

Industry Experience

Consumer Products
DTC & Retail
Software & Professional Svcs
Ag & Life Sciences
Medical Diagnostics & Devices
Machinery & Industrial Mfg

Functional Experience

M&A Due Diligence & Integration
Culture & Org Transformation
HR Strategy and Leadership
Global Operations
Talent Management
Organizational Effectiveness
Succession Planning
Process Optimization
Negotiation/Management

Education

Cornell University
BS, Industrial Relations
Post-Graduate -- Darden Business School, University of Virginia and the University of Michigan Ross School of Business

Board Experience

Advisory Boards: the *Eller College of Business* at the University of Arizona; the *Boeing Institute of Business* at St. Louis University

Chair, Human Resources Committee of the Hong Kong American Chamber of Commerce

Awards

Worlds Most Ethical Cos (2x)
SHRM Best Place to Work
Dream Companies to Work For
Forbes Top 20 Best Small Companies
AME Mfg Excellence

Mark Nechita --- Parayno Advisors

Relevant Business Experience:

- Accomplished ROI-driven Human Capital executive working with global and high growth companies to accelerate transformative change focused on strategic and operational excellence; serves as a trusted advisor to C-Suite executives. Subject matter expert in acquisitions and divestitures in both public and privately held companies specifically around due diligence support, integration planning and execution, organizational audits, leadership capability assessments and organization transformation.
- Experience spans the successful Solera IPO and multiple pre-IPOs, Interim CHRO assignments, and participation in over 40 PE backed acquisitions and equity transactions and divestitures valued > \$3.7B. *Recent* M&A activity includes:
 - Le Tote's Fall 2019 \$350MM acquisition of Lord+Taylor, the then oldest U.S. department store chain with revenues of \$1BN; appointed Interim CHRO post-acquisition with responsibility for HR and Admin through Chapter 11 shutdown in Spring 2021. Key outcomes: implemented new HR platform; drove co-wide competency-based upskilling.
 - Supported a series of PE-backed acquisitions from Q1'21 – Q3'22 for a leading ethnic food company with concurrent CHRO responsibility.
 - Led Spring 2019 HR acquisition and integration support for Zeta Global's acquisition of EU-based Sizmek, a data management and demand-side Cloud platform.
 - The 2018 acquisition of UTC's *In-Flight Entertainment* Division by Asia-based Burrana Aerospace. Developed HR integration playbook to align priorities, key business owners, due diligence milestones and governance during pre and post-acquisition. Nearshored mfg operations to Mexicali, Mexico. Priorities included:
 - Equity & Incentive Compensation and Benefit plan analysis and design
 - Review and alignment of policies & practices, addressing gaps and establishing communication plans for effective change management
 - Org structure design; upskilled Mfg and Tech Support teams; built new Sales & Mkt function
 - Drove HRIS and Payroll migration
- Provide counsel to the CEO and Exec team for a high-growth genomics company to accelerate positioning to maximize successful Series A - D equity infusions. Ongoing partnership with Compensation Committee to craft & implement recommendations on Equity and Total Rewards enhancements for Executive Team and organization.
- Culture transformation includes merging 4 discreet companies into a new customer & innovation driven culture at Solae; driving M/V/Values based culture change at Callaway and transforming Ventana Medical Systems (now a Roche unit) dysfunctional culture into a *Best Place to Work*. Presented on best practices at Conference Board and Hr.Com Employers of Excellence conferences.

Relevant Career Experience:

- Held multiple CHRO, operations and staff roles in 1st position industry leaders including 3 publicly traded mid-caps; 3 privately held entities including a \$2B pre-IPO then owned by Bunge & DuPont, and multiple \$1B+ operating groups. Early background in *Academy* firms (Pepsi-Co and Kraft Nabisco).
- Interim CHRO assignments include: Lord+Taylor/Le Tote, the UTC/Burrana technology spin-off, and an acquisition fueled, PE-backed specialty food company.
- In-depth global experience includes expat assignments in Hong Kong, 2 International HR roles, operations & JVs for 20+ years. Appeared on CNBC Asia's *The Winners* and been featured in the Asian Wall St. Journal and Far Eastern Economic Review.