

## CURRICULUM VITAE

Huell E. Connor, Jr., MD

### CURRENT PRINCIPAL ACTIVITIES

#### Strategies, Inc., Founder and Owner, 1976 to Present

Strategies is a boutique consulting firm focused exclusively on private sector, middle market entrepreneurial and family owned businesses. Through a group of direct and outsourced services, Strategies provides a holistic approach to guiding it's owner/clients through the complex process of the companies life cycle -- Growth, Development, Exit and Succession.

Although private sector companies represent over 60% of the U.S. Gross Domestic Product, these companies are very fragile. Over 60% of these companies die within the first generation, 25 years from start-up. Another 30% die within the 2<sup>nd</sup> generation, 50 years from start up. Most of these premature deaths are not a result of market factors but stem from;

- 1) The inexperience of the owner manager
- 2) The relative absence of a single source comprehensive business and family advice and council in the marketplace
- 3) The unique conflict and dispute that exists within the family enterprise

The mission of Strategies is to prevent these premature deaths and disabilities within its client portfolio.

#### Present Focus and Activities (see client list pgs. 5-8)

### SUMMARY OF BUSINESS DEVELOPMENT ACTIVITIES, PAST AND PRESENT

Co-founder, Ximerex, Inc., Baltimore, Maryland 1993.

Biotech firm involved in developing innovative human organ transplant technologies.

Co-founder, Baltimore Biotech, Inc., Baltimore, Maryland 1987 to 1992.

Company sold to Celtrix Pharmaceuticals.

Developer of pharmaceuticals for diseases of the eye.

Co-founder, GoldeNet, Inc., Annapolis, Maryland 1990 to 1995.

Provider of geriatric home services.

Co-founder, Tufton Group, Inc., Lutherville, Maryland 1991 to 1993.

A sports marketing firm. (A Cal Ripkin Jr. program)

Co-founder, Principal, Advanced Manufacturing Systems, Hunt Valley, Maryland 1983 to 1985.

Developer of automation technology and manufacturer of automation equipment for manufacturers of small metal parts.

### OTHER DEVELOPMENT ACTIVITIES

Co-founder, National Student Research Forum, University of Texas Medical Branch, 1961 to Present (now in its 47<sup>th</sup> year).

Co-founder, Second Generation Club, Baltimore, Maryland, 1987.

An organization of second generation owners of family businesses.

## **PRINCIPAL MEDICAL ACTIVITIES**

Attending Physician, Sinai Hospital, Baltimore, Maryland, 1968 - 2000

Clinical Instructor, Department of Psychiatry, University of Maryland School of Medicine, Baltimore, Maryland, 1968 - 1972

Clinical Instructor, Phipps Psychiatric Clinic, The Johns Hopkins School of Medicine, 1968 - 1970

Private Practice of Psychiatry, Baltimore, Maryland, 1967 - 1981

## **Consultancies:**

Perry Point Veterans Administration Hospital, Perryville, Maryland, 1965 to 1967

Springfield State Hospital, Sykesville, Maryland 1966 to 1968

Department of Education, Baltimore City, Maryland 1967 to 1968

Supreme Bench of Baltimore City, Maryland, Psychiatrist Examiner's office,  
1967 to 1968

Numerous Business Organizations (see client list pgs. 7-16)

## **Academic Appointments:**

Instructor, Texas A&M University, Department of Biological Sciences, 1956 to 1958

Instructor, Allen Military Academy, Chemistry & Biology, 1958 to 1959

Instructor, State of Maryland, Department of Health, Occupational Therapist Assistants Program 1967 to 1968

Clinical Instructor in Psychiatry, Henry Phipps Psychiatric Clinic, The Johns Hopkins University School of  
Medicine, 1968 to 1970

Clinical Instructor in Psychiatry, The Psychiatric Institute, University of Maryland School of Medicine, 1968 to 1980

Clinical Instructor, Department of Anthropology and Sociology, University of South Carolina, Columbia, South  
Carolina, 1974 to 1980

