

# CHRIS E. THOMPSON

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Dynamic visionary and competitive entrepreneur with a history of business development, innovation, embracing ambiguity, program management, and critical thinking in both start up and Fortune 100 environments. Excels at leveraging analysis and a systematic approach to solve problems, close new sales, surpass performance metrics, and meet deadline/budget expectations. Known as a no nonsense leader with clear values and an inherent ability to drive organizational change.

## CORE COMPETENCIES

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### TENACIOUS MOTIVATION

*[Determined competitiveness and capacity for hard work combined with persuasiveness and directness when faced with resistance or challenge.]*

**CHALLENGE:** To close a minimum of 4 high-impact (Fortune 100) Canadian partnership agreements, under tight time pressure, prior to the launch of the Canadian General Motors "GM" MasterCard. [Electronic Data Systems "EDS" 1993]

**ACTIONS:** Pinpointed prospective targets by designing a marketing plan based upon market share, brand strength, and consumer focus group research. Led the sales drive by cold calling President's, Managing Director's and Chief Marketing Officer's. Presented the partner program after qualifying the prospects, spearheaded the cross-functional contract negotiations team, and propelled the contracts to closure. Hastened the sales cycle and demonstrated customer focus by living in a Toronto hotel for several months in order to easily host/attend meetings and ensure 24/7 availability.

### RESULTS

*Negotiated 4 partnerships in less than 4 months (Stentor Bell Canada, AVIS, Delta Hotels, P. Lawson Travel), thereby accomplishing what the U.S. GM team of 6 people achieved in 8 months, and they signed only 3 partnerships. Through challenging negotiations achieved margin improvement up to 90% better than comparable U.S. GM Card agreements.*

### EMBRACING AMBIGUITY & CRITICAL THINKING

*[Solving problems through analytical and systematic methodology while recognizing that there are many paths to a final destination, none of which are perfect.]*

**CHALLENGE:** To take over contract renegotiations with the GM Card's largest U.S. partner "MCI" after 2 senior GM executives failed to settle a major disagreement. [EDS 1994]

**ACTIONS:** Redefined the partner's concerns with our relationship from an expense focus to a new customer acquisition focus. Proposed a new performance based contract that tied MCI's expenses solely to new MCI customers. Partnered with GM's IT group to devise a new MCI customer algorithm and leveraged this to design a highly-targeted direct mail program for MCI.

### RESULTS

*Preserved GM's contract relationship with MCI, saving GM Card \$3 million in annual revenue and ensuring GM's expenses remained within acceptable levels. MCI was so pleased with the new agreement they increased their direct marketing budget by 50% which generated an additional \$1 million in annual revenue for GM Card.*

## FUTURE - THINKING & INNOVATION

*[Open, flexible, and responsive to new ideas. Find change exhilarating based on the opportunities it creates.]*

**CHALLENGE:** How to tap a new source of water - water vapor locked in the air. The Earth purifies water through evaporation and then transports it around the globe through weather patterns - is there a way to mimic this process? [Entrepreneur 2005-Present]

**ACTIONS:** Collaborated with atmospheric physicist to dissect rain storm formation process specifically focusing on the adiabatic decompression process. Researching patents indicated that no prior art/patents existed in this space. Competitive analysis showed that prior patents were clustered around compressed vapor cycles and desiccants, neither of which are the preferred processes used by mother nature.

### RESULTS

- ☑ *Issued a US & International patent claiming a broad yet simple process, and amasing enough knowledge of the process to see clearly where trade secrets and future patents can be used to protect the first mover advantage.*

## THINKING BIG AND FOCUSING SMALL

*[Combine a future orientation with systematic planning, preparation, and organization to stay on track, hit deadlines, and fulfill obligations.]*

**CHALLENGE:** To start a company based upon a big idea but requiring extensive R&D and a Proof of Concept "POC" in order to get traction, avoid running out of cash, and maintain strategic and tactical control of the venture. [Entrepreneur 2010-2011]

**ACTIONS:** Percolated the original idea, shaped it into a tangible and commercially marketable concept. Vetted the concept with highly acclaimed independent expert who described the concept as, "...very innovative, I have never seen the problem approached this way before." Filed for patent protection, formed an LLC, and went through 2 complete POC design, build, test phases pursuing the wrong technology path which yielded lack luster results.

Engaged a new engineering firm who suggested a new technology path yielding more promising results. Kept the project moving forward even though the team was spread across 12 time zones.

