

David Karabinos *Managing Partner, Harvest Business Advisors*

David is the Managing Partner and CEO of Harvest Business Advisors, LLC. David co-founded EquaTerra, the leading global Business Process Outsourcing advisory firm, where he held the COO and CFO positions. He also founded and was the CEO of eHealthClaim, a healthcare BPO provider delivering customer service software, ASP and BPO services to the mid-market health insurance industry.

He has over 30 years of experience in the outsourcing industry as a buyer, service provider and third-party advisor that include transactions exceeding \$25 billion in total contract value. As the executive responsible for launching and managing several consulting practices focused on the oversight and governance of outsourcing deals, he has become a thought leader in the industry with unique perspectives and experience leading teams in assisting global 2000 corporations with their ITO and BPO relationships.

David has more than 15 years with leading consulting and outsourcing service providers including Alltel Information Services, Cap Gemini, and Ernst & Young. His clients and industry experience range from Financial Services, Healthcare, Information Technology, Manufacturing, Publishing, Energy and Retail.

David is a private investor with a portfolio that includes a bank and numerous high-technology startups in healthcare and medical products. He sits on the board of numerous startups, early stage companies and non-profit organizations. David is the Vice-Chair of BizTech, the largest business incubator in North Alabama.



Areas of Specialization

- Market Assessment
- Strategic, Business and Financial Planning
- Capitalization
- Business Combinations
- Alliance and Joint Venture Development
- Outsourcing Transactions
- Growth Strategies
- Turnaround

Education

- University of Alabama Birmingham, BS, Business Management

David Karabinos, *Managing Partner*

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Joe Shelley is a Partner with Harvest Business Advisors, LLC. He has over 25 years of executive management experience in the engineering and financial services industries. He was the founding CEO of Commercial Risk Services, an engineering and risk analysis firm with over 1,000 professional staff and \$650 million in annual revenues serving clients in North America, Europe and Asia from its New York City headquarters. Joe started his career as a Field Engineer evaluating the risk potential of high-value industrial plants. In 1999, Joe pursued his passion for art as the President and CEO of the Huntsville Museum of Art, an accredited, exhibiting, collecting and educational museum of fine art. At the Museum, Joe directed a major new building campaign for \$7 million, an endowment campaign for \$6 million, and annual operational fundraising of \$2 million. This experience allowed Joe to apply his business management skills to the non-profit sector.

From engineer, to business manager, to CEO, Joe brings a rich and varied background to his consulting – a background ranging from technical information services to business-to-business firms. Joe's experience and skills include:

- CEO of a large business-to-business technical services firm.
- Growing a regional information services firm into a multinational enterprise through mergers & acquisitions.
- CEO of a cultural center for a Southeastern community.

Joe lives in Madison, AL with his wife, Sheila, who is President and CEO of their county's volunteer center. He is a member of the Huntsville/Madison County Chamber of Commerce, and the Huntsville Rotary Club. He serves on the Executive Boards of the ALS Assn. of Alabama and the Semper Fi Community Task Force. Joe is a lifetime runner, outdoor sports enthusiast, and active in his community's cultural institutions.

Areas of Specialization

- Strategic, Business and Financial Planning
- Market Assessment
- Business Combinations
- Alliance Development
- Operations Management
- Turnaround Management
- Major Capital Fundraising Campaigns

Education & Military Experience

- University of Maryland, College Park, MD
BS, Engineering
- University of Pennsylvania, Wharton School, Philadelphia, PA, Executive MBA Program
- US Marine Corps – Artillery Officer –including one year in Republic of Vietnam during Vietnam War

Joe Shelley, Partner

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Chris Karabinos *Partner, Harvest Business Advisors*



Chris is a Partner with Harvest Business Advisors, LLC. He has 25 years experience in business development, marketing and sales with firms in the business services, consumer goods, information systems and risk management markets. He has an established track record building products, brands and revenue in Fortune 500, mid-market and start-up companies. In addition, he brings deep experience in strategy development, business development and international business development to Harvest Business Advisors.

Chris has experience domestically and internationally with Coca-Cola, Procter & Gamble, General Information Services (GIS) and ChoicePoint. Chris and his family lived in Mexico City while he helped Coca-Cola de Mexico and the Minute Maid Division of Coca-Cola launch and build the brand in that country. He then established and built the division's export sales department distributing multiple lines of finished product in dozens of countries internationally.

