

Ronald J. Harper
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SUMMARY OF EXPERIENCE

Engaging President/CEO has provided leadership to maximize market share and investment return to ownership in organizations with up to \$450M in annual revenue. Leadership experience includes:

- | | | |
|----------------------------------|---------------------------|---------------------------|
| ➤ International ownership | ➤ Divestitures | ➤ Bank debt negotiation |
| ➤ Board of Directors memberships | ➤ Turnarounds | ➤ Data storage technology |
| ➤ Legislative affairs | ➤ Startups | ➤ Government contracting |
| ➤ CPA & CFO | ➤ IPO preparation | ➤ Private Equity |
| ➤ Acquisitions | ➤ Product diversification | |
| | ➤ Recapitalization | |

PROFESSIONAL EXPERIENCE

2013 to Present **Operating Advisor and Strategic Partner**
GRAYCLIFF PARTNERS
New York, New York

Graycliff Partners is an independent investment firm focusing on middle market private equity and mezzanine investments in the United States and Latin America. Support organization to maximize value of current and prospective investments.

2015 to Present **Consultant**
NEUROFIX, LLC and ARTIC THERAPEUTICS, LLC
Philadelphia, Pennsylvania

Neurofix was a company that developed a drug to treat ADHD and other indications. The company was sold to a publicly traded entity in September 2015.

- Supported management in various areas including negotiations with the non-profit partner, sourcing potential suitors and legal structure.
- Worked on various strategies to maximize exit value.
- Provided analysis on economic value of potential revenue streams to a public company in anticipation of a stock/cash transaction at exit.

Providing similar services to clinical stage Arctic Therapeutics.

2007 to
2013

President and Chief Executive Officer, Owner, Board Member
INFORMATION STORAGE CONSOLIDATION COMPANY
Dallas, Texas

Founded company in conjunction with private equity partner to execute consolidation in the information management industry.

- Completed four acquisitions creating a company with an annual run rate of \$8M per year and \$2.3M of EBITDA.
- Increased core revenue 9% in spite of negative industry trends.
- Increased EBITDA 12% while also adding capacity for future growth.
- Acquisitions were initially funded with HSBC bank debt and 10% of equity provided by Harper Investments I.
- Executed buy out of 90% partner in April 2011 enhancing capital structure with Goldman Sachs debt and equity, Graycliff Partners (formerly the private capital group of HSBC) equity and an increased equity stake of Harper Investments I.
- Initiated discussions and sold business to industry leader Iron Mountain (NYSE: IRM) in May 2013.
- Sale of business generated an IRR of 45%.

2002 to
2006

President and Chief Executive Officer, Board Member
PINKERTON GOVERNMENT SERVICES
Springfield, Virginia (Metropolitan Washington D.C.)

Complete responsibility for \$200M cleared security organization of Stockholm traded Securitas AB. Business operated at over 200 sites throughout the United States.

- Established functional management group to properly support organization that had been entirely focused on operations; thereby reducing risk, increasing productivity and improving profitability.
- Established new division to competitively participate in a government services sector that had not been properly marketed.
- Increased revenue of core business from \$118M to over \$200M per year.
- Increased annual profitability from \$3.8M to \$6.5M.
- Successfully proposed, engineered and executed divestiture of a \$70M non-core money losing division.

2001 to
2002

Chairman of the Board, President and Chief Executive Officer
GLOBE AVIATION SERVICES CORPORATION
Irving, Texas

Complete responsibility for \$90M aviation human resource organization of Stockholm traded Securitas AB. Company operated in 67 cities and 23 states and Puerto Rico.

- Negotiated contract with Federal Government (DOT) to provide interim service for aviation security screening until federalization of this function in December 2002.
- Managed organization during post 9/11 federalization of work force that required growth from 4,200 employees to 11,000 and a subsequent contraction to 2,200 employees in a period of 9 months.
- Annualized revenue peaked at \$450M.
- Successfully led a lobbying effort that resulted in Congress including a 9/11 liability limitation provision in the legislation establishing the Department of Homeland Security valued by the marketplace at \$1B.
- Provided DOT with expedited solution in 12 cities to replace a debarred vendor.
- Maintained superior record of government compliance in spite of unique expansion and contraction of work force.

2000 to
2001

President
AIRPORT SERVICES INCORPORATED
Cleveland, Ohio

Organization formed to acquire companies involved in the aviation security and human resource service sector. Company was funded by a private equity organization.

- Proposed acquisition strategy for combination of aviation service companies.
- Successfully negotiated letter of intent to acquire two companies, one a public entity.
- Upon decision to discontinue effort, joined one of the proposed acquisitions as President and CEO.

1997 to
2000

President - Americas
RECALL TOTAL INFORMATION MANAGEMENT
Alpharetta, Georgia

Complete responsibility for A\$125M information management division of Australian traded Brambles Industries Limited. Business was the result of multiple “stand-alone” acquisitions in the United States and Canada which was integrated into one operation. Services provided included: document management, data protection/disaster recovery and secured destruction.

- Increased revenue from A\$65M to A\$125M.
- Increased annual income from A\$8M to A\$18M.
- Instituted management reorganization to functionalize and delayer management structure to reduce cost and increase management effectiveness.
- Completed fifteen acquisitions.
- Instituted a business development program for Latin America initially focused on Mexico, Argentina and Brazil.

1991 to
1997

President, Board Member
GLOBE AVIATION SERVICES CORPORATION
Irving, Texas

Complete responsibility for \$60 million Company with 5,000 employees operating in 75 cities in 25 states and Puerto Rico.

- Assumed turnaround challenge of this recently bankrupt company.
- Increased revenues from \$12M to over \$60M per year.
- Increased annual operating income from \$500K to over \$2.85M.
- Reduced service cancellations from 33% to less than 1%.
- Diversified company from one basic service product into multiple products reducing risk and expanding market opportunities.
- Increased operating margin from 4.15% to 4.75%.

1985 to
1991

**Senior Vice President – Chief Financial Officer
CENTURY BANK
Sarasota, Florida**

CFO of a full service financial institution that grew from \$10 to \$140 million in total assets in five years.

- Investment manager for portfolio of all mortgage backed products, treasuries, agencies, and corporate debt/equity securities.
- Key communicator with various government officials during the Savings and Loan crisis.
- Successfully initiated and completed the requirements for a secondary stock offering circular meeting Bank and Securities Exchange Commission's Regulations.
- Instrumental in negotiation and sale of a 100% interest in bank generating a 20% annualized return to shareholders.

1983 to
1985

**Vice President – Controller
FINANCIAL SECURITY SAVINGS AND LOAN ASSOCIATION
Delray Beach, Florida**

1979 to
1983

**Senior Staff Accountant – Accounting
DOEREN MAYHEW & CO.
Troy, Michigan**

EDUCATION

**Bachelor of Administration – Accounting
MICHIGAN STATE UNIVERSITY**

**Certified Public Accountant
MICHIGAN AND FLORIDA, Non-Current**

PERSONAL

**Married, 3 children.
Held Top Secret US Government clearance.**