## **Directorships, Clinical:**

Director, Alcoholic Rehabilitation Clinics, Springfield State Hospital, 1967 to 1970

Director, Alcoholic Rehabilitation Clinic, North Central Community Mental Health Center/Sinai Hospital of  
Baltimore, Inc., 1970 - 1972

Director, Alcoholism Programs, Sinai Hospital of Baltimore, Inc., 1971 to 1976

Director, Psychiatric Emergency Services, Department of Psychiatry, Sinai Hospital of Baltimore, Inc. 1972 to 1976

## **MEDICAL LICENSURES**

Maryland

Texas

Maine

## **MEMBERSHIPS**

American Medical Association

Medical and Chirurgical Faculty of the State of Maryland

Baltimore City Medical Society

National Association of Residents and Interns

American Psychiatric Association

Maryland Psychiatric Society

Texas Medical Association

Maryland Society of Liaison Psychiatrists  
American Association of Suicidology  
American Management Association  
Society of Manufacturing Engineers  
Family Firm Institute

## EDUCATION

BS Chemistry, 1958, Texas A & M University, College Station, Texas

MA, Graduate Studies, Psychology, 1960, University of Texas, Austin, Texas

MD, 1964, The University of Texas Medical Branch, Galveston, Texas

Internship, rotating, 1964-1965 Methodist Hospital, Dallas, Texas

Psychiatric Residency, 1965-68, The Psychiatric Institute, University of Maryland, School of Medicine, Baltimore, Maryland

Chief Resident, 1968, The Psychiatric Institute, University of Maryland School of Medicine, Baltimore, Maryland

Fellow in Psychiatry (Suicidology), 1968-69, The Phipps Psychiatric Clinic, The Johns Hopkins University School of Medicine,  
Baltimore, Maryland

Harvard Medical School, Department of Psychiatry, Massachusetts General Hospital,  
Boston, Massachusetts  
1978 - 1995, General Psychiatry and Psychopharmacology Continuing Workshop

## **BIBLIOGRAPHY**

- Connor, H. E., Jr., M.D., Daggett, L., M.D., Maris, R., Ph.D., Weiss, S., RN, MS, Comparative Psychopathology of Suicide Attempts and Assaults. Life Threatening Behaviors: Vol. 3, (1) 1973.
- Maris, R., Ph.D., Connor, H.E., Jr., M.D., The Sociology of Unhappiness: Self-satisfaction and Depression Among Psychiatric Outpatients. Social Problems, 1973.
- Connor, H.E., Jr., M.D., Maris, R., Ph.D., Do Crisis Services Work? A Follow-up of a Psychiatric Outpatient Sample. Journal of Health and Social Behavior, 14 December 1973.
- Connor, H.E., Jr., M.D., Maris, R., Ph.D., Do Crisis Services Work? The Pennsylvania State University Audio Cassette Nursing Compendium, May, 1974.
- Maris, R., Ph.D., Connor, H.E., Jr., M.D., Matthews, Daryl, M.D., Slipping Between the Psychotherapeutic Cracks: The Psychiatric Nonrespondent After Crisis Consultation. Psychotherapy, Winter, 1974.
- Connor, H.E., Jr., M.D., Maris, R., Exchange, Balance and Formal Organization in Psychotherapeutic Interactions. Suicide and Life Threatening Behavior, Vol. 6, (3), Fall, 1976.

## **BIOGRAPHICAL DATA**

Born: April 1, 1936  
New Gulf, Texas  
Married: Three children, six grandchildren

## STRATEGIES' CLIENTS – PAST AND PRESENT:

### Industry Categories

#### 1. Distribution

Advance Business Systems, Cockeysville, Maryland  
D-S Pipe & Supply Company, Baltimore, Maryland  
W & L Sales Company, Inc., Harrisburg, Pennsylvania  
Wittenbach Business Systems, Towson, Maryland