Additionally, Chris was co-founder and Vice-President of Sales & Marketing of eHealthClaim, a healthcare BPO (business process outsourcing) provider delivering customer service software, ASP and BPO services to the mid-market health insurance industry.

Chris' passion for building extends into his personal life as well. For example, he is an active Boy Scout leader in Troop 143, at his church Johns Creek UMC, in the Milton District and in the Atlanta Area Council. Chris is also a member of the Greater North Fulton Chamber of Commerce, the Technology Association of Georgia and Johns Creek United Methodist Church and has served on the board of Autrey Mill Nature Preserve.

Areas of Specialization

- Business Strategy Development
- International Business Development
- Market Segmentation, Opportunity Assessment
- Marketing Strategy, Planning and Execution
- Sales Strategy and Business Development
- Alliance & Channel Development
- Product Development, Strategy & Execution

Education

- Auburn University, BS, Industrial Engineering

Chris Karabinos, *Partner*

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Tony is a Partner with Harvest Business Advisors, LLC. He has 25 years experience in market / business development, sales & marketing management and executive roles. He brings proven skills in selecting target markets / customers, designing go-to-market strategies, and working effectively within a budget along with problem solving, strategy planning, process optimization, and implementation effectiveness. His team-oriented, collaborative style enables him to affect positive change in the organizations he has worked in and consulted with.

Specifically, here are some of his achievements:

- Produced 31 new customers in 12 months ranking him in the top 15 within IBM's national sales force.
- Increased sales from \$13 million to \$24 million at TTC, a telecom equipment company.
- Early in dot.com bust led shift in market focus from telecom to defense for The Sente Group resulting in new contracts with Rockwell Collins, Raytheon, General Dynamics, and ITT Defense.

After starting his career with IBM, Tony held sales, management and executive roles at TTC (now JDSU), The Sente Group and Tescom USA. This background provides Tony with experience in large (\$500+ million), medium (\$50 to \$500 million) and small (less than \$50 million) companies with products & services targeted at a variety of markets.

In his roles and with clients, Tony quickly diagnosis sales organizations to make sure they are aligned with the business and focused on producing optimal results. His sales experience has been shaped by IBM Sales School, "Conceptual Selling", "Strategic Selling" and "SPIN Selling". His clients also benefit from his Marketing, Channel Sales, GM and Executive experience.

Tony is a member of the Technology Association of Georgia and serves on the Board of Directors of their Business & Technology Alliance. He is also a member of the Greater North Fulton Chamber of Commerce.

Areas of Specialization

- Sales & Marketing Organizational Diagnoses
- Implementation of Sales Processes and Training
- Target Marketing & Prospecting Strategies
- Business Development
- Service Offer Development

Education

- The Pennsylvania State University, MS, Mechanical Engineering
- The Aji Network, Sales / Business Professional – Two-year Course
- The Aji Network, post-graduate work on Leadership, Entrepreneurship & Innovation

Tony Rushin, Partner

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Andy Karabinos *Partner, Harvest Business Advisors*

Andy is a Partner with Harvest Business Advisors, LLC and leads its Healthcare Practice. He has substantial management and consulting experience in the healthcare industry including working with hospitals, healthcare technology companies and managed care organizations.

With over 27 years experience in various positions of senior-level responsibility, Andy is an accomplished executive. He has held the role of CEO, CFO and Vice President in various organizations including North Texas Anesthesia Consultants, Queens Medical Center, Mother Frances Health System, and Partners Health Plan of Southern New England.

Healthcare Practice Focus

- Hospitals
- Healthcare Technology Companies
- Managed Care Organizations

Andy is a member of the Professional Association of Diving Instructors (PADI), and has been a certified Scuba Diving Instructor since 1992. His personal passion is to explore our amazing underwater world and to share the joy of diving with his students.



