink Corporation (acquired by Safenet in 2002) developed marketed and supported a comprehensive family of e-business security solutions that protect and manage the access, privacy and integrity of information transmitted over local-area networks (LANs), wide-area networks (WANs) and public packet-switched networks. Planned, managed and executed a worldwide sales turnaround and expansion program. Significant P&L responsibility.

- Successfully implemented actions that increased revenues from \$42 million to \$68 million (+61 percent) and increased margins from 52 percent to 68 percent, as illustrated in the following graph:



- Provided leadership for a team of 89 people in offices throughout North America, Europe, the Middle East and Asia. Managed \$9 million service business.

- Negotiated multimillion dollar, multinational contracts with NTT, KPN Telecom, British Telecom, Telia Citicorp, Chase, Intel, Raytheon, Lockheed, GE, AT&T, Sprint, MCI, Verizon.
- Closed major contracts with The Federal Reserve, Department of Justice, Department of the Treasury as well as the FBI and NSA.
- Grew international revenues in from \$5 million to \$20 million, with emphasis on sales in Japan, Singapore, Germany, the UK, France, Brazil and South Africa.
- Cylink was acquired by SafeNet Corporation in 2003.

Escalate Networks Fremont, California

President/Chief Executive Officer 1996 to 1999

Escalate Networks was formed as the result of a leveraged buyout from ATM, Inc. to develop, manufacture and distribute high performance network connectivity and multimedia communication systems using technology licensed from Virata Corporation (ATML). Founded and funded corporation that was a spin-off of ATM, Inc., a company that built and managed systems products. During my tenure at ATM as VP/General Manager, established domestic and international sales distribution channels and channel management team. Grew revenues to \$12 million through systems and technology sales. Secured technology contracts with PairGain, Westell, Orkit and Alcatel. Negotiated contracts with Siemens, JiaTong Networks (China), Saudi-Armco and SingTel. Once the spin-off was completed, significant accomplishments included:

- Secured venture funding of \$3.5M & \$1.5M from Deutsche Telekom for DSLAM development.
- Successfully managed the development and sales of cost effective asynchronous transfer mode (ATM) switches and network interface cards. Conceived and managed the development of a “Customer Premise DSLAM.”
- Negotiated contracts with Ameritech, SingTel, NTT, France Telecom and British Telecom.
- Sold company to Odetics Corporation in 1999.

Bay Networks/SynOptics/Coral Networks Santa Clara, California

Advanced Technology Team/Business Development 1985 to 1996

Responsible for evangelizing and joint sales of new technology-based hardware software and management systems for this leader in the worldwide networking market. At Coral Networks, built and managed the sales force and sales of new enterprise class routing switches for Coral Networks, a Westborough, Massachusetts, acquisition. Prior to this, served as president of Marketech Management Systems, a spinout of Infotron Systems. which was acquired by Coral Networks.

- Teamed with EDS, Alcatel, Siemens and Ericsson for technology development.
- Managed strategic alliances with NTT, British Telecom, KPN Telecom and GTE.
- Drove Coral Networks’ sales revenues from zero to \$2 million in one year.
- Key participant in the sale of Coral Networks to SynOptics for \$16 million.
- Only executive retained in Coral acquisition by SynOptics

Infotron Systems Cherry Hill, New Jersey

General Manager—Infotron LAN Systems Division 1980 to 1985

Established worldwide distribution networks, including international and domestic value added resellers (VARs), systems integrators (SIs), and strategic partnerships. Managed the UK-based, 12-person engineering development team with a focus on developing “channel specific” products. Rebuilt worldwide channels through key VARs and SIs in North America, Europe and the Middle East.

- Increased revenues from \$800,000 to \$9 million in two years.
- Developed and successfully introduced two new channel-specific products worldwide.

**Tymnet division of Tymshare Corporation
Stamford, Connecticut**

**Northeast Area Manager
1979 to 1980**

Recruited and managed a sales team to roll out value added network (VAN) services to Fortune 500 companies in New England.

- Established Tymnet as a viable player in the VAN service market despite entrenched competition.
- Drove revenues to 130 percent of plan in the first year.

Additional career information available on request

Education

- Miami University, Oxford, OH 1967-1969 and 1973-1974
Major: Marketing Management

Military

- United States Army Special Forces, 1969-73

Professional Development

- Haas School of Business- Executive Management Weekend Seminars, 2006
- Harvard Executive Development Seminar—Sales Organizational Dynamics, 2004
- Principal Centered Leadership—Covey International, 2003
- Large Account Management Process—Miller Heiman, 2002
- Strategic Conceptual Selling—Miller Heiman, 2000
- The Leader Manager—Wilson Learning, 2000
- Effective Negotiating—Karrass, 1999
- Xerox Sales Management Course, 1987
- Xerox Professional Selling Skills, 1994

Honors and Awards

- Xerox Excellence Award—Number one XDS sales performer in 1977.
- “President’s Club” award for 120 percent+ sales performance in 1977 and 1978.
- “Par Club” award for 100 percent+ performance in 1975 and 1976.