



Sam Reese, Chief Executive Officer

Sam Reese brings over 25 years of experience leading and advising senior leaders in complex organizations. As Chief Executive Officer of Miller Heiman, Inc., he implemented an effective international strategy and redesigned the business model to position the company as a brand leader in executive development. The independent distribution model he and his team built became a model for other companies to follow and contributed greatly to outstanding customer experiences and extremely high retention rates. Reese also previously held senior positions at Corporate Express (now owned by Staples), Kinko's, Inc. and British Telecom.

In addition to his professional experience, Reese is also a Member of the Board of RO Innovation and on the Advisory Boards of Envision and RoundPegg. He is the author of two published books on account management and an experienced keynote speaker. He holds a B.S. in Business Administration from the Leeds School of Business at the University of Colorado and has completed various executive programs at Stanford University and Northwestern University.



Brian Casazza, Chief Information Officer

Brian has a profound knowledge of and extensive experience with social networks, product strategy, mobile technologies, and other digital entertainment technologies, which he brings to bear in his role as Chief Information Officer.

Brian was previously the CEO, USA of Zed Worldwide before transitioning to the Regional Director of North America and Australia. Brian drove Zed's strategy of delivering cross platform digital entertainment as a member of its global operational board, by focusing on product innovation and process improvement to significant results. He was instrumental in the successful sale of MonsterMob Group PLC to Zed in 2007, where he directed the company's day-to-day operations in North America.

Prior to Zed, Brian was co-founder and CEO of 9 Squared Inc. He grew the business from \$0 to \$100 million in 5 years by developing an innovative business strategy and a focus on continued development of nextgen mobile entertainment services. As a board member of the nonprofit mGive Foundation, Brian has worked to give back to the community by helping charities leverage the mobile channel to raise money. Brian has been named one of the Denver Business Journal's 40 Under 40, Global Telecom's Business 40 Under 40, and a finalist in the Ernst & Young Entrepreneur of The Year awards. Brian holds an MBA in Venture Management from the University of Denver – Daniels College of Business.



Mary Ellen Sheehy, Senior Vice President of Member Programs and Alliances

Mary Ellen brings more than 25 years of business development, sales, marketing and events experience to her role of Senior Vice President of Member Programs and Alliances. Prior to joining Vistage, she spent 16 years at Gartner, where she served in a number of leadership roles within the \$160m worldwide events organization, including six years as Group Vice President, Strategy and Planning, more than three years as Vice President Business Development, and three years as Director of Sponsorship Sales. Most recently, she served as the Managing Director for the Dartmouth College Fund, Fellows Program at Dartmouth College.

Mary Ellen holds a BA in English Literature from the University of Michigan.



Marc Figueroa, Senior Vice President, Business Development and Marketing

Marc Figueroa joined Vistage in 2008, and has served the Vistage marketing and sales teams in several executive leadership roles, including Business Development, Acquisition Marketing, Brand Communications and Digital Marketing. In his current role, Marc is responsible for driving membership growth and activating a comprehensive acquisition engine that provides business value to CEOs and executive leaders. In his tenure, he has helped produce record growth as Vistage now serves more than 21,000 members worldwide, the largest membership count in its storied 60-year history.

Prior to joining Vistage, Marc served as Director of Marketing Communications for Robbins Research International, a company owned by legendary life coach and best-selling author Tony Robbins. Marc has enjoyed a 20-plus year career in marketing and communications, consulting for such clients as UPS, DirecTV, Hyatt Hotels, Ace Hardware and Rubio's Restaurants. Marc holds a Bachelor's degree in Political Science from San Diego State University.

**Joe Galvin, Chief Research Officer**

As Chief Research Officer for Vistage, Joe Galvin is responsible for providing Vistage members with the most current, compelling and actionable thought-leadership on the strategic issues of small and midsized business. This proprietary research is focused on best practices from the exclusive Vistage community of more than 21,000 CEOs, senior executives and business owners across a broad array of industries in 16 countries. Through collaboration with other thought leaders and curation of the highest quality content, Vistage members benefit from impactful business research on the strategic challenges and opportunities they face.

Joe's mission is to continuously uncover, measure and analyze the innovations and emerging trends that drive the performance of the most successful small and mid-sized businesses.