#### 2. Financial Services & Banking

AGM Financial, Baltimore, Maryland  
Alternate Insurance Strategies, Baltimore, MD  
Artisan Mortgage, Inc., Columbia, Maryland  
Ascend One Corp., Columbia, Maryland  
Cross Keys Securities, Baltimore, Maryland  
Firsttrust Bank of Pennsylvania, Philadelphia, Penn.  
Freedom Point Mortgage, Columbia, Maryland  
I.C.M.A. Retirement Corporation, Washington, D.C.  
Inner Harbor Securities, Baltimore, Maryland  
Kessler Financial Services L.P., Boston, Massachusetts  
Lydian Trust Company, Palm Beach Gardens, Florida  
Lydian Wealth Management, Rockville, Maryland  
National Fidelity Mortgage Corp., Baltimore, Maryland  
NEW (National Electronics Warranty), Sterling, VA  
PDP Group, Hunt Valley, Maryland  
Phoenix American, Miami, Florida  
Semperverde Holding Company, Conshohocken, Penn  
SOL Capital Management, Rockville, Maryland  
Swan Investors, Leesburg, Virginia  
T.O. Mayer & Associates, Inc., Baltimore, Maryland

#### 3. Non-Profits – Service Provider

Annapolis Chamber of Commerce, Annapolis, MD

Center for Leadership in Education, Elyria, Ohio  
Central Scholarship Board, Baltimore, Maryland  
Chesterwye Center, Grasonville, Maryland  
The Chimes, Inc., Baltimore, Maryland  
Developmental Disabilities Admin., Baltimore, MD  
Greater Baltimore Alliance, Baltimore, Maryland  
Mid Atlantic Food Dealers Association, Hanover, MD  
Planned Parenthood, Baltimore, Maryland  
Providence Center, Annapolis, Maryland  
United Cerebral Palsy of Central MD, Baltimore, MD

#### 4. Non-Profits – Government Agencies & Municipalities

Anne Arundel Co. Executive's Office, Annapolis, MD  
Baltimore Metropolitan Council, Baltimore, Maryland  
Business and Workforce Development Center of Anne  
Arundel County, Severna Park, Maryland

#### 5. Publishing, Printing

Baltimore Color Plate, Towson, Maryland  
Custom Direct, Joppa, Maryland  
Printing Industries of Maryland, Timonium, Maryland

#### 6. Communication Technology

American Telephone Service, Baltimore, Maryland  
Cellular One, Washington, D.C.  
eDaptive Systems, Baltimore, Maryland  
Erler Industries, Inc., North Vernon, Indiana  
GoldeNet, Annapolis, Maryland  
KYW-TV3, Philadelphia, Pennsylvania  
National Operators Service, Bethesda, Maryland  
SEVA Group, Baltimore, Maryland  
Ztar Mobile, Dallas, Texas

**7. Legal and Accounting**

Beers & Cutler, CPA's, Washington, DC  
Burch, Rhodes & Loomis, P.A., Baltimore, Maryland  
Buxbaum & Sacks, CPA's, Baltimore, Maryland  
Elin & Tucker, Chartered, CPA's, Baltimore, Maryland  
Grant Thornton (Nat'l CPA Firm), Baltimore, MD  
Howard, Butler & Melfa, Towson, Maryland  
Offit Kurman, Maple Lawn, Maryland  
Rosen & Sapperstein, CPA's, Baltimore, Maryland  
Shapiro & Olander (regional law firm), Baltimore, MD  
Shapiro Negotiations Institute, Baltimore, MD  
Sturn, Wagner and Sacclaris, Annapolis, Maryland

**8. Data Processing & Storage**

Amerix Corporation, Columbia, Maryland  
Autoscribe, Gaithersburg, Maryland  
General Instrument Corp., Hunt Valley, Maryland  
Ingenium Corporation, Upper Marlboro, Maryland  
O.T.G., Bethesda, Maryland

