

Biography



Susan L. Field

- Susan has a unique breadth of experience in industry and on Wall Street. She has been CFO of a publicly-traded software/services company, SVP of a Fortune 50 company and M&A Partner and Research Analyst at top tier investment banks. Four Corners Consulting leverages the experiences she has gained throughout her career to provide personalized, thoughtful and targeted advice to a broad array of clients.
- Susan was EVP & CFO of Organic, Inc. from 1999-2001 where she acted as Chief Administrative Officer managing the company's infrastructure encompassing 200+ persons. Organic had offices in North America, Europe, Asia and Latin America and offered three service lines (Engineering, Marketing Solutions and Logistics) to Fortune 1000 and start-up companies. She led the company's successful \$135 million IPO through Goldman Sachs in 2000. The company was sold in early 2002 to a major advertising company.
- Susan was SVP of Strategy, Planning & Business Development at Sears, Roebuck & Co. (a former client) from 1997-1999 where she was responsible for the Financial Planning & Analysis, Capital Expenditure and Overhead Planning, Corporate & Business Strategy and Business Development/M&A functions. A \$40 billion multi-business company, Sears' portfolio included retail, credit, services and direct response companies. She also represented Sears on three independent Boards of Directors.
- Susan spent 13 years at Merrill Lynch & Co. as both a generalist and as the Retail Industry Practice Head in the Mergers and Acquisitions Group from 1985-1997. She became the third woman Partner (Managing Director) out of 125 worldwide in 1996. Upon her departure Merrill was ranked #1 in Retail M&A.
- Susan was a Research Analyst for Salomon Brothers Inc from 1981-1983 where she published her own bi-weekly institutional periodical, "Flow Watch" and co-authored several special situation reports.
- Susan received an A.B. from Harvard University in 1981 with distinction and an MBA from the Darden School at the University of Virginia in 1985. She is also a licensed CPA and completed 11 continuing education masters and college level accounting courses in 2002-03.



Growth Facilitation

- **Participated in Repositioning of Retail Automotive Business**
- **Negotiated Strategic Alliances:**
 - Home Security
 - Technology Partnerships
 - Direct Marketing
 - Marketing Alliances
- **Led Subsidiary Carve-Outs:**
 - LBO Retail Furniture Division
 - Sale of Retail Automotive Parts Subsidiary
- **Developed Strategic & Operating Plans:**
 - Home Services (HVAC Category)
 - Sears Online: Appliances & Beyond
 - Online/Offline Marketing Effectiveness
 - Credit Card Long Range Financial Plans
 - Interactive Marketing Solutions
 - Commerce Management / Logistics



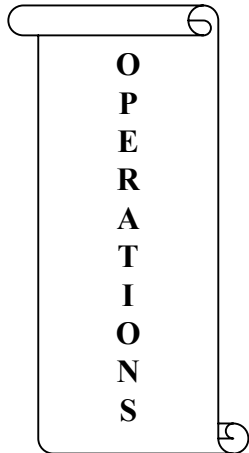
Operations Management

- **Enabled New Market Growth**
 - Opened Five New Offices Using “Office in a Box” Methodology
 - Developed Business Plans Based on Market Potential
 - Created Office Staffing Plans & Budgets Based on Solution Sets
 - Provided Local Training on Standardized Tools and Processes
 - Compiled Infrastructure Checklists and Oversaw Support
- **Restructured Business Development Group**
 - Upgraded Talent and Developed Commission Plan
- **Doubled Infrastructure Capacity**
 - Organization Building and Recruiting to World Class Standards
- **Instituted Pricing Committee (New Engagements) & Designed Tools**
- **Evaluated Services Acquisition Roll-Up Business Models**

