

Tessie Guillermo

RECENT EXPERIENCE:

2002 - Present ZeroDivide, San Francisco, CA

President and CEO: Co-founder, and President and CEO since 2002. Led the foundation's efforts to invest up to \$50 million towards achieving a "zero divide." Developed ZeroDivide's innovative strategy of engaged philanthropy involving investments in information technology-based solutions in community enterprises serving disadvantaged communities to improve economic conditions and increase civic engagement.

1987-2002 Asian & Pacific Islander American Health Forum, San Francisco, CA and Washington, D.C.

Chief Executive Officer: Responsible for establishing and implementing a comprehensive national health policy, research, and health improvement agenda for Asian Americans and Pacific Islanders. Directed the Department of Health and Human Services \$3 million annual fund for health promotion programs. Guided APIAHF to play the lead role in establishing the White House Initiative on Asian American and Pacific Islanders, ultimately gaining passage of the Asian American Health Improvement Act.

1979-1987 Asian Health Services, Oakland, CA

Finance Director for federally funded community health center, with \$5 million annual budget, serving low-income, monolingual Asian Americans.

1977-1979 Filipinos for Affirmative Action, Oakland, CA

Project Coordinator for youth employment programs.

EDUCATION:

- University of California, Berkeley; California State University, Hayward, BA, Economics
- Fellow, Gallup Leadership Institute
- Fellow, Asian Pacific American Women's Leadership Institute

AFFILIATIONS AND EXPERTISE:

- Currently serves as Vice-Chair of the Board of Directors of both The California Endowment, a \$4 billion private philanthropy in California; and Catholic Healthcare West, one of the largest not-for-profit healthcare systems in the country. Member of the Board of Directors: Lucile Packard Foundation for Children's Health; Nonprofit Finance Fund; and Northern California Grantmakers.
- Appointed in 2000 by former President Bill Clinton to serve as an Inaugural Member of the President's Advisory Commission on Asian Americans and Pacific Islanders.
- Award for Outstanding Contributions to the Work of the Office on Research on Minority Health, NIH
- Recipient of the Filipinas Magazine 2001 Achievement Award for Community Service and an Outstanding APA Leadership Award from Leadership Education for Asian Pacifics.
- Author and co-author of published articles on minority health and nonprofit best practices.
- Certificate of Appreciation from Health Care Financing Administration, Region II, DHHS

Phillippe Paniagua Wallace

RECENT EXPERIENCE:

2003 - Present ZERO DIVIDE, San Francisco, CA

Senior Vice President and Chief Financial and Operating Officer: Responsible for on-time, on-budget financial, administrative and technology operations of the technology access and adoption public foundation. Proven seven-year track record of managing financial compliance with governmental regulations, and grant and contract requirements.

- Manage annual operating budgets of up to \$6.5 million.
- Due diligence, financial administration and compliance testing of up to \$4.5 million in annual grants across 45 separate geographies.
- Unqualified financial and internal control audits since joining ZeroDivide.

2006 – Present HISPANICS IN PHILANTHROPY, San Francisco, CA

Board Member and Treasurer, 2008; Consultant, 2006 to 2007

Strategic advisory on matters of governance, grants, executive recruitment, investment policy and A-133 audit for the \$35 million transnational funders' collaborative.

2001 - 2003 ATRISCO PARTNERS, Berkeley, CA

Principal: Led angel equity investments in minority-led small businesses. Successful exits on all investments originated.

1997 - 2001 SOUNDVIEW TECHNOLOGY GROUP, Corporate Finance, San Francisco, CA

Vice President and Corporate Finance Calling Officer: Advised public and private technology companies in the Communications, Semiconductor and Software industries on strategy, mergers and acquisitions and raising capital. Completed over 30 deals with an aggregate value of \$4 billion.

EDUCATION:

- CFA INSTITUTE, Charlottesville, VA, Chartered Financial Analyst (CFA) designation, September 1997
- UNIVERSITY OF CALIFORNIA AT BERKELEY, Berkeley, CA, MBA in Finance and Strategy, May 1997
- HARVARD UNIVERSITY, Cambridge, MA, BA in Biological Anthropology, June 1990

Laura L. Efurd

RECENT EXPERIENCE:

2002 - Present ZERO DIVIDE, San Francisco, CA

03/06 - Present Vice President and Chief Community Investment Officer: Oversees \$5 million in annual investments in technology enterprises promoting economic opportunities and civic engagement in California's underserved communities. Developed and implements ZeroDivide's community investment strategy and integration of ZD's policy agenda.

08/03 - 02/06 Director of Policy and Leadership Initiatives: Developed and implemented ZeroDivide's policy agenda. Led participation in technology policy efforts at the local, state and federal levels. Designed curriculum for, and supervised implementation of, the ZeroDivide Fellowship Program, which built a network of community based leaders promoting the use of technology for social change in California.

06/99 – 01/01 THE WHITE HOUSE, Washington, DC

Deputy Assistant to the President and Deputy Director of Public Liaison: Supervised a staff of 18 responsible for promoting the President's initiatives with national constituency-based organizations; principal liaison to Asian American and Pacific Islander community.

01/99 - 06/99 U.S. DEPARTMENT OF LABOR, Washington, DC

Associate Director, Office of Congressional and Intergovernmental Affairs: Led a team of 5 staff in implementing the Department's employment and training legislative agenda.

1990 -1999 U.S. CONGRESSWOMAN PATSY T. MINK, Washington, DC

Legislative Director: Served as principal political and policy advisor. Responsible for developing and implementing the Congresswoman's legislative agenda, supervising legislative and support staff, and researching and analyzing legislative issues.

