



## Vistage International

**Corporate Status:** Private  
**Chairman of the Board and CEO:** Rafael Pastor  
**Headquarters:** San Diego, CA  
**Focus:** World's leading chief executive organization  
**Website:** [www.vistage.com](http://www.vistage.com)

**Media Contact:**  
Tony Vignieri  
858-509-5882  
[tony.vignieri@vistage.com](mailto:tony.vignieri@vistage.com)

### the company

Vistage International is the world's leading chief executive organization. Vistage helps chief executives become better leaders, who make better decisions, and achieve better results. The organization has grown from a dozen businessmen in Wisconsin to 14,500 executives in 15 countries. Vistage is for chief executives of small to mid-sized businesses with annual revenue between \$1 million and \$1 billion. Vistage also offers a Key Executive program for senior managers who report to a CEO, and a Trusted Advisor program for professional service providers.

Vistage members around the world meet monthly with CEOs from up to 16 non-competing companies. Vistage-member companies generate nearly \$300 billion in annual revenue and represent more than 1.8 million employees around the world. Member companies are better run and grow their revenues, on average, at more than twice the percentage growth rate after joining Vistage.

### history

Vistage was founded as The Executive Committee (TEC) in 1957 when Milwaukee businessman Robert Nourse organized a group of non-competing executives to meet on a monthly basis to improve their business effectiveness. The group soon added guest speakers on relevant topics and held roundtable discussions to raise issues of significance about their businesses. The members developed a bond and soon became comfortable sharing ideas, business experiences and confidential suggestions for individual improvement.

Building on the initial success of the concept, Nourse expanded TEC by adding additional groups. This was the birth of the fundamental "TEC Experience." As TEC grew it added ongoing professional development, the sharing of best practices, confidential help in critical situations and ongoing debate on factors impacting small and mid-sized businesses. To manage this growing resource, TEC organized a headquarters and added the next level of guidance – providing a professional Chair to facilitate the group experience and serve as a confidential, personal coach to each member. TEC later became TEC International and most recently, Vistage International.



Today, Vistage members connect and grow in ways Nourse could never have imagined back in 1957. They collaborate internationally over the Web, tap into a vast best practices resource library and download expert insights from Vistage speakers on their portable MP3 devices.

## The Vistage Advantage™

Vistage offers a unique combination of resources called the Vistage Advantage:

[group meetings](#) Vistage provides a unique setting for executives from diverse, non-competing industries to meet monthly in a confidential, peer-to-peer group environment to solve problems and take advantage of opportunities.

[individual coaching](#) Vistage members engage in one-to-one coaching sessions with their Vistage Chair. The Chair is an objective business advisor (often a former chief executive) offering advice, insights, accountability and support. This singular focus on the member's specific issues results in unparalleled opportunities for professional growth and greater peace of mind.

[expert speaker workshops](#) Recognized experts deliver fresh perspectives and practical insights, and inspire breakthrough ideas – all in a monthly small-group meeting environment.

[Vistage View™](#) The password-protected Web site offers members rich problem-solving audio, video and written content (including a library of more than 5,000 articles) and the ability to connect with Vistage Chairs and members in their own groups and beyond.

[Vistage Network](#) Vistage members share their own experiences and expertise via the Vistage Network, a virtual forum for processing difficult issues. Members post issues and questions and receive expert guidance and suggestions from the network of more than 14,000 members. The Vistage Network has become one of the most widely used tools on Vistage View.

[worldwide membership](#) Every Vistage member belongs to an ever-expanding global network of more than 14,500 business leaders, expert speakers, Vistage Group Chairs and other professionals – all sharing their expertise, best practices and experience to help each other succeed.

## [city, regional and international conferences](#)

Vistage holds city, regional and international conferences and events, bringing together its membership and expert resources to assist its members in becoming better leaders, making better decisions and delivering better results.



## Vistage Confidence Index™

Since its inception in 2003 the Vistage Confidence Index, a quarterly survey of Vistage chief executive members in the U.S., provides a current snapshot of economic, market and industry trends. It has become the leading indicator of what the leaders of companies are thinking and planning for the future.

### corporate officers

Rafael Pastor, Chairman of the Board and CEO

### executive team

Ruby Randall, President and Chief Operating Officer

Jerry Schneider, Chief Financial Officer

Jim Higham, General Counsel and Head of International Development

Richard Carr, Executive Vice President and Sr. Advisor

Michael Molina, Chief Human Resources Officer

### management team

John Cloyd, Chief Technology Officer

Rob Coull, Chief Accounting Officer

Patricia Franklin, Chief Learning Officer

Tony Vignieri, Chief of Corporate Communications

Mary Allan, Senior Vice President, U.S. Field Operations, Western Division

Michael Hagy, Senior V.P., U.S. Field Operations, Eastern Division

### board of directors

Rafael Pastor, Chairman of the Board and CEO

Michael Milken, Chairman, Milken Institute

Steven B. Fink, CEO, Lawrence Investments

Ambassador Steven J. Green, Greenstreet Partners

John Bellizzi, Thomson Corporation



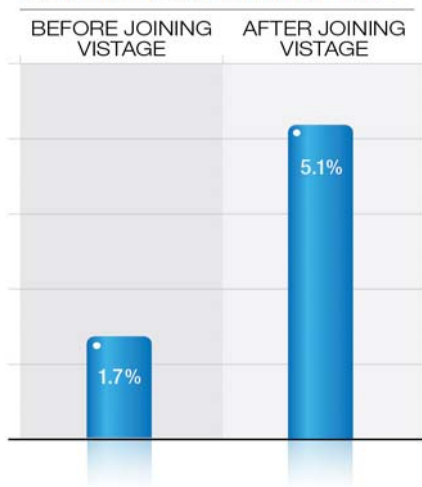
## member company growth

Percent of companies who perform better than their competition



- Vistage-member companies achieve high growth at a rate five times that of all U.S. companies. (Source: Corporate Research Board, 2006)

Revenue Percent Growth Rate



- Members' companies are better run and grow their revenues, on average, three times the percentage growth rate after joining Vistage. (Source: Dun & Bradstreet/Vistage, 2004)



## membership by industry

- Vistage members outperform their industry growth nearly twice as frequently all other US companies. (Source: Corporate Research Board, 2006)

