
Ezra Taft Benson

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(303) 371-6715

etb@ldschurch.org

SUMMARY

A perceptive, quick-thinking, businessperson who succeeds through active listening to others. Excellent at making difficult things happen. Passion for creating success in business and in those around me. Extensive experience consulting to Fortune 500 and midsize organizations in the High Technology sector. Setting strategic direction & creating the necessary “wheels in place” to gain value.

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|-----------------------------|--------------------------|-----------------------------|
| • Program Management | • Mentoring | • Team Development |
| • Change Navigation | • Trouble Shooter | • Order out of chaos |
| • Supply Chain | • Leadership | • Solving Problems |

CAREER HISTORY

Andersen Consulting; Denver, Colorado

Associate Partner; 1996 - 1999

Provided leadership in the Electronics and High Technology industry practice. Program manager for multiple business change initiatives. Responsible for Supply Chain skills of ±300 employees. Responsible for providing career direction and mentoring for 125 employees.

- Increased Andersen Consulting retention rate 5.5% over twelve months saving over \$100 million. Program manager directing 750 global team members in retention improvement efforts.
- Produced \$16 million in additional revenue per year at a Fortune 500 networking software company. Program manager directing multi-disciplined, multi-national teams that implemented new Contract/License Management processes.
- Manager of CBT development organization providing new product training to Fortune 500 computer storage company’s inside sales force and telesales organizations via traditional and Web-based instruction reducing the new product learning curve by 50%.
- Led design and development of customer service agreement for a Fortune 500 customer support web site leading to overall improvement in response times, uptime, and capacity planning.

Andersen Consulting, Phoenix, Arizona

Associate Partner, 1991 - 1995

Provided leadership in the Aerospace industry practice. Project manager for business change initiatives.

- Project manager driving the completion of an Information Technology plan that aligned the information systems direction with the distribution operations processes of a \$2.2 billion distributor.
- Program manager directing “fast-track” implementation of PeopleSoft financials at a fast expanding Fortune 1000 office products company. Implemented core financial applications in

five months (including hardware acquisition and chart of accounts design) to support year-end close.

- Project Manager leading team to design Business Process Architecture for rapidly growing distribution business (\$400 million to \$2 billion in one year). Team developed new business and technical architectures to support company's strategic direction.
- Project manager planning and managing team that completed implementation of MRP systems at three divisions of an Aerospace components manufacturer cutting costs by 25% and improving on time deliveries by 85%.

**Arthur Andersen (Consulting Division), Phoenix, Arizona
Manager, 1985 - 1990**

Project manager in the Aerospace industry leading MIRP implementations. Executive in charge of Finance Special Interest Group for Andersen's MIRP software.

- Project manager planning and managing team that completed implementation of contract MRP system at an electronics manufacturer.
- Project manager responsible for team designing and developing financial management solution for contract MIRP system.
- Project manager leading implementation of centralized procurement processes and systems for Aerospace electronics manufacturer leading to 15% reduction in material costs.

**Arthur Andersen (Consulting Division), Los Angeles, California
Senior Consultant, 1982 - 1984**

- Senior consultant leading development of material planning solution for Navel shipyard. Project decreased navel ship down time for overhaul from 180 to 45 days.
- Senior consultant developing personnel management system for law enforcement agency. Reduced personnel management costs by 10% and provided secure environment for undercover officers.

**Arthur Andersen, Los Angeles, California
Staff Accountant, 1979 - 1981**

Obtained CPA. Supervised and executed auditing tasks to provide audited financial statements for 10K, 10Q, and special registration filings. Developed automated tools to support of audit opinions savings 25% in data acquisition costs.

EDUCATION

**California State Polytechnic University, Pomona, CA
B.S., Business Administration, Minor: Accounting**

Graduated Cum Laude, student teacher & tutor.

Professional Education

Andersen Consulting

- Taught classes in Business Development, Business Process Design, Technical Architecture, Mentoring, and Supply Chain Techniques & Trends.
- Attended many courses in Business Process Design, Internet & Network Technologies, Systems Development, Change Management, and Leadership Principles

JM Perry Corporation/Stephen R. Covey Group

- Completed six leadership courses conducted by Dr. J Mitchell Perry covering team building, effective communications, building trust, and learned optimism. Completed Principle-Centered Leadership with Steven R. Covey Group (now Franklin Covey

David O. McKay

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mckayd@ldschurch.org

SUMMARY

A perceptive, quick-thinking, professional salesperson who succeeds through active listening to others. Has successfully authored and implemented sales training and marketing strategies for a national sales force. Excellent results and profit oriented problem solver, with the ability to work within multiple organizational lines for planning and implementing marketing and sales objectives.

- Closing Skills.
- Training.
- Team Development
- Leadership
- Public Speaking
- Customer Relations
- International Experience
- Goal Achieving
- Willing to Travel

CAREER HISTORY

Vice President, Sales/Marketing

EWS Services, Inc.; Northglenn, Colorado

1995 - 2000

Provided leadership in the development of sales/marketing strategies for a new high tech wastewater technology. Selectively sold eight systems to target markets nationally, making it easier for customers to visit an operating site. Directly responsible for the establishment of a national sales force.