1989 -1990 CHUBU ELECTRIC POWER COMPANY, INC., Washington, DC

Washington Representative

1986 -1989 U.S. CONGRESSMAN TOMMY F. ROBINSON (D-AR), Washington, DC

Legislative Assistant/Office Manager/Appointment Secretary

EDUCATION:

- Masters, International Communications: American University, Washington, D.C. 1989
- B.A., Communications and Political Science: Ouachita Baptist University, Arkadelphia, AR 1986

AFFILIATIONS AND EXPERTISE:

- Over 25 years of experience working with community based organizations; development of public policy; and developing social and educational programs and related public policies, including ten years Federal legislation development and oversight, seven years nonprofit program design and implementation, and seven years grantmaking program development and management involving application and selection procedures, due diligence, outcomes, metrics, and evaluation.
- Member of the CA Broadband Task Force, Community Development Working Group: Chair, 2007
- Federal Communications Commission Consumer Advisory Committee: Member 2005-2006
- Grantmakers In Film and Electronic Media: Board of Directors 2005-Present
- Patsy Takemoto Mink Foundation: Board of Directors 2003-Present
- Asian Pacific American Institute for Congressional Studies: Board of Directors 2001-2005
- Asian Pacific American Women's Leadership Institute: Fellow 2001-2002

Timothy C. Wu, Esq.

RECENT EXPERIENCE:

- 2003 - Present** **ZeroDivide, San Francisco, CA**
Vice President and Chief Strategy Officer: Oversees external relations, partnership development, and communications.
- 2001-2003** **The September 11 Fund, New York, NY**
Deputy Director and Program Director: Managed the distribution of over \$500 million in disaster relief assistance. Coordinated efforts of hundreds of state, federal and municipal government and social service agencies to address the needs of those impacted by the September 2001 terrorist attacks.
- 1999-2000** **U.S. Department of Health and Human Services, Washington, DC**
White House Fellow: Served as Special Assistant to President Bill Clinton, detailed to Secretary Donna Shalala. Portfolio of work incorporated wide spectrum of issues ranging from annual budget preparation to facilitating constituent and inter-departmental meetings on topics such as HIV/AIDs, bioterrorism, early childhood healthcare, etc.
- 1993-1999** **CompassPoint Nonprofit Services, San Francisco, CA**
Director of Development/Staff Consultant: Oversaw all aspects of funding partnerships. Drafted and managed Federal Ryan White CARE and Prevention Act grants. Facilitated non-profit organization clients in preparing Federal grant applications and drafting evaluation and grant compliance documents.

EDUCATION:

- Harvard Law School: JD cum laude, with special program focus in Negotiation/Mediation, 1992
- Admitted to the California State Bar, November 1992
- Princeton University: BA summa cum laude, Political Science, 1984. W Sanderson Detwiler award for greatest contribution to the class, as elected by all members of the graduating class; upon graduation, was youngest person and first Asian-American elected to university board of trustees.

AFFILIATIONS AND EXPERTISE:

- Currently serves on the boards of San Francisco Ballet, College Track, Sequoia Hospital, and Tectonic Theater Project
- Former Chair of the board of KQED/NCPB, the nation's largest public broadcasting station
- Recipient of American Foundation for AIDS Research Award of Courage 2007

John Hoffman

RECENT EXPERIENCE:

- 2007 - Present ZeroDivide, San Francisco, CA**
Director of Partnerships: Involved in developing strategic partnerships with Fortune 500 corporations to leverage ZeroDivide capital in support of programmatic activities. Raised more than \$2 million annually in operating capital and in-kind donations to meet ZeroDivide's annual fund development and revenue targets. Responsible for the development and implementation of organization-wide system that effectively disseminates in-kind donations throughout ZeroDivide's grantee nonprofit network benefitting vulnerable communities.
- 2004 - 2006 Groove Eleven, San Rafael, CA**
Producer/ Account Executive: Supervised team of 20 individual contributors to develop integrated marketing strategies and interactive media for Fortune 500 clients.
- 2001 - 2004 Sun Microsystems, Menlo Park, CA**
Senior Marketing Manager: Developed and implemented integrated marketing programs and messaging for \$4 billion server division.
- 2000 - 2001 IBM, Seattle, WA**
Senior Account Executive: Secured long-term contracts for mainframe computers to clients with annual revenues between \$1 million and \$10 million.

EDUCATION:

University of Washington, Master of Business Administration, 2000
University of Pittsburgh, BA English, 1989

AFFILIATIONS AND EXPERTISE:

- Pacific Chamber Symphony: created competitive study as basis to secure additional funding for organization. Taproot Foundation: functioned as marketing manager, created brochure that assisted with completion of phase one strategy for nonprofit organization. New Leaf Services for the Community: created tracking process and system that guided diversity of funding portfolio and monitored reporting schedules.
- Over ten years experience creating and implementing successful strategies in business development, revenue generation and marketing.
- Worked closely with senior management and led diverse teams to create and achieve revenue plans.
- Extensive nonprofit volunteerism and community involvement with an emphasis on marketing and development projects.
- Experience at winning \$10,000 to \$100,000 projects through prospect identification, in-person solicitations to executive decision makers, proposal writing, and relationship management.
- Seasoned public speaker and writer. Functioned as organizational spokesperson with media. Supervised external messaging for \$4 billion product line.
- Positive leader and supervisor: hired, supervised and trained employees. Created collegial, start-up working environment for direct reports.
- Recipient of 2005 Macromedia Site of the Day Award for engaging use of Flash in Cisco interactive media tour.
- Recipient of 2005 Webby Award for "innovative use of interactive media" for Sun sales force support and training program.

