

EDUCATION

Doctor of Jurisprudence – Indiana University School of Law, Bloomington, IN, 1986

Master of Business Administration – Indiana University Kelley School of Business, Bloomington, IN, 1986

Bachelor of Science in Business – Indiana University Kelley School of Business, Bloomington, IN, 1983

ACADEMIC EXPERIENCE

Indiana University, Kelley School of Business - Bloomington, IN, 1992 – Present

Clinical Professor of Finance, 2015-Present

Peterson Faculty Fellowship in Investment Banking, 2008-Present

- Direct the **Investment Banking Network** aimed at helping undergraduate and MBA students embark on successful careers in investment banking.
 - **Investment Banking Workshop** – Premier program involving 80 students per year with the primary objective of developing the intellectual and social horsepower necessary to mature into investment banking professionals.
 - **Investment Banking Club** – Faculty sponsored Student led club where freshman and sophomores explore the financial services industry to determine specific career interest prior to their junior year.
- Placement rate is currently in excess of 70 students per year in both internships and fulltime investment banking positions with an aggregate of over 700 students placed since the class of 2004.

Clinical Associate Professor of Finance, 2010-2015

Clinical Assistant Professor of Finance, 2003-2010

- **Directed the Investment Banking Network** – Founded in 2008
 - **Investment Banking Workshop** – Appointed in 2003
 - **Investment Banking Seminar** – Appointed in 2006
 - **Investment Banking Club** – Founded in 2008
 - **Capital Markets Academy (Investment Banking Academy)** – 2008-2014

Lecturer in Finance, 1996-2003

Adjunct Lecturer, 1992-1995

AWARDS & HONORS

- Kelley School of Business Peterson Faculty Fellowship in Investment Banking – 2008 – Present
- Alpha Kappa Psi Herman B. Wells Award - 2016
- Indiana University Trustee's Teaching Award – 2016, 2011, 2004
- Alpha Kappa Psi Legacy Award – 2015
- Alpha Kappa Psi Beyond Kelley Teaching Award – 2014, 2013
- Kelley School of Business Innovative Teaching Award – 2015, 2012
- Kelley School of Business Panschar Teaching Award – 2010, 1998
- Kelley School Student Government Faculty Leadership Award – 2005
- Senior Fellow, Johnson Center for Entrepreneurship 1992 - 1996

COURSES TAUGHT

- F228 Introduction to Investment Banking
- F260 Personal Finance
- W311 Entrepreneurship Small Business
- F317 Entrepreneurial Finance & Venture Capital
- F355 Investment Banking & Capital Markets
- F390 Investment Banking Seminar
- W406 Venture Growth Management
- F428, F429 Investment Banking Workshop
- X515, X516 Capital Markets Academy
- F517 Entrepreneurial Finance & Venture Capital
- F579 Wealth Creation

SERVICE – INVESTMENT BANKING NETWORK

- Placed over 700 undergraduate students into investment banking fulltime positions (2004-2017)
- Placed over 30 MBA students into investment banking fulltime positions (2008-2015)
- Responsible for 30+ investment banking firms recruiting on campus each year
- Created a web-based alumni professional network of over 800 active alumni
- Organize and promote five on-campus alumni events (Alumni Super Friday Seminars and Case Competitions) each year involving 50+ alumni
- Organize and promote five alumni receptions each year in New York, Chicago and San Francisco
- Organize multiple alumni-oriented advanced career management workshops each year in New York and Chicago
- Co-founded the Investment Banking Network Advisory Council which is in its 6th year of governance with over 40 total council members involved
- Co-founded the Investment Banking Network Endowment which currently has a value of over \$650,000 with over 200 IBN alumni donating

PROFESSIONAL EXPERIENCE

ENVISAGE Technologies, LLC – Bloomington, IN, 2003-Present

Principal, Executive Vice President, Chief Financial Officer & Director

ENVISAGE is the industry leader in complex scheduling and training optimization technologies for Homeland Security, Law Enforcement and the Armed Forces. Its solutions manage complex logistics, standardize operational workflows and streamline management of training, resources, legally defensible training records, and reporting. As an innovative enterprise software development company, ENVISAGE is focused on the implementation of powerful, internet-based training automation and human capital management platforms for the government sector. The Company possesses broad domain expertise within the Federal, State and Local Law Enforcement, Criminal Justice and Military communities. Led the recapitalization effort of ENVISAGE in 2003 and after leading venture capital funding in 2004 was the control investor for ten years. In 2014 the Company was again recapitalized and is now a portfolio company of Armory Capital. The Company is in its 13th year post-funding, is EBITDA positive, and is maximizing growth organically.

