

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 2nd 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 47th 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
Chesterwe 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