Ruth Williams

RECENT EXPERIENCE:

2004 to Present **ZeroDivide, San Francisco, CA**

Senior Community Investment Officer: Manage a 3 million dollar grant portfolio to promote social justice through use of communications technology; design and develop foundation initiatives and programs; conduct community outreach to ensure geographic and demographic parity; foster cross-program collaboration; oversee budgets; and identify and facilitate additional outside funding. Core focus: Launched an ongoing cutting-edge youth culture initiative to promote technological innovation, positive self-expression and entrepreneurship for at-risk youth.

2001 - 2004 **Young Community Developers, Inc., San Francisco, CA**

Deputy Director: Directed all fiscal and programmatic components of a 4 million dollar non-profit that focused on community development/reinvestment. Directed a staff of 28 non-profit professionals. Managed IRS non-profit reporting. Agency's key issues included affordable housing and economic development, with emphasis on job training and job placement services for low- to middle-income San Francisco residents.

2000 - 2001 **San Francisco Department of Elections, San Francisco, CA**

Senior Project Manager: Planned logistical operations and deployment of materiel & personnel for 642 voting precinct locations. Managed 50 staff for the recruitment and training of 2,500 temporary workers. Implemented re-engineered business processes required by new voting technology. Overhauled and improved recruitment and payment processes. Managed contracts and procurement of new polling booths (\$500,000).

1999 - 2000 **San Francisco Mayor's Office, San Francisco, CA**

Director of Operations: Defined organization structure for the department. Performed analysis of department's processes and procedures, and implemented new training modules. Managed all financial, human resources and technology staff. Oversaw benefits, annual personnel reviews and vendor contracts. Provided logistical management between multiple office Divisions. Managed Special Projects including: Y2K Remediation, server implementation and security audits. Interacted daily with Mayor, Board of Supervisors and citizen constituents.

1997-1998 **Fine Art Museums of San Francisco, San Francisco, CA**

Grants Coordinator: Identified and secured possible funding sources for non-profit organizations. Supported executive staff in the management of fiscal policies, budgets and cash management.

EDUCATION:

University of Wisconsin, Coursework toward MBA degree, 1995-1996

University of Illinois, Masters of Arts in Vocal Performance, 1994

University of Chicago, Bachelor of Arts in Liberal Studies, 1990

Brian Gallagher

RECENT EXPERIENCE:

2004 - Present ZeroDivide, San Francisco, CA

Senior Community Investment Associate for Technology: Responsible for a portfolio of ZeroDivide Community Investments focused on bridging the digital divide in underserved California communities, including the Tribal Digital Village in San Diego County. Management of ZeroDivide's Digital Storytelling Initiative aimed at providing underserved communities a means to express their voice through digital media and broadband technologies. Coordination of ZeroDivide's Community Leadership Project, a collaborative initiative to increase the technological capacity of minority serving non-profits throughout the San Francisco Bay Area, Central Valley and Central Coast regions of California. Provide continued support for the ZeroDivide Fellowship Program and internal administration of Salesforce.com CRM.

2004 – 2008

Program Associate: Provided coordination and logistics support for ZeroDivide Fellowship Leadership development program, involving over 50 community leaders from across California. Assisted with the grant making duties of the Foundation and communications with grantees. Co-administration of internal Salesforce.com CRM database and its usage to track grantee communications and reporting data. Completed Salesforce.com's intensive System Administration course work.

2000 - 2004

University of California, San Francisco, Comprehensive Cancer Center, San Francisco, CA

Program Assistant: Managed the dispersion of up to \$500,000 yearly in Intramural grants from three funding agencies. Generated renewal grant applications and annual progress reports to the funding agencies. Coordinated general Cancer Center Membership application materials and the associated membership review process for 15 clinical and basic science cancer research programs and managed a database of 400+ Cancer Center Members (faculty). Managed a weekly seminar series bringing renowned cancer researchers from around the world to UCSF to present their research. Assisted in the compilation and editing of \$35 million, 5-year Cancer Center Support Grant from the National Cancer Institute and the coordination of the ensuing NCI Site Visit.

2000 - 2000

U.S. Congress, Washington, D.C.
Internship

EDUCATION:

University of California, Berkeley, B.A. in Religious Studies
Member of the Golden Key National Honor Society

Amro Radwan

RECENT EXPERIENCE:

2002 to Present **ZeroDivide, San Francisco, CA**

Manager of Technology: Designed and implemented internal network infrastructure, including fully functional lab environment and migration and upgrade of Windows and Exchange 2000 to 2003. Responsible for design and installation of MS SMS and Sharepoint Portal; installation, configuration and maintenance of Debian Linux servers hosting primary DNS and Apache web servers hosting community based blog software using php and mysql; content management systems using php and postgres; maintain production Sendmail server interfacing MS Exchange server and Mailman server; provide technical support to ZeroDivide staff and Board of Directors.

2000 - 2003 **Food.com, San Francisco, CA**

Unix Systems Administrator: Daily maintenance, monitoring, installation and configuration of Solaris systems and applications; patch updates; external/internal DNS administration; and Sendmail/Sun Internet Mail (IMAP). Integrated production UNIX and NT environments; created Shell Scripts to ease administration, system monitoring; maintained and configured Sun LDAP integrated with SIMS, NIS and RADIUS.