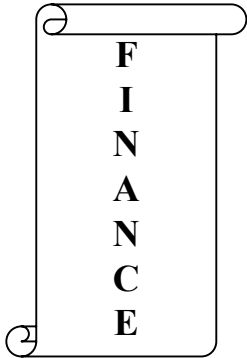


IT System Implementations

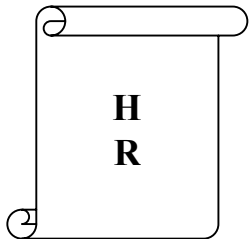
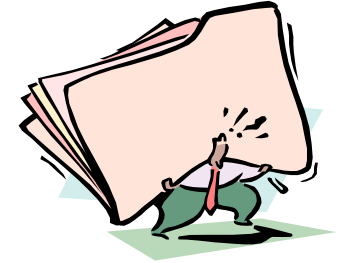
- **Evolve**
 - Enterprise-Wide Professional Services Automation
- **PVCS Dimensions**
 - Engineering Code Re-Use
- **Orchid***
 - Media Campaign Performance Analytics
- **Maui***
 - Tactical Resource Management Tool
- **Salesforce.com**
 - Sales Lead Management System
- **Replicon**
 - Time Tracking
- **Multi-Currency Pricing Model***
- **Global Intranet***
- **Client Extranets***
- **External Website***



IT System Implementations



- **Peoplesoft 7.5**
 - General Ledger, Purchasing, Fixed Assets, AR/Billing, AP, Projects, and Budget Modules
 - Foreign Uploads, Currency Translations & Allocations
- **MSPGI***
 - Web-based Budgeting/Approval System for Employee/Contractor New Hires
 - Daily Polling With Peoplesoft HR
- **Annual Master Budget & Rolling Monthly Forecasting System***
 - Revenue, Staffing, Facilities, Initiatives & Capital Templates With Handbook
 - MSPGI Interface With All Reporting Through Peoplesoft Budget Module
- **Pipeline Reporting** (Bi-Weekly Risk Adjusted Revenue Forecast)*
- **New Office Models***
- **InSource** (Tax Calendar Software)



- **Peoplesoft 7.5**
 - Human Resources, Training and Self-Service (Enrollment) Modules
 - Ceridian, Time Tracking and Peoplesoft Finance Interfaces
 - Enhanced Data Collection Including Stock Options
- **Performance Appraisal/Bonus Planning System***
 - Merit Increases, Promotions, Bonus and Stock Option Allocations



Enhanced Reporting



- **Newly-Designed 30-X Generated Common Retail Reporting**

- Four Wall, EBITDA, EBIT, EVA, and IRR
- Functional Overhead Aggregated & Allocated

- **Online Business Unit Reporting Systems / Chart Field**

- **OLAP Reporting (Electronic & Paper Based)**

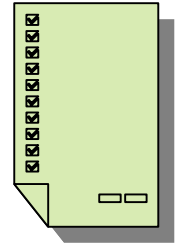
- By Office, Line of Business, Business Function, Corporate and Shared Service Departments
- Developed Reporting Series for Board, CEO, CFO, Operations, HR & Investor Relations
 - Revenues: Realized, Missed, Recurring, By Client, Multi-Service Line
 - AR Hot List, DSO/Aging by Office, Unbilled Expenses By Client, Weekly Cash Flow Forecasts
 - Headcount, Turnover, Utilization, Bill Rate and Revenue Per Billable Metrics
 - Verticals, Traditional vs. Dot Com Clients, Average Client/Project Size
 - Client and Project P&Ls (Automated With Full Evolve Implementation)
 - HR Governmental/Compliance Reporting

- **Chart Field Re-Implementation and Accounting Handbook**

- Enhanced OLAP Reporting and Flexible Organizational Growth
- Business Unit, Account, Service Line, Location, Project, Affiliate Coding

- **Title Map Re-Implementation and Compensation & Benefits Manuals**

- Simplified From 250+ to 75 Titles/Levels
- Developed Job Descriptions and Grades and Ranges World-Wide
- Updated Rate Cards and Cost Cards By Major Market and Country