### RESULTS

- ☑ *Gained knowledge and experience through initial 2 POC phases without spending any working capital or relinquishing any ownership of the LLC. The third POC proved that the concept worked and raised a number of important issues we were unaware of which have been added to our trade secrets in this new field of water from air creation.*

## PLANNING & PROGRAM MANAGEMENT

*[Attention to detail with a strong sense of responsibility, systematic approach.]*

**CHALLENGE:** To execute EDS' new sales methodology across 6 continents and 30+ countries within 12 months. [EDS 1995-1996]

**ACTIONS:** Oversaw teams located on 5 continents to facilitate local implementation. Guided global progress by instituting and leading regular conference calls/email updates. Selected a cross functional multinational team tasked with incorporating the best ideas from each region into a common template which would become the basis for the new computer based sales tracking system. Streamlined new deal approval process by designing and tailoring the formal sales management and approval meeting structure. Led the team that designed the template for how deals would be presented for approval and presented the result to all business line executives while incorporating their input and driving final sign-off.

### RESULTS

- ☑ *Boosted EDS' sales and earnings forecasting ability by enabling access to their 6-continent sales pipeline on one computer system for the first time in the company's history. Increased EDS' global sales effectiveness by strengthening their ability to identify key sales opportunities, better allocate resources, accelerate sales cycles, and close a greater percentage of sales.*

PROFESSIONAL EXPERIENCE

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NEWTAP SYSTEMS, LLC

2005-Present

FOUNDER & CEO, PALO ALTO/SIMI VALLEY, CA; DETROIT, MI; SHANGHAI, CHINA; ZURICH, SWITZERLAND

*Conceptualized, patented, designed, built, and tested a POC that creates "water anywhere, anytime"™. In the process of identifying and quantifying a global water problem that if solved society would greatly value, and then tailoring the POC to address that problem.*

CORPORATE SABBATICAL TO PURSUE ENTREPRENEURIAL EFFORTS

1999-2005

*Stepped away from corporate ascent to raise a daughter and to pursue career transition to entrepreneur.*

ELECTRONIC DATA SYSTEMS, INC.

1988-1999

SALES EXECUTIVE, GM EUROPE STRATEGIC BUSINESS UNITY, GERMANY [1997-1998]

*Partnered with my Boss to Convince EDS leadership to allow us to bid on Marketing Services contracts. Led a small team that developed the plan to penetrate the Marketing Services industry. Convinced GM that EDS was more than just a Technology services provider, that we were a credible Marketing service provider. Led the multinational sales teams responsible for closing 2 marketing services deals and provided sales management/consulting support on 2 additional deals generating over \$2M in annual Revenue.*

DIRECTOR BUSINESS DEVELOPMENT, GM EUROPE STRATEGIC BUSINESS UNIT, SWITZERLAND [1995-1997]

*Led European Change Management effort, rolled out new corporate sales methodology throughout Europe encompassing sales training, sales pipeline management, and hiring/assigning sales staff. Based upon the success of the European rollout was asked to Lead the Roll out across Asia, Latin America, Africa & Middle East and coordinate with North American leadership. Designed the structure/format of and led the first Strategic Business Unit sales meetings.*

DIRECTOR/STRATEGIC PARTNER, GM NORTH AMERICA STRATEGIC BUSINESS UNIT, USA & CANADA [1993-1995]

*Developed and executed the marketing & sales plans. Identified target companies within desirable industries, executed the sale from cold call to close, led the negotiating teams consisting of senior GM management and legal/operations/marketing staff, and negotiated with the top executives of the partner firms. Took the partner unit in 1993 from \$3 million in revenue to revenue of more than \$10.5 million in 1995. Personally sold 11 partnerships: Kroger Foods, MCI, Marshalls, CVS Drugs, Kay Bee Toys, Linens N' things, Thom McCann, AVIS, Stentor Bell Canada, Delta Hotels, P. Lawson Travel.*

BUSINESS DEVELOPMENT MANAGER, TRANSPORTATION STRATEGIC BUSINESS UNIT, TEXAS [1990-1992]

MARKETING COST ANALYST, MILITARY SYSTEMS DIVISION, VIRGINIA [1988-1990]

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PROFESSIONAL DEVELOPMENT & EDUCATION

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ATTENDED THE 2011 SINGAPORE INTERNATIONAL WATER WEEK , Singapore

STANFORD UNIVERSITY, Palo Alto, CA

ENTREPRENEURSHIP & VENTURE CAPITAL MBA CLASS (AUDITED)

