

ROBERT F. LOGAN

LEADERSHIP MANAGEMENT CONSULTANT

ORIGINAL
U.S. District Court, District of Columbia
Case No. DW 13-171
Exhibit No. 25
Witness
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Mr. Logan's varied background includes over 40 years leadership and management experience in new business and turnaround situations. He has worked with IBM, Digital and numerous other companies in the US and Europe. Among his responsibilities over his extensive career, include being the Chief Operating Officer of ISI Systems Inc., a solution provider for Property and Liability Insurance Companies. Key to his success has been his proven ability to change the behavior of the organizations for which he took responsibility. He has significant experience in the development and use of computer technology to solve mission critical applications.

Mr. Logan's turnaround experience includes quickly transitioning a losing business unit's bottom line to a PBT of 25% by focusing on the unit's core competencies. He has:

- Developed a start-up insurance solution provider with revenue of \$500 K to a very profitable \$15 million business.
- Completed a three-year assignment in France where he increased a European Custom Network business' revenue 300% with strong profits.
- Defined and implemented Digital's US System Integration business resulting in a 30% revenue growth with improved profitability.

His ability to increase cross-geography synergy among similar industry businesses resulted in reduced product development costs, improved revenues and improved profits.

In 1993, Mr. Logan founded Logan Consulting Services. This business has three main focal points:

- Business Core Program: Creating and Implementing a shared Corporate Vision and Strategy
- Coaching and Mentoring Entrepreneurs and Executives to develop their skills and improve their focus
- A Life Balance Program

Business Core Program: Creating and Implementing a Shared Corporate Strategy

These services focus on integrating the diverse perspectives of corporations' key executives into a single shared strategy (vision). This vision is supported by improved team cohesiveness, defined responsibilities and individual performance objectives. Mr. Logan has used his unique approach with over 60 companies whose improved business performance and PBT has exceeded the President/CEO expectations. The organizational development experience that Mr. Logan has in building strong project/program management disciplines combined with his extensive business management skills is most effective in causing real business operational change.

Coaching and Mentoring Entrepreneurs and Key Executives—

In entrepreneurial situations, individuals are learning as they go. Mr. Logan has coached numerous executives throughout his career. In the past 20 years, he has worked with more than 300 executives. This work develops the executive's understanding of alternative solutions and techniques in handling numerous business and people situations.

Life Balance Program—

The Life Balance Program which complements the Business Core Program, is focused on what the individual needs to do to achieve better life harmony between the business demands and the individual's life objectives. This program helps the executive integrate the individual's business career with the individual's life goals and priorities. Imbalance in either creates significant tension and stress, which the life balance program reduces.

LCS has been fortunate to work with over 200 firms primarily in the New England area in a variety of industries including service and manufacturing industries.

In addition to his work for Logan Consulting Services, Mr. Logan has been a Boston and NH area Chairman for *The Executive Committee* (TEC) now Vistage, since 1993. In that capacity, he worked with the Presidents, CEOs and Key Execs of more than 100 companies as they strived to improve the effectiveness of their businesses and themselves through his role as chair of two TEC (Vistage) CEO groups. In 2005 he formed an independent Executive Growth Forum.

Mr. Logan has degrees from the University of Notre Dame, Northeastern University and has participated extensively in organizational development programs through NTL, Roffey Management College—UK, McBer, INSEAD—France and Outward Bound.