Decision-Making Tools

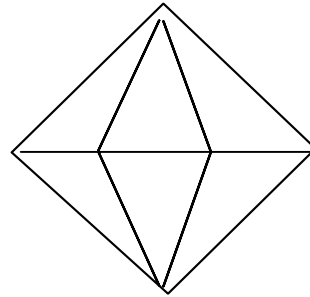
Investments

Portfolio
Fit &
Analytics

Competitive
Databases &
Performance
Metrics

New Store /
Location
Models (Pro
Forma &
Actual)

Capital
Return on
Investment
Models



Operations

Pricing &
Risk
Assessment
Models

Sales Force/
Marketing
Effectiveness
Models

Customer
Life-Time
Value
Models

Merchandise
/ Operations
Productivity
Metrics

Transactions

Partnership
& Alliance
Models

Acquisitions
Divestitures
Synergies
Valuation

IPO
Secondary
Debt
Financing

Spin-Off
Restructuring



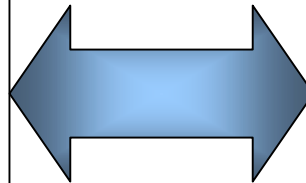
Controls Design & Implementation

Management/Finance

- Executive Team Meetings
- Annual Master Budgets
- Rolling Monthly Forecasts
- Quarterly Reviews and Account Plans
- Pricing & Business Development Commission Review Committees
- Alliance/Partnership Taskforce
- New Media Buying Approval Process
- Time Tracking Training and Policies
- Standard Legal Contracts
- Standard Billing Schedules
- Requisition, Purchasing and Receiving Approval Processes
- New Client & Credit Memo Processes
- Lockbox/Cash Sweep Processes
- Investment Policy and Approvals
- Travel & Entertainment Policies
- Cell Phone and Pager Policies
- Segregation of Duties



*Public
Company
Controls*



Human Resources

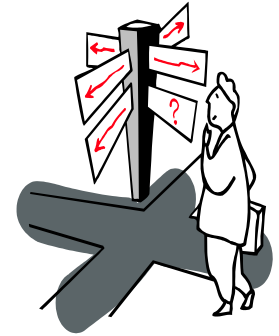
- Semi-Annual Performance Appraisals
- Annual Bonus and Stock Option Plans
- New Hire and Termination Processes
- Job Requisition and Offer Letter Processes (Conformity to Titles, Grades, Ranges and Budgets)
- Recruiting Firm Hiring Processes
- Independent Contractor Policies
- Contractor Hire/Conversion Processes
- Title Change/Update Processes
- Employee Action Notice Processes
- New Hire Orientation
- Management Training Programs
- Upgraded Benefits Administration
- Workers Comp Claims Process
- Government Compliance Standards
- HR File Maintenance



Human Resource Successes

Plans & Programs Implemented

- ✓ Base Salary Programs (Grades & Ranges)
- ✓ Merit Reviews / 360 Feedback (Increase Guidelines)
 - ✓ Incentive Pay / Bonus Plans
 - ✓ Stock Option Plans
 - ✓ Stock Purchase Plans
- ✓ Business Development Commission Plans
 - ✓ Recognition Programs
- ✓ Employee Assistance Programs
- ✓ Employee Opinion Surveys