**9. Manufacturing, Sales & Distribution**

Ace Binding Company, Inc., Baltimore, Maryland  
Advanced Manufacturing Systems, Hunt Valley, MD  
Black & Decker Corp., Baltimore, Maryland  
Camp Manufacturing Company, Baltimore, Maryland  
Dan Mar Manufacturing Company, Owings Mills, MD  
Fowler Products Company, Inc., Athens, Georgia  
Intamin, Inc., Baltimore, Maryland  
KC Company (Pella), Beltsville, Maryland  
Olson Wire Products, Baltimore, Maryland  
Plastics of Philadelphia, Philadelphia, Pennsylvania  
Pepsico Corp., Purchase, New York  
Washington Cable Supply, Inc., Lanham, Maryland  
McCorquodale, Inc., Baltimore, Maryland

**10. Healthcare (medical, dental, hospital)**

Baltimore Industrial Medical Center, Baltimore, MD  
Chesapeake Research Review, Inc., Columbia, MD  
Children's Hospital, Baltimore, Maryland  
Dermatology Assoc. of McLean, McLean, Virginia  
Health Care Management, Baltimore, Maryland  
Maryland Addiction Counselors Association  
Mental Health Association of Metro. Baltimore, Inc  
Optical Technology Group, Bethesda, Maryland  
Pioneer EyeCare, Baltimore, Maryland  
Raffel & Assoc. Health Care Grp, Inc., Baltimore, MD  
The Retina Center, Towson, Maryland  
Sierra Military Health Services, Inc., Las Vegas, Nevada  
St. Joseph's Hospital, Towson, Maryland  
St. Joseph Hospital Foundation, Towson, MD  
University of Maryland Med System, Baltimore, MD

**11. Marketing/Advertising/Public Relations**

Alexander and Tom, Inc., Baltimore, Maryland  
Earle Palmer Brown (Nat'l. Adv. Firm), Bethesda, MD  
GR8, Baltimore, Maryland  
Personal Management Associates, Baltimore, MD  
PineRock, New York, NY  
Tufton Group, Inc., Lutherville, Maryland

**12. Venture Capital Investment & Investment Banking**

A.B.S., Baltimore, Maryland  
Novak Biddle, Bethesda, Maryland

**13. Retail Sales**

American Office, Baltimore, Maryland  
Atlantic Door Control, Elkridge, Maryland  
Atlantic Equipment Company, Baltimore, Maryland

The Ba-Mor Company, Inc., Baltimore, Maryland  
The Becker Corp., Baltimore, Maryland  
Bill's Carpet Warehouse Assoc., Inc., Washington, DC  
Brown's Home Furnishings, Inc., Boca Raton, Florida  
Carpet Fair, Inc., Baltimore, Maryland  
Changes, Inc., Baltimore, Maryland  
Cherry Hill Photo, Cherry Hill, New Jersey  
Chesapeake Cadillac, Baltimore, Maryland  
College Park Motors, College Park, Maryland  
Cookies Men's Shop, Inc., Baltimore, Maryland  
Designer Athletic, Durham, North Carolina  
Diggs, Inc., Clarksburg, Maryland  
Entre Computers, Annapolis, Maryland  
Ethan Allen Home Interiors, Baltimore, Maryland  
Evergreen Motors, Frederick, Maryland  
Expert Trading, Ltd., Columbia, Maryland  
Gage Menswear, Baltimore, Maryland  
Holly Design & Display Mnftrng. Co., Cherry Hill, NJ  
H.R. Stores, Inc., Baltimore, Maryland  
Leisure Depot of Columbia, LLC, Columbia, SC  
Levtran Enterprises, Hanover, Maryland  
Lindsay Management Company, Alexandria, Virginia  
M. Ambach & Company, Inc., Glen Burnie, Maryland  
Marlo Furniture, Rockville, Maryland  
Micronome, Baltimore, Maryland  
Mr. Wash Car Wash, Kensington, Maryland  
Secret Sneaker, Baltimore, Maryland  
Sports Zone, Beltsville, Maryland  
Sullivan Flooring Company, Baltimore, Maryland  
Valley Lighting, Linthicum, Maryland