Areas of Specialization

Business Strategy, Finance & Operations Management

- Turnaround situations & survival strategies
- Interim CEO services, restructuring & re-capitalization
- Management Team evaluation

Education & Military Experience

- The University of Alabama, BS, Corporate Finance & Investment Management
- Harvard University, Executive Healthcare Management Program in the School of Public Health
- Distinguished military career: Served with the U.S. Army in the First Cavalry Division & the First Aviation Brigade in Vietnam

Andy Karabinos, Partner

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Keith Weil, Partner, Harvest Business Advisors



As a Partner with Harvest Business Advisors, LLC, Keith has over 25 years executive management experience in public companies in the telecommunications, electronics, contract manufacturing and metals industries. Keith has held positions with Philips Electronics, AMP and Wolverine Tube including Vice President of Marketing, General Manager, President, Global Business Executive, and Senior Vice President International and Strategic Direction.

Keith brings a wealth of knowledge in the areas of manufacturing, business-to-business marketing, purchasing/logistics, commercial contracts, product development and financial management. In addition, he has hands-on experience buying, selling and operating international ventures in Asia, South America, Europe and the Middle East. Keith has led efforts in the selling of businesses, restructuring operations, opening new foreign factories, negotiating government incentives, creating dramatic improvements in working capital, negotiating billions of dollars of sales/ purchasing contracts, and the licensing of technology.

Areas of Specialization

- Strategic, Business and Financial Planning
- International Market Development
- Commercial Contracts
- Business to Business Marketing
- Restructuring Management
- Organizational Assessment and Development
- Purchasing/Logistics
- Product Planning and Development
- Hedging Strategies
- Operations Management

Education

- University of Rochester
Simon School of Business, MBA
Marketing/Finance
- Canisius College,
Buffalo, NY,
BS Marketing/Finance

Keith Weil, Partner

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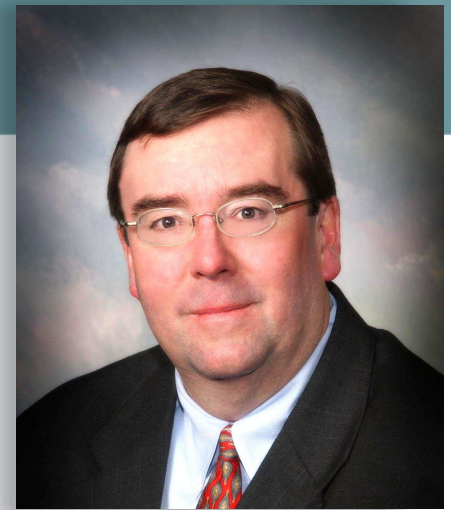


Dusty Pritchett, Partner, Harvest Business Advisors

Dusty is a Partner with Harvest Business Advisors, LLC with 30 years of management experience in accounting/finance, mergers and acquisitions, marketing and strategy. Dusty was a senior executive with Avocent Corporation (Nasdaq AVCT) for 10 years and held the positions of Chief Financial Officer, Chief Marketing Officer and Chief Strategy Officer during his tenure. He led the merger between Cybex Computer Products Corporation and Apex, Inc. in 2000 and led the acquisition, due diligence and integration teams for numerous other acquisitions. Prior to joining Avocent, Dusty was the Chief Financial Officer for Barber Dairies where he led several acquisitions and the exit sale of the business to Dean Foods in 1998. He began his career in the Birmingham, AL office of Coopers & Lybrand, now PricewaterhouseCoopers, where he served as the engagement partner on numerous clients in the manufacturing, healthcare, high tech, retail and financial industries.

Dusty has assisted clients with acquisitions and the sales of their businesses. He has helped clients develop long-range strategic plans and assisted in the implementation of these plans. He has advised clients on bank and equity financing and developing cash flow improvement plans. His marketing and strategy experience along with his finance background and varied industry experience adds significant depth to the Harvest team.

Dusty lives in Huntsville, AL with his wife, Suzanne, who is President and CEO of her own successful small construction business. He is a private investor and serves on boards of several private companies and civic organizations.



Areas of Specialization

- Strategic, Business and Financial Planning
- Business Combinations
- Growth Strategies
- Turnaround
- Cash Flow Improvement
- Investor Relations
- Corporate Governance
- Contract Negotiation
- Strategic Product Planning
- Marketing messaging
- Fractional C-level services

Education

- Auburn University, BS, Accounting
- UCLA Anderson Graduate School of Management, Director Certification Program
- Certified Public Accountant

Dusty Pritchett, Partner

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