

STRATEGIC OPERATIONS EXECUTIVE FOR EVOLVING COMPANIES

TECHNOLOGY | HEALTH CARE | MANUFACTURING | RETAIL | FRANCHISING | DISTRIBUTION

Serial Startup, Expansion and Turnaround Wins | Grow Revenue and Margins

Enterprise Strategy | Organizational Design | Financial Processes & Forecasting | Product Development
Cross-Functional Team Leadership | Executive Mentorship | Mergers & Acquisitions | Fundraising

"...amazing creativity and vision in advising winning business strategies..."

"...his advice can definitely help entrepreneurs avoid mistakes and accelerate success..."

"...able to size up complicated business, legal, financial and technological issues quickly and take the steps necessary to turn them around for a positive result..."

"...an insightful and authoritative voice in business leadership ..."

"...brings great intelligence, high level work ethic and business morality to any endeavor..."

EXECUTIVE LEADERSHIP EXPERIENCE

STARTUP CONSULTANT AND ADVISOR | SYDK CONSULTING | Danville, CA | 2012-present

SYDK (Stuff You Don't Know) mentors and consults with company executives and entrepreneurs in startups and transitional companies on growth and profitability. Bringing in other consultants when needed, help with technology, corporate finance, marketing and sales, operations, organizational development, risk mitigation, productivity and strategy.

CHIEF OPERATING OFFICER | RAMSELL CORPORATION | Oakland, CA | 2004-2011

What began as a neighborhood pharmacy found a niche market providing specialized patient management and pharmacy benefits administration programs and data management software and services to states and counties including California, Washington, Delaware, Texas and Colorado. It grew to an \$18M holding company with a nonprofit entity.

Brought in to address serious accounting and cash management issues and then asked to stay on as COO to stabilize, restructure and expand the company from a family-owned single structure to a multi-tiered organization. Expanded offerings from a single product to a multi-product scalable platform of solutions. Realigned, recruited and retrained management and staff, and prepared the founder's son for succession as CEO. Repurposed existing nonprofit entity and managed litigations and government relations.

- Tripled the number of customers and gained \$1B+ in new contracts in five years.

CHIEF EXECUTIVE OFFICER | ICOM3 | San Ramon, CA | 2002-2005

Retained by the founder to oversee the creation of a unique low-cost SaaS system to manage wastewater infrastructure and asset management decision support using robotics, cameras and data systems that monitor assets remotely to proactively avoid failure.

Organized the company from the ground up, developing the strategy and plan and contributing to product direction, sales and pricing strategy. Raised initial capital, built teams and created the flagship SaaS products. Led the executive team and sat on the board providing administrative, finance and policy leadership. Recruited, hired and trained a replacement CEO in 2006.

- Shepherded the company to successful acquisition by Redzone Robotics, then joined the board as an investor advisor and then helped with a successful exit for Redzone in 2009, resulting in double-digit returns to ICOM3 investors.

CHIEF OPERATING OFFICER | SYBERSAY COMMUNICATIONS | San Jose, CA | 2000-2001

Sybersay pioneered the development of wired and wireless earpieces for cell phones, developing pre-Bluetooth sound enhancement and noise suppression technologies.

Hired by the founder and investors to incubate the company's development from prototype to reality. Organized business plans and strategy, hired key personnel, oversaw day-to-day operations, expansion and development. Launched the Earlite series, the first intelligent ear piece for cell phones, and an early benchmark for sound and noise performance. Product line later acquired by Fellows.

STARTUP, GROWTH & TURNAROUND MENTOR | THOMAS LOKER CONSULTING | Danville, CA | 1993-present

Over the years, have been an advisor, consultant, board member, strategist and transitional executive with 200+ startups and companies with growth challenges. Created a unique incubator construct to nurture entrepreneurs “from cradle to greatness” and an “Iron Lung” process for struggling companies.

Representative clients include ImpactMeds, Soundfit, Safebridge Scientific, RedZone Robotics, Bioluminate/Biointelligent, NEC, Toshiba, and Funai Electric.

VP OPERATIONS | POWERUP SOFTWARE | San Jose, CA | 1992-1993

PowerUp was a startup burning through a Series B round, and the investors brought me and my partner in to turn it around, which we did, selling the company four months later for 4X their investment.

DIRECTOR, TARGET MARKETS & STRATEGIC PROGRAMS | COMPUTERLAND | Oakland, CA | 1987-1992

Revived a flagging franchise network and developed a strategy to convert independent stores to franchisees. Developed a federal sales program and grew revenues from \$1.3B to more than \$3B in 18 months.

VP & GENERAL MANAGER | EPSON AMERICA – MID-ATLANTIC | Philadelphia, PA | 1981-1986

Executive in charge of retail distribution, sales channels and territories throughout the mid-Atlantic states.

DIRECTOR | ST. MARY'S COLLEGE OF MARYLAND | St. Mary's City, MD | 1977-1981

For two years, managed operations of several research laboratories, expanding and managing capital equipment. Next, I took over the bookstore, expanding it into the first full-service profit-generating college bookstore in the U.S. Relocated into a new facility built in historic 17th century style but offering the most cutting-edge technology and resources.

INVESTOR, AUTHOR AND THOUGHT LEADER

SENIOR ADVISOR | VENTURE-MED ANGEL INVESTMENT GROUP | San Francisco, CA | 2013

Accredited investor group focused on funding and mentoring new healthcare startups for medical devices, healthcare IT and mobile health platforms.

ANGEL INVESTOR, MENTOR AND ADVISOR | KIERETSU FORUM | San Ramon, CA | 2002-2013

Keiretsu is a network of private groups of angel investors created to support startups in the post-traditional-VC climate.

AUTHOR, WRITER AND SPEAKER | HEALTHCARE, THE ECONOMY AND POLITICS

- **AUTHOR** | *THE HISTORY AND EVOLUTION OF HEALTHCARE IN AMERICA* | 2012
DELUSIONAL RAVINGS OF A LUNATIC MIND: POLITICS, ECONOMICS AND OPINIONS (compilation) | 2011
- **BLOGGER** | *HEALTHCARE: CRISIS IN AMERICA*
- **CONTRIBUTING WRITER** | *CALIFORNIA POLITICAL REVIEW* | 2012
- **SPEAKER** | Keynote speaker, guest on HuffPo Live on health care topics
- **CONGRESSIONAL BRIEFINGS** | Presented briefings to congress and congressional members on technology and health care

EDUCATION

GEORGETOWN UNIVERSITY | MS MICROBIOLOGY

LYNCHBURG COLLEGE | BS LIFE SCIENCES