**14. Food Mfg. , Sales, Distribution**

Allegheny Beverage Corporation, Cheverly, Maryland

Allegheny Pepsi-Cola Bottling Company, Baltimore, MD  
LFB Enterprises, Glen Burnie, Maryland  
Martin's Caterers, Baltimore, Maryland  
Phillips Seafood, Baltimore, Maryland  
Saval Foods, Inc., Elkridge, Maryland  
Zallie Supermarkets, Clementon, New Jersey

**15. Biotechnology**

Baltimore Biotech, Inc., Towson, Maryland  
Transcolor Corp., Baltimore, MD

**16. Family Office, Family Consulting**

Bowes Family Foundation, Bel Air, Maryland  
Brown-Forman, Louisville, Kentucky  
Dancel Family Foundation, Columbia, MD  
Guerrieri Venture Partnership, L.P., Ocean City, MD  
Hudak's Construction Services, Inc., Baltimore, MD  
Kessler Family Trust, Boston, MA  
Reynolds Family, Greensboro, North Carolina  
RGK Foundation, Austin, Texas  
Siegel Family, Philadelphia, PA  
Stacy Zallie Foundation, Cherry Hill, New Jersey  
Sylvester Farms, Queen Anne, Maryland  
Taylor Trust, Greensboro, North Carolina  
The Nord Family Foundation, Denver, Colorado  
Tucker Foundation, Washington, DC  
Weaver Investments, Greensboro, North Carolina

**17. Education**

Celebree Learning Centers, Bel Air, Maryland

**18. Construction, Homebuilding, General Contracting, Land Development**

Arbor Valley Landscape Co., Inc., Ellicott City, Maryland

Belfast Valley Contractors, Baltimore, Maryland  
Caruso Homes, Crofton, Maryland  
Cearfoss Construction Company, Baltimore, Maryland  
CJ Miller LLC, Hampstead, Maryland  
E. Stewart Mitchell, Baltimore, MD  
Falke Incorporated, Annandale, Virginia  
Fitzgerald Electric Corp., Baltimore, Maryland  
K. Hovnanian Enterprises, Redbank, New Jersey  
Masonry Mack Homes, Inc., Manchester, Maryland  
Osbourne Electric Company, Oklahoma City, Oklahoma  
Rachuba Group, Eldersburg, Maryland  
Rouse Company, Columbia, Maryland  
Steuart-Kret Homes, White Plains, Maryland  
VIM Technologies, Hanover, Maryland  
Washington Homes, Inc., Washington, DC  
Windsor Electric Company, Owings Mills, Maryland  
Worcester Bros., Inc., Baltimore, Maryland

**19. Moving, Storage, Logistics**

Horizon Moving Systems, Inc., Tucson, AZ  
I.C.A.T. Logistics, Inc., BWI Airport, Maryland  
JK Moving, Sterling, VA  
JK Worldwide Relocation, Inc., Sterling, Virginia

Relocation Systems, LLC, Sterling, Virginia  
Southern Maryland Transportation Co., Baltimore, MD

**20. Commercial Service Provider**

Agnew Peckham Associates, Toronto, Canada  
Bio Gro Systems, Inc., Annapolis, Maryland  
International Postal Consultants, Hanover, Maryland  
Irvine Nature Science Center, Stevenson, Maryland  
Maryland Sound Industries, Baltimore, Maryland  
Metro Property Management, Baltimore, Maryland  
Norfolk Fabrication, Mayo, Maryland  
Partners Recycling, Baltimore, Maryland  
Praendex, Inc., Baltimore, Maryland  
RWD Technologies, Baltimore, Maryland  
Shapiro Negotiations Institute, Baltimore, Maryland  
Soil Safe, Inc., Baltimore, Maryland  
The Terminal Corporation, Baltimore, Maryland  
Totally Tennis, Inc., Baltimore, Maryland  
VSI Group, Columbia, Maryland  
Fred J. Winer Auctioneer, Inc., Baltimore, Maryland