Network Engineer: Configured and installed Cisco 5509 switches (VLAN and Route). Maintained infrastructure topology maps; installed Checkpoint Firewall-1; configured, maintained and established rule-set for entire network. Configured and maintained Checkpoint VPN solution, using SecureRemote on the client and provided 24/7 on-call support to production site at co-location.

Systems Support Engineer: Designed implementation of a Windows 2000 Active Directory Infrastructure, including DNS (bind integration), WINS, DHCP, account policies, exchange and print servers, and login scripts; platinum accounting SQL 6.5 to 7.0 rollout for the AP/AR system; implemented production of MapQuest cluster server, using Windows 2000 Cluster Service; and deeply involved in developing a full Point of Sales (POS) system using Level 8 GMQ for Solaris, and Windows 2000 MSMQ.

1999 - 2000 **Southwestern Bell Corp. (AT&T), San Francisco, CA**

Systems Consultant: Provided optimal performance strategies for all levels and platforms with the production environment; deployed several Windows NT 4.0 servers throughout the state of California; engineered deployment of Windows NT 4.0, Outlook, and Internet Explorer 4.0 standard to over 100 end users; and provided routine maintenance and support of the Windows NT client/server and Back office environment.

QUALIFICATIONS, AFFILIATIONS AND EXPERTISE:

- Six years experience as a Unix Systems Administrator
- Ten years experience as a Windows 2003/2000/NT Systems Administrator
- Four years experience as a Database Administrator for production and staging systems
- Three years experience as a Novell Netware 3.x, 4.x Systems Administrator
- Ten years experience with Networking and Network security – Strong TCP/IP knowledge
- Hardware – Installation and Configuration of various servers
- Co-founder of Ask Academy, a nonprofit who's mission is empowering teachers, youth development workers, and business owners to help schools and surrounding communities create safe and welcoming environments that support Equitable Learning and Social Justice.

Nasser Halteh

RECENT EXPERIENCE:

2009 to Present **ZeroDivide, San Francisco, CA**

Technology Specialist: IT services. Maintain Windows server and Exchange environment.

2006 - 2007 **Sure Circle.com, Foster City, CA**

Technology Specialist: Executed vulnerability tests. Ensured quality assurance for th Keynote Building. Found, reported and removed vulnerabilities and exploits from the company's newly released online java application.

2001 - 2004 **Nazarena Fashion, San Francisco, CA**

Website Designer: Maintained a website for a designer to help display an online gallery and fashion show pictures.

EDUCATION:

San Francisco State University, B.S. Computer Science, 2007

San Francisco State University, Masters in Computer Science, in process

AFFILIATIONS AND EXPERTISE:

- Understanding of components of secured networks, firewalls, routing, ports, the threats of exploits and the importance of testing/quality assurance.
- Installation of Windows Server and Exchange 2008. Server maintenance.
- Created interactive Internet applications utilizing JavaScript, Perl, and Python.
- Developed code in C to simulate TCPIP packets (Sender | Network | Receiver) to fully understand computer network design, evaluation, and testing.
- Modified a Java compiler and designed a Java debugger.
- Executed vulnerability testing on an online Japa application SunCircle.com
- Developed programs in Visual Basic 6.0, API and Winsock programs (ports)
- Hands-on experience in computer repair, maintenance, upgrade, building, and troubleshooting.

SKILLS:

Languages: C/C++, Java, Visual Basics, JavaScript, PHP, MIPS Assembly

OS: UNIX, Mac OS, Windows

Tools: Microsoft Office, Adobe CS, AutoCAD

John M. Hayes

RECENT EXPERIENCE:

2004 to Present: ZERO DIVIDE, San Francisco, CA

Finance and Grants Manager: Responsible for hands-on accounting, cash, financial statement, and audit management for the technology access and adoption public foundation. Disbursement and cash control of annual operating budgets of up to \$6.5 million. Financial review and evaluation of large-dollar grant applications. Unqualified financial and internal control audits since joining ZeroDivide.

2003 INSTITUTE FOR COMMUNITY HEALTH OUTREACH, San Francisco, CA

Director of Finance and Administration: Budget, financial, administrative and technology operations management for \$1.2 million A-133 compliant low-income & Native American population public health organization.

2003 Bay Area Young Positives, San Francisco, CA

Board Member and Treasurer: Governance of financial management, program execution, executive recruitment, and A-133 audit preparation for HIV positive youth service organization.

2002-2003 WARREN AND ASSOCIATES, San Francisco, CA

Non-Profit Bookkeeping Consultant: Bookkeeping, financial statement preparation, audit assistance and schedule preparation for 501©3 organizations.

1998 to 2002 STOP AIDS PROJECT, San Francisco, CA

Accounting Assistant/Controller: Reporting to Executive Director, financial management, compliance, and reporting for \$1.5 million A-133 compliant HIV prevention organization.

EDUCATION:

- Bachelor of Arts - Concentration: Social and Management Studies. Antioch College. Yellow Springs, OH, June 1991

ZeroDivide Expertise

The average tenure of the existing ZeroDivide Management Team is 6 years. This team has led the development and execution of several cutting edge community technology initiatives:

Digital Storytelling Institute (DSI) incorporates information and communication technology tools and media—digital cameras, video cameras, drawing and animation applications, and web design tools—to give an added dimension to the stories from people and communities. Community-based organizations utilizing broadband applications offer the opportunity to amplify community voices of digital stories and address both the content and digital divides that exist in underserved communities.