Plans & Programs Upgraded

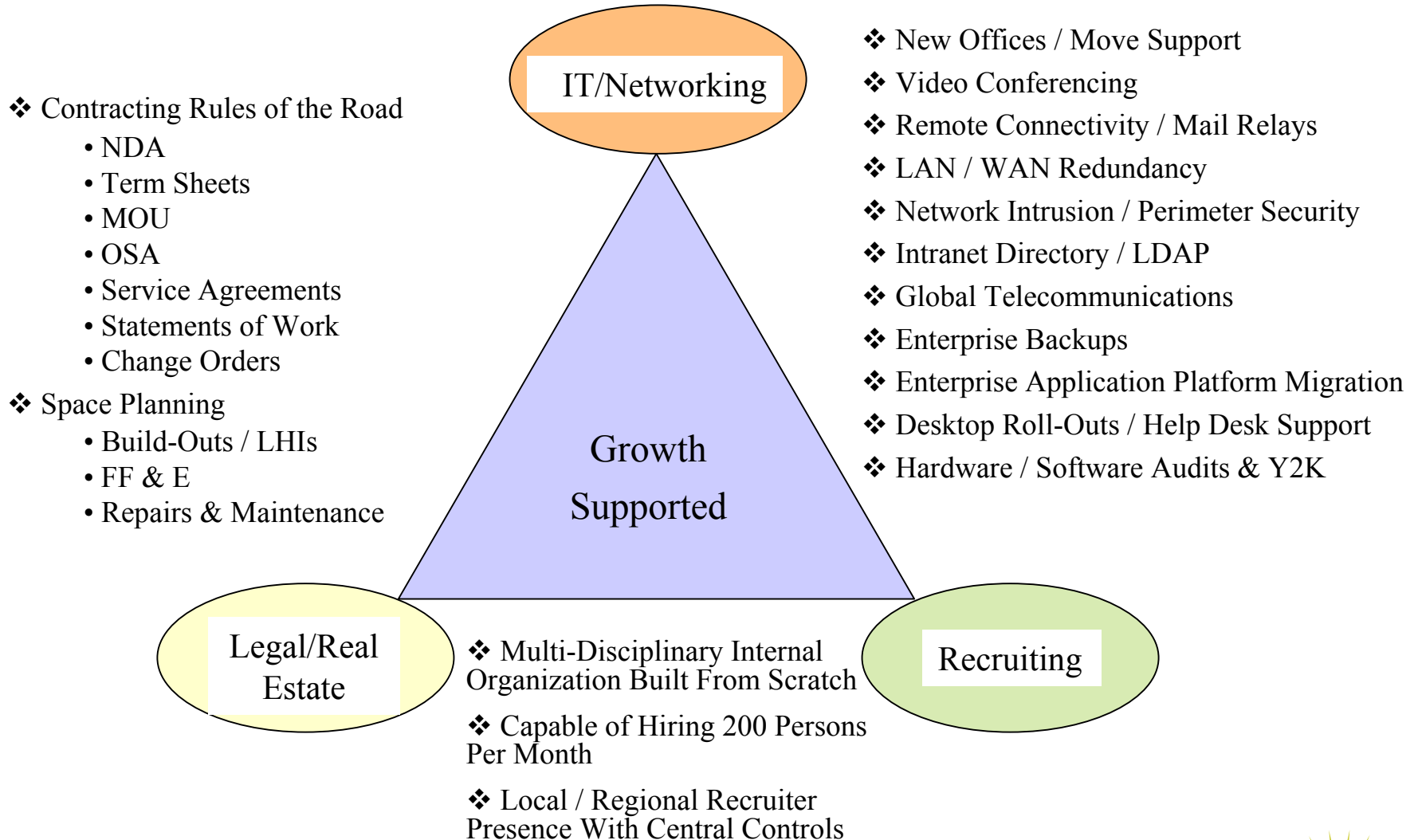
- ✓ 401 (K)
- ✓ Benefits Administration (Medical, Vision, Dental, Life/ADD, Disability, COBRA)
 - ✓ Section 125 / FSA Plans
 - ✓ Holiday / Vacation / Sick
 - ✓ Workers Compensation
 - ✓ Leave of Absence
- ✓ Employee Referral Programs
- ✓ Visa / Immigration Programs

