The EXECUTIVE *Group*
Profile of Professionals

				General Management																Ops. Experience					IT Experience										
PROFESSIONAL	YEARS OF EXPERIENCE	SPECIALTY	POSITION LEVEL	General Management	Turnaround Leadership	Regulatory Compliance Management	Mergers & Acquisitions	Due Diligence	Divestitures / Closures	Business Strategy & Planning	Portfolio Management	Marketing	Sales	Finance & Accounting	Six Sigma/Business Process Reengineering	Project Management	Leadership Development & Executive Coaching	Contract Negotiations & Management	Outsourcing	Interim COO Assignments	Business Operations Leadership & Management	Business Operations Assessment & Restructuring	Operations Performance Standards & Metrics	Operations Process Reengineering	Interim CIO Assignments	IT Leadership & Management	IT Strategic Planning	Organizational Assessment & Restructuring	RFP & System Selection	Conversions & Implementations	e-Business	Imaging/OCR/Workflow	IT Operational Assessments & Reengineering	IT SLAs & Metrics
Fuchs, Joe	35	HIPAA/Information Technology	DIR/AVP	X	X	X		X							X	X	X							X	X	X	X	X	X		X	X	
Hays, John	35	General Management	CEO	X	X				X	X		X			X	X	X	X	X	X	X	X	X					X	X	X				
Marr, Bill	35	Information Technology	CIO	X	X		X	X	X						X	X		X							X	X	X	X	X	X		X	X	X
Chenoweth, Donald	33	Information Technology Management	CIO	X	X		X	X	X	X						X	X	X	X	X	X	X	X	X	X	X	X	X	X		X		X	X	
McCutchen, Rick	33	General Management/Operations	CEO/COO/CFO	X	X	X	X	X	X	X		X		X	X	X	X	X		X	X	X	X	X	X	X		X		X				
Saunders, Steve	33	Information Technology	CIO	X	X	X		X	X	X					X	X					X			X	X	X	X	X	X	X		X	X	
D'Hoostelaere, Michael	30	Strategy/Planning/Marketing/General Management	EVP/COO	X	X	X	X	X	X	X		X	X			X		X		X		X						X						
Newton, Kathy	30	Operations/General Management	COO/CEO	X	X	X	X	X		X					X	X		X	X	X	X	X	X	X	X		X		X	X	X		X		
Reynolds, Rae	30	Marketing - Research, Launch, Development, Strategic Planning	SVP	X				X		X		X	X			X																		
Travers, Bob	30	Operations	COO	X	X			X		X					X	X			X	X	X	X	X	X				X	X		X			
Aberle, Pat	28	General Executive Leadership & Management	CEO	X	X	X	X	X	X	X	X	X	X		X	X	X	X	X	X	X	X												
Pennington, Jim	28	Finance/Operations/General Management	CFO/COO/CEO	X	X	X	X	X	X	X				X	X	X	X	X	X	X	X	X		X				X						
Shillow, Jim	28	Information Technology	CTO/CIO		X		X	X							X	X		X	X						X	X	X	X	X			X	X
Globokar, Andrea	26	Operations/Project Management/Implementation	DIR/VP/COO	X	X					X		X	X	X	X	X	X	X		X	X	X	X	X					X					
Williams, Christine	26	Operations	COO	X	X		X	X		X						X	X	X		X	X	X	X	X				X	X					
Pingle, Jana	25	Operations	COO	X		X									X	X				X	X	X	X	X					X					
McQueen, Christopher	21	Busienss Performance Management	SVP	X	X			X	X	X	X		X		X	X	X					X	X	X				X						
Thoma, Laurie	21	Operations	VP	X	X											X	X				X	X	X	X										
Bandrowski, Jim	20	Strategic Planning/Six Sigma Quality/Change	SVP/EVP							X		X			X		X				X			X			X							
Steppe, Susan	19	Operations/Information Technology/HIPAA	VP	X	X	X	X	X		X					X	X	X	X	X		X	X	X	X			X	X	X	X	X	X	X	
Perretta, Henry	18	HIPAA Compliance (Primarily Transactions)	SVP	X		X	X	X		X		X	X	X	X	X		X	X					X	X	X	X		X	X	X	X	X	X
Allen, Ken	15	Regulatory/General Management	EVP/CEO	X	X	X	X	X	X	X		X	X		X	X	X	X			X	X						X						
Mohassessi, Reza	15	Pricing/Underwriting/Reserve Evaluation/Network Evaluation	Chief Actuary	X	X		X	X		X				X		X		X					X										