Joe is an established thought leader and business analyst from his former roles as Chief Research Officer for CSO Insights – Miller Heiman, VP Sales Optimization Strategies at SiriusDecisions and VP/Research Director CRM for Gartner. He has researched and presented to business leaders around the world on advanced concepts in customer management, world-class sales performance and CRM-SFA Technology. Joe has published more than 400 research briefs and engaged audiences at hundreds of conferences, forums and executive presentations.

In addition to 15 years as a business analyst, Joe learned the importance of the customer with 17 quota bearing years as a sales professional in client facing roles in field sales and sales management. Joe also created and led the global sales operations team at Gartner during years of expansive growth. Joe brings expertise in customer management, sales strategy, sales performance, sales productivity, sales technology, and marketing automation to Vistage. He graduated from Illinois State University.

**Larry Hawks, Executive Vice President, Field Operations**

Larry brings over 30 years of business success to his current role of Executive Vice President – Field Operations. He leads Vistage’s national field operations team who partner with and support more than 400 Vistage Chairs leading more than 850 Vistage groups across the United States.

Prior to joining the senior management team in 2010, Larry was an award-winning Vistage Chair, Best Practice Chair, speaker, and strategic planning expert. He led Vistage private advisory boards for seven years from 2003-2009, and coached more than 50 CEOs. He was also the founder and principal of GrowthPoint Partners, a firm that specializes in helping business owners accelerate profitable growth.

From 1979-2002 Larry was with Marketing Communications, Inc, where he served as President when the firm became an operating unit of Harte-Hanks, an NYSE public company and global leader in direct marketing and database analytics. He served as President and Chief Operating Officer for a number of their different operating businesses, and led the pharmaceutical services division. Earlier in his career he was with the General Systems Division of the IBM Corporation.

Larry earned his bachelor’s degree in finance and banking from the University of Missouri – Columbia.

**Leigh Hooker, Executive Vice President US Operations**

Leigh was named EVP, US Operations of Vistage effective August 10, 2015. In this role, Leigh is responsible for the overall strategy, leadership and alignment of the Vistage value chain from Chair acquisition through member acquisition and retention. Prior to joining Vistage, Leigh served as Chief Operations Officer for MHI Global, leading all of the key operating areas of the business including: independent distribution channels, global operations, sales and client operations, public sales and lead generation teams. She understands the principles that motivate, inspire and influence an independent channel of senior executives as well as the best practices that drive growth and leverage in the network while ensuring value is being driven in every customer experience.

Leigh joined MHI Global in 2003 from Shell Oil Company. During her tenure with Shell, she held roles of increasing responsibility including territory sales, sales management, strategic planning and head of business development. She holds a Bachelor of Science in political science from Texas A&M University.



John Kenney, Senior Vice President of US Sales Operations

"JK" brings 25 years expertise in building and leading Fortune 1000 company sales operations on a national scale in the consumer goods, franchise, business services and sports entertainment industries. In his current role as Senior Vice President of US Sales Operations, he is responsible for optimizing our world-class sales organization by integrating field effectiveness with operational productivity at our San Diego headquarters to ensure full member value is delivered to our community. Since joining Vistage in 2008,

John Kenney has led all internal sales, service and retention operation activities for the company, helping Vistage to deliver its largest membership count in its 60-year history.

His previous career positions include executive sales roles with E & J Gallo Winery, The Upper Deck Sports Company and Mail Boxes Etc. Corporate.

John earned a BS in Sociology from Denison University, Ohio where he became their first athlete ever drafted by a professional sports organization, selected by the Pittsburgh Pirates in the 23rd round of the amateur baseball draft in 1982.



Nick King, Senior Vice President, International

Nick King joined Vistage in 2015 as Senior Vice President, International, responsible for driving the overall growth strategy by expanding existing markets and assessing new markets. Nick will also provide management, oversight, alignment and support for Vistage's affiliates and partners in 16 countries across the globe.

Nick has a background in strategy, marketing, product and commercial leadership, with significant accomplishments in a variety of market sectors, including e-commerce, digital media, information, entertainment and publishing. He has recently completed an interim assignment for Tesco PLC, the UK's largest supermarket group. Prior to Tesco, Nick was VP of Product with Getty Images, where he led product management and development. As President of International at Nielsen Entertainment, a division of The Nielsen Company, he oversaw multiple product and service launches, including entry into several new markets. Nick's prior career was in the music industry, with EMI and Virgin Records, and with start-ups in the early days of digital media.