Training Programs Offered

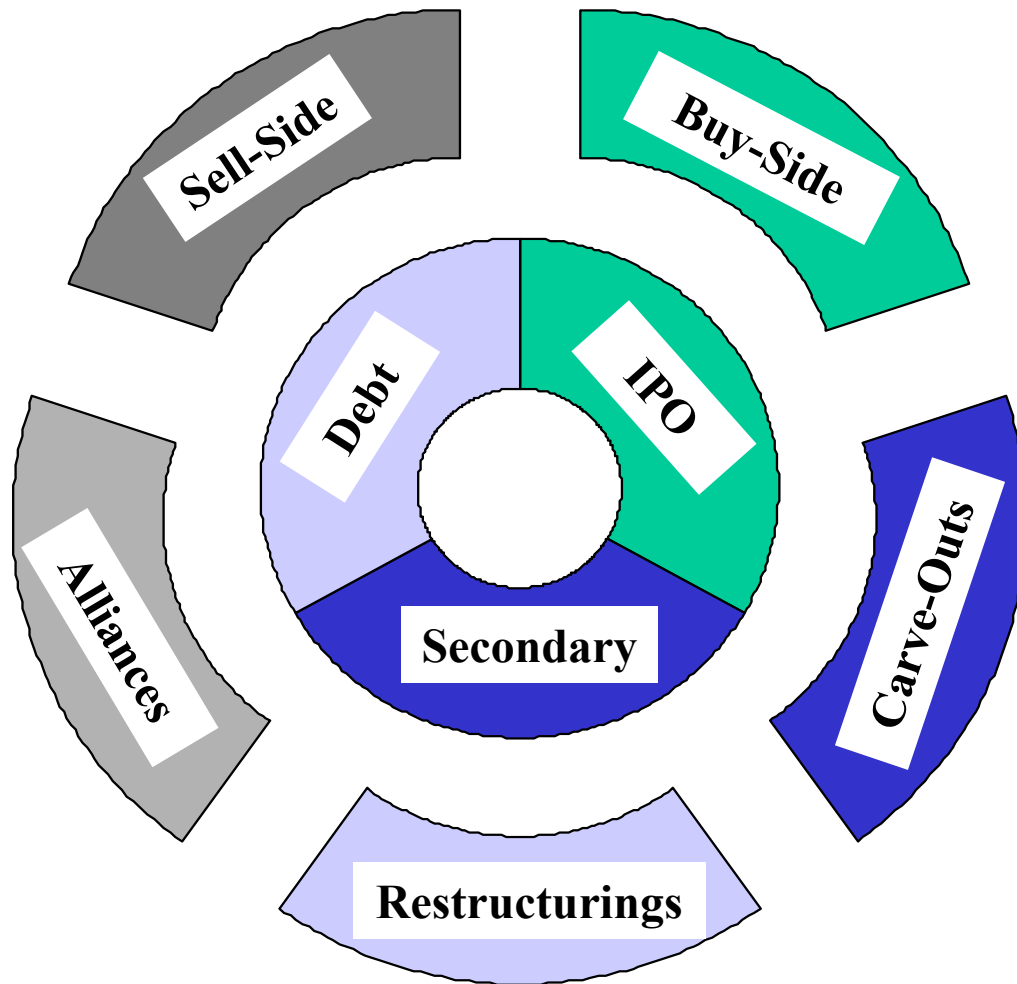
- ✓ College Relations
- ✓ New Hire Orientation
- ✓ Professional Development (Negotiation Skills, Business Writing, Presentation Skills, etc.)
- ✓ Management Development (Performance Mgmt, Compensation Basics, Recruiting, Coaching, etc.)
 - ✓ Technical Training
- ✓ Public Company Officers Training



Other Infrastructure Wins



Value Creating Transactions



✓ **Led IPO as Principal & Banker**

- Converted 90% of One-on-Ones
- 35x Oversubscribed
- Operational & Finance Voice

✓ **Negotiated Wide Range of M&A Transactions Across Industries**

- Strategic Alliances
- Public Company M&A
- Subsidiary Carve-Outs
- Divestitures
- Hostile Bids
- Defense/Proxy Fights
- Bankruptcy (Pre & Post Chapter)
- Reorganizations
- Spin-Offs