Community Leadership Project (CLP) is a joint effort funded by three California foundations to strengthen grassroots organizations that serve low-income communities and communities of color. The David and Lucile Packard, James Irvine, and William and Flora Hewlett foundations have long traditions of supporting diverse and low-income communities and, despite the impact of the current economic downturn on their assets, believe that such grantmaking remains critical to their missions. ZeroDivide’s role in the project is to provide technical capacity assessment to 50 minority serving non-profits throughout the San Francisco Bay Area, Central Coast and Central Valley of California. Additionally ZeroDivide will award a total \$100,000 in grants to select organizations to receive in-depth, hands-on technical developmental assistance and equipment.

The Communities in Transition Capacity Building Program strengthened the technology capacity of 100 health and human services nonprofits that play a pivotal role in communities undergoing cultural transitions. The focus was on developing technology solutions for ethnically diverse and low-income disabled individuals using community based health delivery systems.

The Ticket To Work Implementation Program increased the number of Californians with disabilities who enter the workforce through this federal program. The grant program worked with 5 disability-serving organizations, improving the Ticket-to-Work federal initiative through the integration of technology in five diverse non-profits in southern and central California. A copy of the evaluation report, “Crossing the Digital Divide: An Evaluation of the Ticket To Work Program can be found on our website.

<http://www.zerodivide.org/sites/default/files/CrossingtheDigitalDivide.pdf>

The **ZeroDivide Fellowship** has extensively trained over 50 community leaders to strategically integrate technology into their program services. By promoting and engaging in technology integration training and technology policy advocacy as a means to effect social change in their communities, ZD has cultivated a network of leaders from diverse communities who help to shape the field of community technology. A copy of the Fellows produced “Statewide Community Technology Roadmap” can be found on our website.

<http://www.zerodivide.org/initiatives/zfellowspolicygroup/index>

The **HipHop Initiative** is a 5-year program collaboration with a national cohort of hip hop producers, artists, educators and community organizers to identify applications of technology,

which will effectively promote civic engagement to provide knowledge and expertise on social policy reform by a new generation of social justice advocates.

ZeroDivide is one of the most significant leaders and funders of community Wi-Fi networks, and held the first **Community Wireless Summit** in California in 2005. A recent retrospective study of the results of our investment in community wireless networks is available on our website. [http://www.zerodivide.org/sites/default/files/ZeroDivdie WiFi Study-1.doc](http://www.zerodivide.org/sites/default/files/ZeroDivdie%20WiFi%20Study-1.doc)

ZeroDivide is also able to leverage our resources and relationships to secure a wide range of in-depth expertise to assist our grantees and programs as part of our 360 Support:

360 Support Trainers:

Rick Aubry, President, Rubicon National Social Innovations (RNSI) and Rubicon Programs Inc: social enterprise

Erin Bennett, Attorney, Hanson Bridgett, LLP: business, real estate, intellectual property, emerging companies, sustainable business

Janet S. Cohen, Consultant: marketing, revenue diversification, earned income, marketing planning, and strategic planning

Cheryl Contee, Partner and co-founder Fission Strategy: social networking, online advocacy, engagement, and communications

Kirsten L. Gagnaire, Principal and founder of Social Enterprise Group, LLC: social enterprise business plans

Allen Gunn, Principal, Aspiration: software development, nonprofit technology, e-advocacy

Paul Hagen, Consultant: business development professional, strategy, marketing, market analysis, technology, and project management

Samra Haider, Enterprise Development Manager, REDF: social enterprise market research financial analysis, business mentoring

Barrie Hathaway, Executive Director, Stride Center: social enterprise management, technology training

Carla Javits, President, REDF: social enterprise development, growth and metrics

Katherine Keating, Attorney, Holme, Roberts and Owen: trademark, copyright, media, and intellectual property

Leslie Keil, Attorney, Hanson Bridgett, LLP: corporate formation, private equity and debt financing, intellectual property licenses

Boku Kodama, Founder & Executive Director, Urban VOICE: media, social enterprise development and management

Debbie Lamb, Principal, Lamb Consulting: marketing, advertising, public relations

Paul Lamb, Man on a Mission Consulting: social enterprise development and management, web 2.0 and social media technology

Patrick McNamara, Consultant, Appreciative Inquiry Consulting: social enterprise, organizational culture, strategic planning, team building & management

Paul O'Grady, Audit Partner, Armanino McKenna, LLP: nonprofit taxes

Dr. Patrick O'Heffernan, Consultant: media, fund development

Ian V. Rowe, Vice-President of Strategic Partnerships and Public Affairs, MTV: Music Television: Media, marketing, music industry

Scott C. Smith, Attorney, Hanson Bridgett, LLP: corporate, tax and real estate law.

Charles E. Toombs, Attorney, McInerney & Dillon: nonprofit tax requirement compliance

Jeffory C. Ulin, Of Counsel, Wilson Sonsini Goodrich & Rosati: media transactions, intellectual property assets and content

Robert Wexler, Principal, Silk, Adler & Colvin, a firm that specializes in the representation of nonprofit organizations and their donors, with an emphasis on tax and corporate matters.

Anita Zerounian is an attorney with Hanson Bridgett, LLP, focusing on real estate and corporate law.