Nick graduated from Oxford University with an MA in English Language and Literature and earned his MBA at INSEAD. He is a member of the Worcester College Society Advisory Council and serves as a business advisor and mentor to a number of small businesses.

**Michael Molina, Chief Human Resources Officer**

Michael D. Molina has more than 20 years' experience as a Human Resources executive providing human resources and organization development strategy to corporate and business groups worldwide. Molina has played an active role on executive teams of global organizations, providing guidance on the human resource function. Most recently, he served as Chief Human Resource Officer at Brahma Holdings, a software development organization. Before that, he was Executive Vice President of Human Resources for Advanced Marketing Services, a book distributor, wholesaler and publisher. He also was with EquaTerra, a sourcing solutions organization. He has held executive positions at Gateway and Mobil Corporation. Molina's international experience includes work in Mexico, Colombia, Brazil, Peru, Barbados, Venezuela, Chile, Argentina, Canada, Ireland and Malaysia.

Molina holds a B.S. degree in journalism with an emphasis in public relations and a M.S. degree in industrial relations both from West Virginia University.

**Andy Nielsen, VP, Strategic Projects**

Andy brings more than 12 years of experience working with companies ranging from startups to Fortune 100 companies. He most recently started Valor Consulting Group, working primarily with startups and nonprofits in Southern California. His previous consulting experience also includes Consultant, LEK Consulting focusing on the Firm's Private Equity and Aviation practices. Prior to LEK, Andy was Consulting Actuary at Towers Watson. He also worked as VP Business Development at Specialized Data Systems, advising and driving strategic initiatives for a niche financial software developer, and as Actuarial Assistant at Great-West Life in their health care business.

Andy is a Fellow of the Society of Actuaries, earned his B.S. in Actuarial Science from Ball State University, and earned his M.B.A. from Harvard Business School.

**M. Beau Paradowski, CPA, Chief Financial Officer**

Beau comes to Vistage with more than 22 years of experience in corporate finance, accounting, treasury, mergers and acquisitions, and investor relations. Beau was previously the Chief Financial Officer at Slacker, Inc., a music streaming service serving over 500,000 monthly subscribers.

Prior to Slacker, Beau was Chief Financial Officer of Turbine, Inc., one of the largest privately held online gaming studios in North America. Turbine is responsible for some of the world's most popular and award winning online games and was sold to Warner Bros., a wholly owned subsidiary of Time Warner, Inc., in April 2010. Beau also served as Chief Financial Officer at Optasite, Inc., a start-up cell tower owner/operator that he helped grow to over 500 sites, culminating in the sale of the Company to SBA Communications in September 2008 for \$430 million.

As Chief Financial Officer of Clearwire Technologies, Inc., a broadband wireless access provider backed by Goldman Sachs, Beau led the sale of Clearwire to Craig McCaw in 2004. Beau received a Bachelor of Business Administration, cum laude from Texas A&M University.

**Teigue Thomas, Chief Legal Officer**

Teigue joined Visage in 2014 as Chief Legal Officer, responsible for the company's worldwide legal operations and compliance. She is a corporate counsel veteran, having practiced over 20 years as an in-house lawyer.

Teigue's broad experience includes Law Department leadership in companies ranging from startups to multi-billion dollar global enterprises. She was previously Vice President, General Counsel and Corporate Secretary with Acer America Corp., one of the world's largest computer companies. Prior to Acer, Teigue was VP, General Counsel at Gateway, Inc. and was previously Senior Counsel at Zurich Financial Services in Boston where she was lead trial counsel in state and federal litigation. Teigue is also co-founder of YourKidVid.com, which provides professional editing services to consumers for video captured on cell phones or any other devices.

A frequent speaker at local and national conferences on a variety of topics, Teigue also serves on the Global Board of Directors of the Association of Corporate Counsel (ACC) and has served as President of ACC's San Diego and Southern California Chapters. She is also a Board Member of Providence Speech and Hearing Center and chairs the Governance Committee as part of this involvement. Teigue's education includes a BA in Marketing from Bucknell University, a JD from New England School of Law in Boston, where she was an editor of The New England Law Review, and study at the Boston University MBA program.