

GARY B. MEISNER, CPA / MBA • SENIOR FINANCIAL & I/T EXECUTIVE

641 Old Hickory Blvd., #415 • Brentwood, TN 37027 • Telephone: (615) 403-2724

E-mail: gmeisner@comcast.net • Additional information available at www.garymeisner.com

SUMMARY

- Versatile operating executive, with broad experience as a senior management team member leading finance and information technology, as well as human resources and operations.
- Innovator in leveraging technology to advantage, with experience in leading ERP and BI implementations.
- Fortune 500 experience in start up, turnaround, acquisition, divestiture, reorganization, relocation, multi-plant, group, corporate and international settings.
- External consulting and entrepreneurial experience in business development, M&A, business modeling, planning, strategic assessments, software development, web site development and Internet sales strategies.
- Recognized as a creative strategist with outstanding conceptual and problem-solving skills who applies keen analytic and organizational skills to deliver innovative solutions to complex business challenges.
- A change agent with vision and passion for achieving significant improvements in processes and results.

EXPERIENCE

IRON SOLUTIONS, INC., FRANKLIN, TN (<\$10 million venture capital backed data and media services provider)

Chief Financial Officer, 2008 to Present

HEALTHWAYS, INC., FRANKLIN, TN (\$0.7 billion public international healthcare services provider)

V.P., Finance, (\$0.5 billion division), 2006 to 2008

Independent Financial / Business Development Consultant, BRENTWOOD, TN, 2004 to 2006

LA-Z-BOY, INC., MONROE, MI (\$2.3 billion public international furniture manufacturer and retailer)

V.P., Controller, Upholstery Group (\$1.5 billion), 2002 to 2004 (Left due to restructuring by new CEO)

PROGENY MARKETING, BRENTWOOD, TN (Insurance and financial services, \$0.5 billion sub of Cendant)

Senior V.P., Chief Financial Officer, 2001 (Left due to restructuring by new CEO)

UNITED DOMINION INDUSTRIES, INC, CHARLOTTE, NC (Publicly traded, \$2.5 billion) 1988 to 2001

UNITED DOOR PRODUCTS, BRENTWOOD, TN (Manufacturing, \$200 million, Left due to sale of company)

V.P., Chief Financial Officer & Chief Information Officer, 1997 to 2001

CECO DOOR PRODUCTS, OAKBROOK TERRACE, IL & BRENTWOOD, TN (Manufacturing, \$100 million)

V.P., Finance & Administration (Finance, I/T and H/R), 1995-1997

Controller (Finance and I/T), 1988-1995

ILLINOIS TOOL WORKS, INC., CHICAGO, IL (Publicly traded, Fortune 200 manufacturer) 1980 to 1988

Controller (Finance and I/T), ITW SWITCHES / LINX GROUP, 1986 to 1988

Controller and Operations Manager (Finance, I/T and Operations), ITW NEXUS, 1984 to 1986

Manager of Accounting, ITW FASTEX, 1983 to 1984

Manager of Financial Analysis, ITW CORPORATE OFFICE, 1981 to 1983

Internal Auditor, ITW CORPORATE OFFICE, 1980 to 1981

ARTHUR ANDERSEN & Co., CHICAGO, IL

Audit Senior, AUDIT DIVISION, 1976-1980

EDUCATION

UNIVERSITY OF CHICAGO, CHICAGO, ILLINOIS, *M.B.A. in Marketing and Finance, 1984*

UNIVERSITY OF ILLINOIS, CHAMPAIGN, ILLINOIS, *B.S. in Accountancy, 1976 (High Honors)*

PROFESSIONAL AFFILIATIONS AND CERTIFICATIONS

FINANCIAL EXECUTIVES INTERNATIONAL

Chapter President, V.P., Programs, Membership, Career Services, Web Chair, Board Member

AMERICAN INSTITUTE OF CERTIFIED PUBLIC ACCOUNTANTS

Certified Public Accountant, State of Illinois, May 1976

KEY RESPONSIBILITIES AND ACCOMPLISHMENTS BY FUNCTIONAL AREA

GENERAL AND OPERATIONS MANAGEMENT

- Held positions with direct responsibility for accounting, finance, credit, I/T, H/R, materials management, customer service, purchasing, warehouse operations and administration.
- Directed staffs ranging from 30 to 100 people and achieved headcount reductions of 10 to 40.
- Participated in managing operations in the U.S., Canada, Mexico, Europe and Far East.

FINANCE AND ACCOUNTING

- Implemented Sarbanes-Oxley for a \$2B public company. Developed a program for key financial controls and analytics that became the corporate standard at two different public companies.
- Significantly improved systems and controls, reducing closing cycle to two days from two weeks.
- Reengineered the annual planning process, greatly reducing preparation time and improving flexibility.
- Reduced inventory adjustments by 90% and compilation time to three days from two months.
- Implemented Hyperion, Cognos/Adatum, SAP BPC and other financial and planning systems.

INFORMATION TECHNOLOGY

- Initiated and led the implementation of SAP Business Planning and Consolidation to enhance performance.
- Initiated and led the implementation of ArcPlan, a web-based business intelligence application that provided management with dynamic analytics for sales, global sourcing and operating performance.
- Developed the business case and financial justification for a multidivisional J.D. Edwards ERP project.
- Proposed and directed a \$4 million project to replace outdated systems with AS/400-based ERP system reducing, I/T costs by \$1 million per year and staff by more than 50% while creating strategic advantage.
- Led I/T within UDI, ranked 34th of 500 companies in Information Week's most innovative users of I/T.
- Spearheaded leading-edge technologies to improve process efficiencies and create strategic advantage.