✓ **Fairness Committee Member at Merrill Lynch**

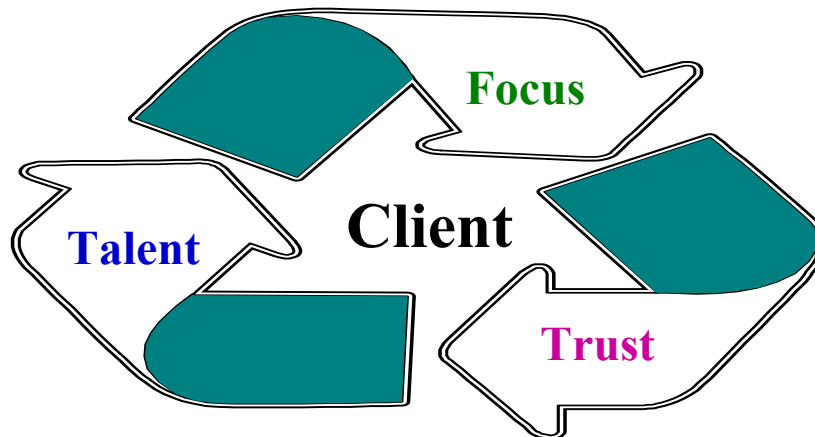
✓ **Buy-Side Advisor on Numerous Financing Transactions**

- Rating Agency Preparation
- Term Debt & Equity Securities
- Bank Lines of Credit



Wall Street Savvy

- 15 Years of Wall Street Experience
- Partner Level Responsibility
- Unquestioned Integrity
- Served on Both Sides of Chinese Wall
- Investor Relations Experience as a Principal



Deal List – Mergers & Acquisitions

Selected Completed Transactions

Client	Transaction	Size (\$Mils)	Type
<i>Acquisitions:</i>			
Sears	Orchard Hardware Supply	\$415	Tender
Sears	MaxServe	90	Minority
JC Penney	Fay's Drug Stores	270	Tender
Kmart	Venture Stores	75	Division
Quality Food Centers	Hughes Family Markets	360	Private
Fleming	Scrivner	1,085	Private
Avnet	Hall-Mark Electronics (Freeman)	485	Private
Bergen Brunswig	Durr-Fillauer	420	Hostile
Thomas & Betts	American Electric (Forstmann)	430	Private
Fleming	Malone & Hyde (KKR)	600	Private
DLJ/Sefinco	Loehmann's (May)	200	Division
<i>Divestiture/Sales:</i>			
Quality Food Centers	Fred Meyer, Ralphs (Yucaipa)	3,000	Merger
Macy*s	Federated Department Stores	4,100	Chapter
Merisel (European Operations)	CHS Electronics	75	Division
Stop & Shop (KKR)	Royal Ahold NV	2,900	Tender
Broadway Stores (Zell)	Federated Department Stores	1,700	Tender
Eckerd (MLCP)	JC Penney	3,225	Tender
Herberger's	Proffitts	155	Private
Woolworth (Canada)	Wal-Mart	300	Division
Snapple	Thomas H. Lee	120 + 30%	Private
Carson Pirie Scott	PA Bergner	825	Hostile
MacFrugals	David Batchelder	300	Hostile
Ioptex	Smith & Nephew	250	Private
Thomas & Betts (Vitramon)	Vishay	185	Division
Fleming (M&H Drugs)	Vestar	150	Division
McGraw Hill	Nikkei	125	JV
AO Smith (Data Systems)	Deluxe Check	150	Division
Heilemann Brewing	Alan Bond	1,000	Hostile



Deal List – Financings

Selected Completed Transactions

Client	Transaction	Size (\$Mils)	Type
<u>Reorganizations:</u>			
Waste Management	Formation of Rust International	1,800	4 Cos.
Inter-City Gas	Sold Utility, Propane, Nat. Res.	1,850	4 Bus.
Circle K	Restructuring	NA	Pre-Ch. 11
Campeau Corporation	Restructuring	NA	Pre-Ch. 11
<u>Financings:</u>			
Kmart	Convertible Preferred	1,000	Corp. Fin.
Quality Food Centers (Zell)	Common Shares	200	M&A
Fleming	High Yield	500	M&A
Snapple	Initial Public Offering	75	M&A
Bergen Brunswig	Senior Notes	250	M&A
Thomas & Betts	Senior Notes, MTNs	300	M&A
Loehmann's	High Yield	120	M&A
Avnet	Senior Debt	200	M&A