- Increased sales 160% over twelve months, establishing EWS as a leader in the “electro-coagulation” wastewater technology industry.
- Opened seven new sales offices nationally, providing new product and field training for over 20 sales representatives.
- Held national sales conference, gaining EWS a national identity. Expanded EWS internationally by completing a joint venture in Malaysia resulting in increased profits, technology awareness and credibility.
- Presented several seminars to state and federal EPA regulators, coast to coast, establishing recognition and acceptance of EWS Technology.
- Key player in advancing this business from a research and development stage to a nationally recognized environmental wastewater treatment company.

Partner/Owner

Home Source Real Estate and Investment; Provo, Utah

1989 - 1995

Provided leadership in the development of a real estate and investment land sales company. Hired and trained new sales agents. Authored and implemented marketing and sales strategies.

- Actively recruited and trained 10 sales agents, whose successful sales resulted in a 100% increase in profits over an 18-month period.

- Successfully directed the submittal of site plans to the Department of Planning and Zoning, for fast tracking through city council approval, which resulted in the completion of 3 successful land sales subdivisions.

Associate/Vice President

Hidden Valley Springs Rancho Inc.; Temecula, California

1985 - 1989

Provided a sales pace that was able to reverse a negative market trend that resulted in a three million-dollar profit to the company.

- Named salesman of the year as a multi-million dollar producer. Named Vice President in 1986. 1986.
- Established new sales office; successfully trained sales agents that resulted in a 50% increase in sales for the company.
- Expanded sales into a vertical commercial market that resulted in posting the company its largest profit on an individual sale.

National Marketing Director

Lufkin International; Lufkin, Texas

1980 - 1985

Provided leadership in sales/marketing that enabled the company to gain a national presence. Increased sales to over 3 million dollars per month. Established international relationships that resulted in profitable foreign expansion.

- Implemented new marketing strategies that resulted in company and product name changes that improved both company and product recognition.
- Increased sales over a 12-month period that resulted in a 300% increase in sales due to improvements made to marketing materials that allowed for a more rapid expansion of the company's distributor network.
- Co-authored sales and training manuals, video, and audio motivational tapes. Appeared on several radio talk shows increasing the awareness and need for the company's products.

EDUCATION

Utah Technical College; Salt Lake City, Utah

Associate Degree, Business Management

Professional Education

Professional Licenses: Real Estate, Insurance

Numerous Sales Proficiency Courses

Certificate in Marketing

References: Available upon request

JOSEPH FIELDING SMITH

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CAREER SUMMARY

More than 15 years experience in establishing and efficiently maintaining purchasing and contracting systems for clients. Adept at strategic planning, anticipating market changes and building effective relationships with all functional project groups to include Engineering, Construction, and Project Management. Professional level skills in the following areas:

- **Skilled Negotiator**
- **Claims Investigation**
- **Problem Solving**
- **Effective Communicator**
- **Dispute Resolution**
- **MS & Internet proficient**
- **Contract Administration**
- **Team Development**
- **Multilingual**

PROFESSIONAL EXPERIENCE

Instructor

American Management Association (AMA), New York, New York 1992 - 2000

Successfully taught more than 80 fundamental and advanced purchasing seminars nationally to management professionals across various industries to include fiber optics

Researched, wrote and taught AMA's Contract Administration seminar nationally to purchasing professionals across various industries

Corporate Counsel,

Deseret Generation & Transmission Co-Operative, Sandy, Utah 1980 - 1997

Successfully prepared and issued documentation for hundreds of bid requests, totaling over \$1 billion, for the construction of electric power transmission and distribution lines, microwave and other telecommunication facilities, substations, plant sites, facilities for diversion, storage and transportation of water

Systematically drafted Right of Way documentation for and supervised the acquisition (on Federal, state and private land) of hundreds of miles of easements for transmission and distribution lines, water transportation facilities, substations, microwave and other telecommunication facilities

Successfully applied for and obtained Federal, state and local permits necessary to satisfy environmental, safety, and other regulatory requirements for construction projects

Supervised the preparation and issuing of bid documentation for hundreds of bid requests totaling millions of dollars for the overhaul and maintenance of major industrial equipment. Participated in supervising their successful performance and closeout

Investigated contractors' claims and disputes and provided documentation and tangible evidence necessary to resolve construction contract conflicts, avoiding most litigation and assuring success where lawsuits were filed

Prepared, negotiated and settled owner insurance claims in areas of property damage, flood, errors and omissions (recovering more than \$20 million)

Successfully established and maintained purchasing and contracting documentation systems; and, negotiated and drafted all necessary purchase agreements to include raw materials, equipment, computer hardware and software, transportation, engineering services, maintenance. NDA's, real estate purchase agreements

EDUCATION

J. Reuben Clark Law School, BYU, Provo, UTAH

Jurist Doctor Degree

University Of Maryland, Misawa, Japan

Bachelor Of Arts – GPA 4.0

Defense Language Institute - East Coast, Washington, D.C.

Chinese Language - Graduated Top In Class

OTHER EXPERIENCE

- Guest Speaker at National Association of Purchasing Management's National Convention, speaking on Anti-Trust Developments Affecting Purchasing
- Co-authored & presented seminars on "Legal Aspects of Buying and Selling"
- Authored & presented seminars on "Contract Administration: How to Avoid Legal Pitfalls & Disasters"
- Former member of American Right of Way Association
- Served as arbitrator for the American Arbitration Association
- Co-founder of American Law & Technology Association

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