360 Support Mentors:

Stacie Blair, CEO, The Pacific Firm: executive management & recruiting

Karen Coppock, VP, Vital Wave Consulting: innovation, developing world technology, program management

Jay Hanson, VP Product Development, eBay: product development, Web 2.0

Rem Hoffman, Principal & Owner, Exponent Partners: IT strategic planning, Web 2.0 tools, Salesforce.com integration

Cynthia Mackey, President, Winning Strategies: marketing, public relations and Web 2.0

Colin Maclean, VP Direct to Consumer Marketing, MGA Entertainment: marketing, advertising, media

Jessica Margolin, Researcher, Institute for the Future: marketing & technology innovation

Michael Margolis, CEO, Thirsty Fish: marketing, advertising, strategic storytelling

Anurag Nigam, Venture Capitalist, Sand Hill Angels: VC, mobile, startups

Rob Osborn, VP Gemini Mobile: Mobile, start-ups

Jim Rowe, Online Sales & Marketing, Wellsfargo.com: finance, technology startups

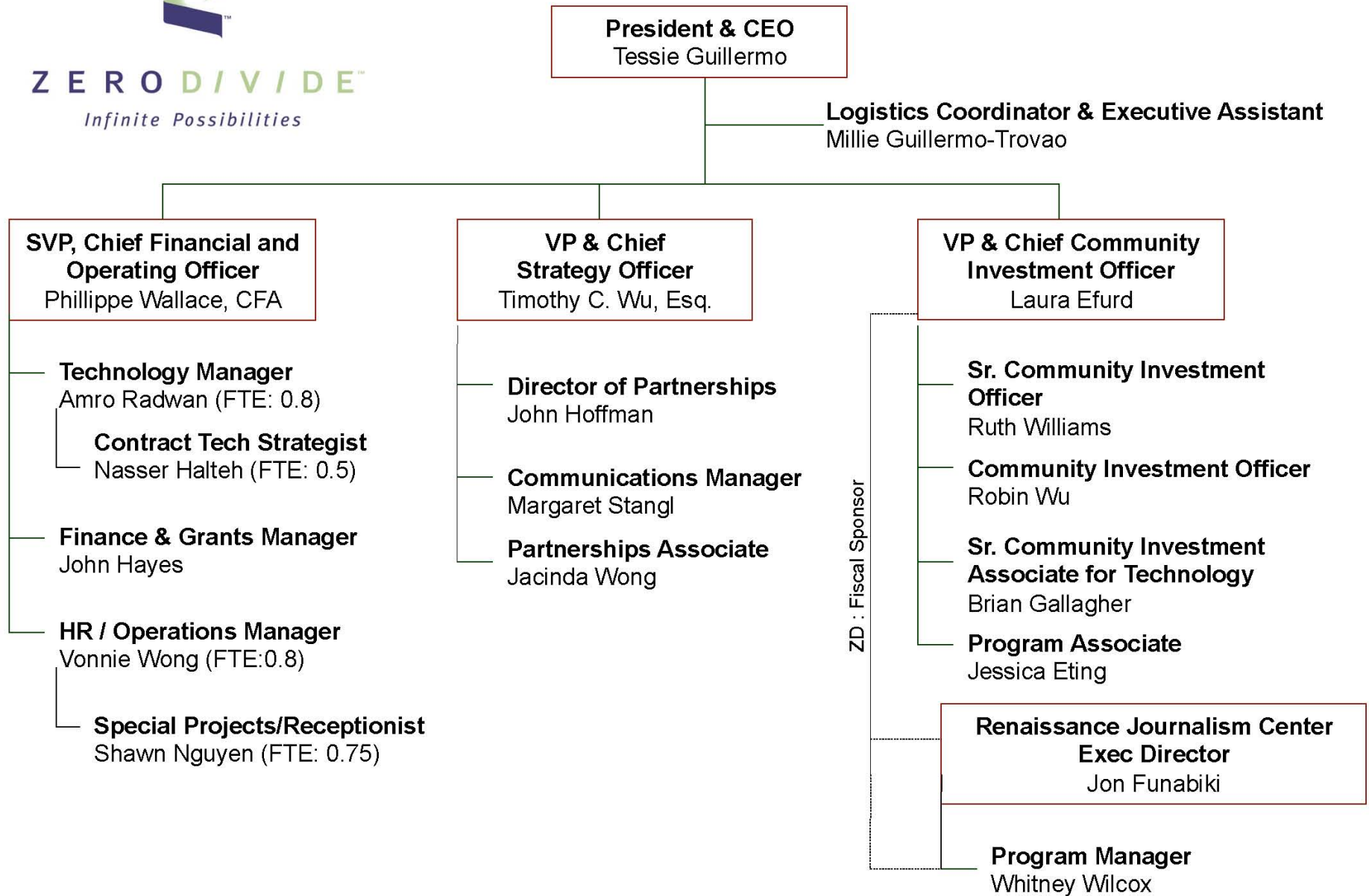
Phil Shaprio, Community technology expert: community technology, Web 2.0

Tom White, Editor & Publisher, Social Enterprise Reporter: social enterprise

Greg Wolff, VP Community Services, Richo Innovations: innovation, technology development



Effective: Feb/1/2009



DENIS TURNER

EDUCATION

- 1978-79 **University of California, San Diego**
Certification in Human Service Research
- 1974-78 **University of California, San Diego**
Major: Sociology/Economics
Graduated: B.A. Degree
- 1968 **Heald Business College, San Francisco**
Graduated: Junior Accountant/Bkcp.

