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## **OBJECTIVE**

As CEO, lead a dynamic business where my leadership skills will be leveraged to build an extraordinary company

## **SUMMARY QUALIFICATIONS AND SKILLS**

### Leadership

President and CEO of multiple companies  
General Management experience with P & L responsibility at a F100 company  
Built and executed business plans and go to market plans at several companies

### Financing Event Participation Including Investor Exits

Launched successful IPO with a team of executives, investment bankers, and board members  
Raised several rounds of equity financing  
Multiple company mergers and acquisitions

### Functional and Technical Expertise

Sales, financial planning, strategic alliance partnerships, product marketing, and marketing communications  
Built outstanding teams including board of directors/advisors, management, and individual contributors  
Educational background in engineering, mathematics, and business administration

## **PROFESSIONAL EXPERIENCE**

### **HireRight, Inc. 2004 - Present**

**President and CEO** – HireRight is technology enabled software as a service (SaaS) business. Responsibilities include business strategy, leading approximately 800 employees and over 200 off shored dedicated headcount in 7 operating centers worldwide, \$ 181M in revenue from 24M transactions, and \$ 22M in EBITDA. Key accomplishments have been the merger of 2 equal sized competitive businesses into 1 entity, acquiring another company which is a significant product line extension (in due diligence process), and establishment of a software development subsidiary off shore.

Additional accomplishments during tenure at HireRight have been to assist or directly drive building leadership teams including board of directors, executive management, and director level managers. Also accomplished the development of the overall company go to market plans based on marketplace target segmentation analysis, scalable processes, and creation of variable compensation plans.

**Vice President of Worldwide Sales, Field Operations.** Responsibilities included company revenue plan, functional department budget, and headcount of 142. Contributed as a member of the executive team with development of corporate strategy, business plan, go to market plans, M & A strategy, strategic alliance partnerships, profit initiatives, launch of a successful IPO, and closing of a merger transaction.

**SPSS, Inc. Director of Business Development** 2003. SPSS is a leader in the software business analytics market. Established strategic alliance partnerships with Oracle, PeopleSoft, IBM, and Sybase. Developed joint strategic alliance partner go to market plans, sales team engagement processes, and compensation systems between partners.

**I2 Technologies, Inc. General Manager of mid-market reseller, Vice President of Sales High Tech Industry.** 2002-2003. I2 is a leading enterprise software company focused on the supply chain management market with offerings in traditional software delivery, SaaS, and operational outsourced personnel. General Manager of an organization focused on reselling i2 solutions into the mid-market customer set (\$ 100M to \$ 1B). Within Fortune 1000 accounts, responsible for servicing companies in the technology industry segment including Applied Materials, Apple, Cisco, and Toshiba.

**@themoment, Inc., VP of Sales & Business Development** 2000-2001. @themoment was a SaaS provider of software solutions for internet based marketplaces. Contributed, as a member of the executive team, to development of the company's business strategy including a change in direction from targeting start up net market makers to targeting private networks of F1000 accounts. Participated in the development of the company business plan, secured multiple rounds of equity financing, and launched go to market plans. From a start up, results were landing major global F1000 accounts including Reliant Energy, IBM, Williams Controls, and TXU. Established preferred strategic alliance partnerships with Accenture and Cap Gemini Ernst & Young.

**Skills Online, President and CEO** 1996-1999. Co-founder of a multimedia based software business delivering content via corporate intranets, the internet, and CD-ROM. Accomplishments included building an advisory board of directors, business model development, and creating go to market plans. Built the employee team, acquired technology/products, licensed content, established a direct sales force and indirect sales channel, and launched an online ecommerce site. Built the product line from 1 to 17. Major customers landed were Price Waterhouse Coopers, Boise Cascade, State Street Bank, and Blue Cross Blue Shield. Brought the company through an acquisition process as part of a 5 company merger rollup.

**Creative Multimedia, VP of Sales and Business Development** 1994-1995. Creative multimedia was a software business delivering content via the internet, corporate intranets and CD-ROM. Contributed to corporate strategy including refocused the company's target market segment focus, developed go to market plans, and acquired several rounds of equity financing. Results were revenue growth of 358% in 22 months from the top 10 OEM PC manufacturers; top 3 distribution resellers, and major retailers representing over 12K storefront locations. Built the company's international business in Asia Pac and EMEA. Contributed to the company being acquired for a premium.

### **IBM Corporation 1979-1993**

**Business Unit Executive, General Manager.** P & L responsibility for the entire IBM product line of software, services, and hardware. Responsibilities included functional areas of direct sales, strategic alliances/channel partners, billable professional services, teleservices center, administrative operations, and corporate community relations. Major accomplishments were to change the unit's go to market strategy from primarily a direct face to face customer model with eroding profit margins to a blend of teleservices, business partner alliances, and direct personnel. Results were a profit increase from previous years losses to a positive 11% attained by implementing direct personnel reductions of 63%, increasing dedicated out sourced business partner personnel, and reengineering processes within the business unit.

### **Previous positions with potentially relevant experience.**

**Project Executive** – Developed strategic go to market plan for IBM's western area's \$ 558M software business.

**Product Marketing Manager** – Led new product launches, lead generation programs, beta programs, and focus groups.

**Executive Loan Program** – Developed IBM business partner, Application Business System's, 3 year business plan.

**Sales Management** – Enterprise software sales for a variety of industries.

**Financial Planning Analyst** – Developed and monitored a \$ 2B region's metrics for revenue, expenses, and headcount

**Sales Representative.** – Consistently overachieved objectives, ranked in the top 5% of sales leaders.

### **EDUCATION**

Masters of Business Administration with a focus on Finance/Strategy, University of Southern California (USC) 1990

Bachelor of Arts, Mathematics, University of California at Los Angeles (UCLA) 1979

IBM and Harvard Business School courses in leadership, management, and team building