



IntelliVen, L.L.C.

Intelligent Strategies...Successful Ventures

Steve Messner has over 25 years of experience in finance, general management, operations, and strategy.

Until recently, he was CEO of KAI Research, an \$8 MM contract research organization (CRO) that serves pharmaceutical/biotech companies and NIH. While there, he grew revenues 19% and EBITDA 38% over the previous year; hired the firm's first business developer and created its business development process; revamped compensation to be more merit-based and in line with market; and implemented the first regular financial reporting system. He left after he was outbid when KAI's owners put it up for sale.

Previously, he was COO of the Ambit Group, a \$5 MM change management and organizational development consulting firm focused on the federal government and growing at 100% per year. At Ambit, he created its infrastructure; managed cash flow in a cash-constrained situation; selected and managed the firm's outsourced IT and outsourced HR/benefits/payroll vendors; handled all contract and legal matters; and obtained a GSA IT Schedule 70.

Before that, he was CFO of the Touchstone Consulting Group, a \$24 MM change management and organizational development management consulting firm focused on the federal government that was sold to SRA International in April 2005.

At Touchstone, he built its financial infrastructure, put the funding in place to support the company's 100% annual growth; redesigned the billing and collections process to cut days sales outstanding from 110 to 75; and established a blanket purchase agreement through which the company ran over 50% of its business.

Before that, he was a senior vice president at Aquilent, a \$20 MM government IT systems development firm, where he led its biggest project, the design of the U.S. Postal Service Web site, growing project revenues 20% and motivating a demoralized team.

He also served as a financial advisor to Aquilent's management during its buyout of the company from Commerce One and created the firm's post-buyout incentive compensation and stock option plans.

Before that, he co-founded two management consulting firms, IntelliVen, which serves high tech firms and their investors, and New World Ventures, which served the Fortune 100. Earlier, Steve worked for Mercer Management Consulting; IDC; high tech start-ups in engineering, marketing, and sales; Lehman Brothers; and Bain & Company.

Steve received a BA and an MS in Applied Mathematics from Harvard University, an MS in Engineering from the Massachusetts Institute of Technology, and an MBA from the Harvard Business School.