PROFESSIONAL CAREERS

- 1982-present **Executive Director**
Southern California Tribal Chairmen's Association, Inc.
Project Developer of Social & Economic Development and ten years experience as Housing Commissioner. Knowledge and skills include: familiarity with tribal leaders, reservation, community, government, state, tribal, local agencies working with Indian tribes. Understands coordination with the community and administration and has developed excellent communication skills. Can provide data analysis, writing techniques and strategic planning and addressing the policy needs of the Indian tribes.
- 1979-81 **Office Manager**
Scientific Analysis Corporation (SAC)
2810 Lombard Street, San Francisco, CA 94123.
Administrated all research and technical efforts of firm as well as analyze all programmatic progress of operations contracted by SAC.
- 1976-78 **Director of Research**
Native American Resource and Research Associated, Inc.
P.O. Box 88, Pauma Valley, CA 92082.
Developed a national effort to assist over 32 Indian organizations and communities on Title XX, in both rural and urban areas, in 28 states. Provide research and evaluation techniques by training and providing on-hands technical assistance.
- 1974-76 **Research Associate**
Native American Resource Institute, Inc.
210 Spear St., San Francisco, CA.
Provided assistance to northern California organizations in conducting evaluations on numerous federally funded projects. Assistance was also provided in grant development, project implementation, management and federal compliance standards.
- 1973-74 **Budgets Manager of Student Organizations, UCSD Chancellor Office, University of California at San Diego, La Jolla, Ca.**
Assisting student organizations in fiscal reporting and planning of yearly budgets. Responsible to Vice-Chancellor of Student Affairs.

Matthew R. Rantanen

Professional Experience: Full-time:

Southern California Tribal Chairmen's Association • Pala, CA 2001-Current

Director of Technology 2001-Present, Southern California Tribal Chairmen's Association

Successfully manages a broadband wireless network infrastructure, supporting 86 key community buildings on 13 Indian reservations in San Diego County, California, including libraries, schools and Head Start programs. Manages the team of 6 Technical Staff that supports the Network. Makes all the technical decisions, including future planning/forecasting for technology in community networking and day-to-day operations, for Southern California Tribal Chairmen's Association. Perform Technical Grant Writing duties, applying for grants based on community networking opportunities, along with grant management and fulfillment.

Speaks publicly as an expert in community networking, building community through networking and technology.

Works directly with federal government agencies to help them understand the needs of tribal communities within the realm of networking and spectrum availability.

Professional Experience: Full-time:

[Bluemountain.com/Excite@Home](http://bluemountain.com/Excite@Home) • San Francisco, CA 1998-2001

Blue Mountain Arts • La Jolla, CA 1994-1998

Senior Web Designer 1998-2001, bluemountain.com/Excite@Home– Blue Mountain Arts

Art Direction/Hiring/Management/Training/Technology

Successfully hired four production artists, and an assistant web designer, team building, between 1995-2001.

Developed and implemented computer graphic production techniques for 9 international web masters.

Developed, implemented and taught the standards for preparing images for animation on the web.

Animation Design - Successfully converted paper greeting cards into interactive animated Flash eCards for the internet. Re-created art, animated characters, enhanced story lines and incorporated interactivity to increase consumer involvement. Created seven published Flash eCards that have been sent by consumers to over 100,000 people world wide.

Designed, illustrated, created, and published, to the web, over 1000 animated "gif" eCards from 1998-2001. Several of which have been sent nearly a million times a piece, which contributed to the success of the company, and the satisfaction of the consumer.

Developed over fifty animated title animations and internal banner promotions to enhance the flow of traffic

Senior Graphic Designer • 1994-1998 Blue Mountain Arts, La Jolla CA 1994-1998

Advertising Design - Created successful advertising which represented the company's newest product lines. Utilized characters and elements from the new product lines to increase customer awareness and familiarity with the product before orders were placed. Sales increased by 5-10% during this time.

Book Publishing and Design - Successfully created the layout and design of two book lines and one Calendar

Card Design - Co-Directed and Designed the layout of seven card lines between 1995-1998. Created more than twenty original 5-D Stereograms® in 1994.

Education Experience:

B.F.A., Graphic Design, 1992

Minor, Black & White Photography

Washington State University - Pullman, WA

Michael Peralta

Education 2003 - 2004 Palomar Community College San Marcos, CA
Certificate
▪ Cisco Networking Academy

1995 -1998 Palomar Community College San Marcos, CA
Associate Arts Degree
• Emphasis on Science and Engineering
• President of the Native American Student alliance.
• President American Indian Science and Engineering Society.

Professional experience 2001 - Present TDV/SCTCA/SCTT Pala, CA
Assistant Director/Network Engineer
▪ Design & Implementation of a High Speed Wireless Broadband Network
▪ Structural engineering of towers and antenna mounting systems
▪ Electrical Engineering of solar powered network nodes
▪ Research and test new Radio and Antenna equipment
▪ Line of Sight Investigation and Connectivity exploration.
▪ Maintain, Troubleshoot, and Repair Wireless Network.
▪ Last Mile design and implementation.
▪ Technical Trainings and Workshops.
▪ Develop new and improved home installation techniques.
▪ Consultation on Network Design and Infrastructure Reliability.
▪ Collaborations with networking groups to develop end user applications.

1998 - 2004 Rincon Indian Education Center Pala, CA
Assistant Director/Head Tutor
▪ Develop and coordinate tutorial programs
▪ Create incentive programs to promote success in education.
▪ Adult Education Instructor
▪ Staff Management and Training
▪ General Accounting and Bookkeeping
▪ Cyber High Instructor
▪ Athletic Director for youth sports programs.

Objective To bring technical expertise and opportunities to the tribal communities of Southern California while enhancing education and community development.