EDS PROFESSIONAL DEVELOPMENT GROUP, Dallas, TX

SALES DEVELOPMENT PROGRAM

UNIVERSITY OF MARYLAND, College Park, MD

BACHELOR OF SCIENCE IN FINANCE

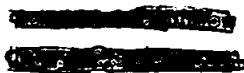
# Snell & Wilmer

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**John F. Lomax, Jr.**

Partner | Phoenix



## **Main Bio**

John Lomax is an AV@peer review rated lawyer who focuses on the defense of labor and employment matters. He represents employers in class and collective actions, and he has an active practice representing employers on wage and hour issues, restrictive covenants and trade secrets, affirmative action plans, employment agreements, reductions-in-force and EEO cases. John has handled arbitrations, bench and jury trials.

John also represents management in matters before the NLRB including union organizing efforts, unfair labor practices cases, and negotiating collective bargaining agreements. He is listed in The Best Lawyers in America@ Chambers & Partners USA Guide and Southwest Super Lawyers magazine.

## **Representative Experience**

### ***Significant Representations***

- Represented employer in EEOC-led pattern-and-practice case involving alleged discrimination on Native American reservations
- Represented employer in nationwide class action under the Fair Credit Reporting Act
- First chair representative for production and crewing company in first contract negotiations with IATSE
- Advised employers in labor negotiations/strike planning in many different industries and involving wide variety of unions including IAM, UMW, IBEW, NABET, UAW, and SEIU
- Represented employer in four-week trial in wage and tort claims and contract claims asserted by an employee/shareholder
- Represented health care provider in a week-long arbitration brought by physician/employee who alleged contract, wage payment, whistleblower and tort claims
- Represented multi-state employer in defense of Fair Labor Standards Act off-the-clock cases
- Member of a National Coordinating Counsel team overseeing litigation of a large number of wage/hour class actions, FLSA collective actions and MDL proceedings on behalf of national employer
- Defended executive in a contentious non-competition lawsuit – litigation included a four-day preliminary injunction over the non-competition clause

## **Education**

- Emory University School of Law (J.D., 1996)
  - American Jurisprudence Awards for Constitutional Law and State and Local Tax
  - Executive Articles Editor, Bankruptcy Developments Journal

- University of North Carolina at Chapel Hill (B.A., with honors, 1991)

## Professional Memberships & Activities

- American Bar Association, Labor and Employment Section

## Representative Presentations & Publications

- "Employers' Initial Obligations Upon the Filing of Election Petitions Under the New NLRB Rules," Co-Author, Snell & Wilmer Legal Alert (April 13, 2015)
- "Withstanding Legal Scrutiny in Employer-Conducted Background Checks," Co-Author, American Bar Association, Section of Litigation, Employment & Labor Relations Newsletter (June 17, 2014)
- "OFCCP rescinds Directive 293 regarding jurisdiction over health care providers and insurers," Co-Author, Lexology.com, ACC Newsletter (August 26, 2012)
- "Labor and Employment Laws Applicable to Organized Delivery Systems," Contributing Author, Health Care Administration, Jones & Bartlett 4th ed. (2004)
- "RICO and Labor Law," Contributing Author, The Developing Labor Law, American Bar Association, 4th ed. (2000)
- "Disparate Impact Discrimination," Author, Labor and Employment Law for South Carolina Lawyers, South Carolina Bar (1999)
- "Protecting the Growing Number of Older Women: The Age Discrimination in Employment Act," Editor, Procedures, 1997 Supp., George Mason University (1998)
- "Privacy in the Workplace," Author, South Carolina Lawyer (January 1997)
- "Information Technology and Workplace Privacy," Author, American Textiles International, 48 (February 1997)
- "Solving Employment Disputes Without Court," Author, American Textiles International, 32 (November 1996)
- "Future Electric Utility Bankruptcies," Author, Bankruptcy Developments Journal, 12 (1996)

## Professional Recognition & Awards

- The Best Lawyers in America®, Labor & Employment Litigation (2008-2016), Employment Law - Management, Labor Law - Management (2012-2016)
  - Phoenix Lawyer of the Year, Labor Law - Management (2016)
- Top 100 Lawyers in Arizona, Labor and Employment Defense, Litigation, Healthcare, AzBusiness Magazine (2015)
- Arizona's Top Lawyers, Employment and Labor Relations, AzBusiness Magazine (2014)
- The Best Lawyers in America®, Business Edition, Labor & Employment Law (2012)
- Chambers USA: America's Leading Lawyers for Business, Labor & Employment (2008-2015)
- Southwest Super Lawyers®, Employment & Labor (2009-2015)
  - Top 50 in Arizona (2011-2014)