INDEPENDENT CONSULTING

- Primary liaison with investment bankers on divestiture of \$0.8 billion unit of public company.
- Interim CFO in seeking funding and strategic alliances for a wireless mesh networking startup.
- Led business development on energy efficient re-roofing systems and energy rate reduction programs and developed a new sales strategy based on financial impact and life-cycle analysis.
- Developed commercial software and related website which achieved #1 position in its category on Google.
- Performed strategic assessment on viability of an operating unit of a pharmaceutical company.

MERGERS, ACQUISITIONS AND REORGANIZATIONS

- Participated in acquisition of six companies, preparing and delivering presentations to board members, corporate officers and investment bankers. Coordinated due diligence and integration. Assisted in sale of own company on three occasions and coordinated relocation to Nashville.
- Initiated a business reorganization to capitalize on market channel opportunities and proposed the spin-off of a major product line as a separate business.

QUALITY, TRAINING AND PROFIT IMPROVEMENT PROGRAMS

- Co-chaired TQM initiative, providing training, process improvements and balanced scorecard metrics.
- Participated in numerous profit improvement programs including reorganizations, plant closings, business consolidations, product line simplifications, reductions in force and creation of a distribution business.

HUMAN RESOURCES

- Led H/R and integrated the H/R and payroll systems to reduce costs and improve process efficiencies.
- Restructured compensation programs to pay-for-performance basis with focus on profitability and EVA.

PROFESSIONAL DEVELOPMENT AND PUBLIC SPEAKING

- Developed and presented CPE programs to FEI, APICS, AITP, PMI and David Lipscomb University.
- Attended numerous development programs in Finance, I/T, H/R, quality and general management topics.

KEY RESPONSIBILITIES AND ACCOMPLISHMENTS IN RECENT POSITIONS

IRON SOLUTIONS, INC., Chief Financial Officer, <\$10 Million, 2008 to Present

- Provided overall financial direction to VC-backed growth company in data and media services.
- Led implementation of NetSuite, a SAAS online integrated business system.
- Business development and deal analysis on key customer growth initiatives.

HEALTHWAYS, INC., V.P., Finance, \$0.5 Billion, 2006 to 2008

- Provided overall financial direction to business unit leaders of a \$0.5 billion commercial health plan group.
- Participated in the formation of a new process-based organization structure with eight business units.
- Initiated and led the implementation of SAP Business Planning and Consolidation to increase performance.

INDEPENDENT FINANCIAL / BUSINESS DEVELOPMENT CONSULTANT, 2004 to 2006

- Primary liaison with investment bankers on divestiture of \$0.8 billion unit of public company.
- Interim CFO in seeking funding and strategic alliances for a wireless mesh networking startup.
- Led business development on energy efficient re-roofing systems and energy rate reduction programs and developed a new sales strategy based on financial impact and life-cycle analysis.
- Developed commercial software and related website which achieved #1 position in its category on Google.

LA-Z-BOY, INC., V.P., Controller, Upholstery Group, \$1.5 Billion, 2002 to 2004

- Provided overall financial, technology and strategic direction to the Group President and management teams of eight companies and several international joint ventures.
- Implemented Sarbanes-Oxley and developed a program for focusing on key financial controls and analytics that became the corporate standard at two different public companies.
- Created the first corporate-wide sales data warehouse and business intelligence application to leverage customer relationships across brands and to identify new sales opportunities.
- Developed the vision, business case and financial justification for a multi-divisional ERP project.

PROGENY MARKETING (FORMERLY FISI-MADISON), Senior V.P., Chief Financial Officer, \$0.5 Billion, 2001

- Provided financial direction to the CEO, two business unit presidents and management teams.
- Reorganized the financial staff of 100 for improved effectiveness and reduced headcount by 10%.
- When the company faced a potential reorganization and major systems change due to the impact of new federal privacy legislation, advanced a successful compliance strategy at a much lower risk and cost.

UNITED DOMINION INDUSTRIES, INC, CHARLOTTE, NC, \$2.5 billion, 1988 to 2001**UNITED DOOR PRODUCTS, V.P., Chief Financial Officer & Chief Information Officer, 1997 to 2001**

- Provided direction on financial, strategic and technology areas to the Group President and the presidents and controllers of five business units with operations in the U.S., Canada and Mexico.
- Participated in acquisition of six companies and the sale of our own company. Prepared and delivered presentations to owners, purchasers and bankers. Coordinated due diligence and integration.
- Led the Corporate I/T Center of Excellence within UDI, which ranked 34th of 500 companies in Information Week's listing of the most innovative users of information technology.

CECO DOOR PRODUCTS, V.P., Finance & Administration (Finance, I/T & H/R), 1995-1997

- Reengineered the annual planning process, reducing preparation time and improving flexibility.
- Co-chaired TQM initiative, providing training, process improvements and balanced scorecards.
- Restructured compensation programs to pay-for-performance basis.

CECO DOOR PRODUCTS, Controller (Finance & I/T), 1988-1995

- Proposed and directed a \$4M project to replace outdated mainframe systems with an AS/400-based ERP system, reducing I/T costs by \$1M per year and staff by more than 50% and creating strategic advantage.
- Proposed the spin-off of a product line into a separate business that grew from \$20M to \$50M.
- Significantly improved systems and controls, reducing the closing cycle to two days from two weeks.