JAMES GEOFF HERRIN

OBJECTIVE

To support critical Information Technology workflow by providing Server and Desktop solutions, support, and network maintenance. Scope of work can include: Windows and Linux Server administration and solution building; maintaining a functioning network via routers, switches, DNS servers, DHCP servers, firewalls, content filters, email systems, web servers, and network cabling; resolving hardware failures; software troubleshooting and support; operating system installation; DNS hosting and Domain Name registration; implementing and ensuring printing availability; enacting security measures; working with a broad array of computer and software products to provide services to end users.

CERTIFICATIONS

Microsoft Certified Systems Engineer (MCSE)

- Issued: May 15, 2001

CCNA 640-821 (Exam 1 of 2 in CCNA Certification Tract)

- Passed: November 2006

EMPLOYMENT

2001 - 2002 So. Ca. American Indian Resource Center Alpine, CA
Document Imaging Specialist

- Performed research into the best methods for paper-to-digital document conversion for the U.S. Army Corps of Engineers.

2003 - Present So. Cal. Tribal Chairmen's Association Pala, CA
I.T. Technician; Assistant Director of Technology

- Provided support to several California Native American Tribes with regard to computer and network-related issues.

EDUCATION

1991 - 1993 Cuyamaca College El Cajon, CA
Associate Degree, General Education

1994 - 1997 University of California, San Diego El Cajon, CA
Bachelor's Degree, Biochemistry

REFERENCES AVAILABLE UPON REQUEST.

Teleeya Standingwater

Skills Profile

- Well-rounded background in human resources, training, safety, operations and preparation of events
- Excellent experience developing and implementing a variety of programs, including those that must comply with state or federal grant agency guidelines.
- Skilled in developing budgets and creating department objectives.
- Experienced in writing and delivering presentations for executive meetings.

Work History

Account Operation Manager

April 2009-present

Southern California Tribal Chairmen's association, Pala, CA.

- Manage billing for internet customers
- Help Director of Technology support Network infrastructure efforts
- Help executive director manage state and federal level grants

Education Coordinator

April 2009-March 2009

Pauma Band of Mission Indians Pauma Valley, CA.

- Managed state and federal level grants.
- Created, updated, and verified student forms.
- Helped students with their homework
- Plan activities throughout the year

Administrative Assistant, Tutor, Education Coordinator

October 2003-April 2009

Rincon Indian Education Center, Inc. Valley Center, CA.

- Scheduled full-time job applicants and coordinated applicant testing and pre-employment screening.
- Assisted Executive Director in budget reconciliation and other activities.
- Plan activities throughout the year

Sales Representative, Michael Crews, Valley Center, CA

June 2003-August 2003

- Responsible for advertising new homes

Secretary/Personnel Assistant, Human Resources

April 2002- March 2005

BG Associates, Valley Center, Ca

- Maintained personnel files, and office files
- Handled cashbook records, accounts payable.
- Handled incoming phone calls

Education

High School Diploma

2004

Valley Center High School Valley Center, CA

Palomar College, San Marcos CA

Present

Professional Highlights

- Solid Administrative Experience
- Ability to manage multiple tasks in a pressured environment

Objective

My goal is to create a strong and enriched community via modern technology. Many avenues are available to Native communities, but these communities in many cases need to cross the digital chasm. My objective is to guide community members who have the interest to reach their own goals with modern technology.

Experience

Cultural Preservation Coordinator

September 09 – Present

Torres Martinez Tribal TANF

Oversee day to day operation of employees and office space. Enforce grant regulations and policy, as well as provide input for policy and budget management. Act as authorizer for events. Supervised 5 direct employees also 15 conjunct employees.

Youth Services Specialist

January 09 – Present

Torres Martinez Tribal TANF

Organized multiple programs according to permissible policy and grant regulations. Example programs would include prevention related workshops i.e. drug and alcohol, domestic violence, pregnancy, educational, vocational and cultural.

AudioVisual Technician

October 05 – Present (contracted)

Southern California Tribal Chairman's Association (Tribal Digital Village division)

Operated all hardware, software, and machinery inside Audio/Visual studio. This included routine maintenance of equipment and special classes specifically for specific equipment.

Assistant Professor of Language

September 04 – September 05

Palomar Community College

Organized and manifested classroom material for a Native American language class. Worked in association with renowned linguist Eric Elliot. Drafted all classroom material. The class was taught online.

Web design Intern

January 03 – October 05

Southern California Tribal Chairman's Association (Tribal Digital Village division)

Manifested and archived logos, websites. General HTML and JAVA were used. Printing and general graphics.

Education

Protools Certification	2005
Certificate received for 7.0 versions. Received from Audiograph Intl.	
University of California Riverside	2005
Graduated with a degree in Native American Studies.	
Palomar Community College	2003
Associate in Arts degree in general education.	
Valley Center High School	2002
General high school graduated with diploma.	

Skills

5 years of direct studio experience, mixing and mastering audio, shooting and editing video. I have shot video both in studio and on location.

10 years of Amateur Ethnography experience recording and editing culturally (Native American) related material.

15 years experience with Native American culture and a thorough understanding of both Native American songs and Language, and how they can be recorded and archived.

Experience with mastering archived audio.

Experience with graphic programs such as Indesign, Illustrator, Photoshop and Dream Weaver.

Experience with Video programs such as Final Cut Pro, Imovie and Quick time.

Knowledgeable in all if not most common office programs and equipment including Outlook, Word, Excel, Access.

Extremely versed in program and event planning.

Experience in developing Native Youth programs and Cultural programs, and supervising those programs.