## Community Involvement

- Teach for America, Phoenix Regional Advisory Board, Past-Chair (2000-2006)
- Valley of the Sun Human Resources Association, Board of Directors, Past Member
- Paradise Valley United Methodist Church, Board of Trustees, Former Member
- All Saints Episcopal Day School, Board of Directors Chair (2009-present)

## **Other Professional Experience**

- Greenberg Traurig, LLP, Shareholder (1999-2010)
- Ogletree, Deakins, Nash, Smoak & Stewart, P.C., Associate (1996-1999)

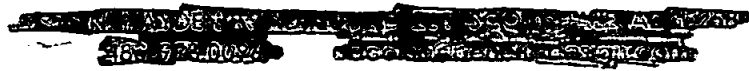
## **Bar Admissions**

- Arizona

## **Court Admissions**

- Supreme Court of Arizona
- United States District Court, District of Arizona
- United States District Court, Northern District of Georgia
- United States District Court, Western District of North Carolina
- United States District Court, District of South Carolina
- United States Court of Appeals, Fourth Circuit
- United States Court of Appeals, Fifth Circuit
- United States Court of Appeals, Ninth Circuit
- Tribal Courts of the Navajo Nation
- United States Supreme Court

# DEBORAH CORSO, CFP®



## PROFESSIONAL EXPERIENCE

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2010 – Present <i>Principal</i>	Wealth Dynamics Associates, LLC www.wealthdynamicsllc.com <i>Registered Financial Advisor</i>	Scottsdale, AZ
1982 – Present <i>President</i>	Benefit Design Associates, Ltd. www.benefitdesignltd.com <i>Corporate Benefit Programs</i>	Scottsdale, AZ
1989 – 1990	Western Security Bank <i>Board of Directors</i>	Phoenix, AZ
1979 – 1982	Mass Mutual Life Insurance Company <i>Representative</i>	Phoenix, AZ

## PROFESSIONAL ASSOCIATIONS

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Financial Planning Association (FPA)  
Financial Therapy Association  
International Foundation of Employee Benefits  
National Association of Insurance and Financial Advisors (NAIFA)  
National Association of Health Underwriters

## EDUCATION

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1975	Wilkes University <i>B.A. Sociology and Psychology</i>	Wilkes-Barre, PA
1988	College of Financial Planning <i>Certified Financial Planner™</i>	Denver, CO
2010	Financial Advisor	
1988 – Present	Annual Professional Continuing Education	

## COMMUNITY ACTIVITIES (past and present)

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Ascension Lutheran Church <ul style="list-style-type: none"><li>• Foundation Board of Directors</li></ul>	Scottsdale Leadership <ul style="list-style-type: none"><li>• Graduate</li></ul>
Chrysalis Shelter <ul style="list-style-type: none"><li>• Mayor's Task Force</li><li>• Board of Directors</li></ul>	Scottsdale Prevention Institute <ul style="list-style-type: none"><li>• Board of Directors</li></ul>
Junior Golf Association of Arizona <ul style="list-style-type: none"><li>• Board of Directors</li></ul>	Valley Leadership <ul style="list-style-type: none"><li>• Graduate</li><li>• Board of Directors</li></ul>
Maricopa County Risk Management Trust <ul style="list-style-type: none"><li>• Trustee</li></ul>	Women's Leadership Through Sports <ul style="list-style-type: none"><li>• Board of Directors</li></ul>
Scottsdale Education Foundation <ul style="list-style-type: none"><li>• Board of Directors</li></ul>	Women & Philanthropy <ul style="list-style-type: none"><li>• Member</li></ul>

## **Richard Coulston**

Employer: Self employed

Occupation: Retired McDonald's Franchisee for 27 years

Number of years as PV resident: 20 years

Professional experience highlights:

McDonald's Corporation Franchisee for 27 years

Xerox Corporation sales executive in San Diego for 15 years

US Naval Supply Corps officer with Vietnam service

Retired from the navy with 20 years active and reserve experience with the grade of Lieutenant Commander

What experience do you think qualifies you to be a committee member?:

I bring my business experience in the corporate world as well as my military experience. Being retired, I look forward to the opportunity of giving back through community service.

Community Activities:

Recently retired and looking to get involved now.

You have a prior application on file when I applied for and interviewed for a position on the public safety committee.

I am looking forward to being selected and serving!