Haeberle Petroleum, LLC – Bloomington, IN, 2013-Present

Co-Owner & Principal Investor

Haeberle Petroleum is a family investment company that invests in working interests in oil & gas leases within the Illinois basin, both in Illinois and Indiana. Haeberle Petroleum currently has three operating partners with combined working interest in 25 oil & gas leases with over 50 producing oil wells. Haeberle Petroleum currently reinvests all profits into purchasing additional producing working interests or exploratory projects searching for new oil reserves with the overall strategy of increasing production with efficient allocation of capital.

Haeberle Investments, LLC – Bloomington, IN, 2013-Present

Owner & Principal Investor

Haeberle Investments is a family investment company where principal investments are made in private companies and entrepreneurial ventures. Investments are primarily technology companies with recurring revenue potential, but also companies within energy or alternative energy sectors that have proprietary products and/or services. For minority investments Haeberle Investments focuses primarily on the quality of the entrepreneur, the top management team, and most importantly their reputations and relationships. Clifty Branch Farms, an operating division of Haeberle Investments, is in the business of acquiring and managing forestlands and other agricultural lands for the specific purpose of improving existing timber value or converting raw land from a former use to a new forestland. The mission is both ecological and environmental, but also to build value stores in real estate and hardwood timber.

ConsulTech Technologies, Inc. – Bloomington, IN, 2003 – Present

Chief Financial Officer & Director

ConsulTech Technologies is one of Bloomington's oldest internet service providers, in continuous operation since 1995. ConsulTech provides high quality, cost-effective services to companies and organizations that wish to outsource some or all of their technology needs. The Company provides system administration, website hosting, e-mail support, business PC and network support, wireless computing, Internet security services, and apartment network management. Advised the purchaser in 2004 and structured the capitalization, advised the recapitalization in 2012 to bring in the general manager as a principal owner, and advised the recapitalization in 2015 where the general manager purchased the remainder of the ownership.

PREVIOUS PROFESSIONAL EXPERIENCE

COMMAND Corporation – Bloomington, IN, 1996-2015

Principal & Co-Founder

COMMAND Corporation was a boutique consulting and financial advisory firm founded in 1996. COMMAND provided consulting services to owner/operators on governance, financial modeling and forecasting, organization development, business plan quality assessment and sell-side financial transaction representation. COMMAND was a fee-for-service consulting firm, but also served as a fund sponsor for boutique early stage venture capital funds.

Indiana Petroleum Trust – Bloomington, IN, 1994-2015

Trustee & Principal

Indiana Petroleum Trust is an owner of, and investor in, working interests in producing oil and gas leases in Indiana and Illinois. Portfolio of oil leases included purchased leases and also exploration and development of new oil wells.

Transaction Verification Systems, Inc. – Fall Church, VA, 1996-2003

Principal & Board Member

TVS, Inc. marketed Register Surveillance Systems that provided retail managers and owners with a complete picture of cashier activity to minimize shrink and increase profits. All transactions were superimposed onto corresponding video of the cashier, customer, cash register/POS and products. The system also enabled pinpointing of questionable activity such as "sweetheart discounts" and flagged transactions including VOIDS and NO SALES which reduced the time spent on reviewing video tapes from hours to minutes. The Company was sold to Orion Technologies in July of 2000, and later sold to Honeywell in March of 2003.

ECOMED, Inc. – Indianapolis, IN, 1990-1996

Principal, Chief Financial Officer, Treasurer & Director

ECOMED developed, manufactured, and marketed medical waste treatment equipment. The technology combined mechanical and chemical techniques to destroy and treat biohazardous waste materials at the point of generation within small health care facilities. Since inception, was directly involved in the Company's development and maintained responsibility for business planning, financial management, general counsel, human resources, market development and international activities. ECOMED was capitalized with \$3.4 million from 25 private shareholders and had a strategic relationship with STERIS Corporation, Mentor, OH (nyse: STE). In March of 1996, a successful acquisition was negotiated with STERIS whereas all ECOMED shareholders exited the investment with a favorable return on investment.

MiniScribe Corporation – Longmont, CO, 1987-1990

Division Control Manager & Credit & Collections Manager

MiniScribe developed, manufactured, and marketed computer data storage devices. Joined the company early in 1987 when MiniScribe, which had just completed a \$95 million debenture offering, had earned the recognition of a successful turnaround under the direction of Hambrecht & Quist management. Worked for three years as a Division Control Manager with financial management responsibilities for domestic operations and international manufacturing activities in Asia. MiniScribe filed for Chapter 11 bankruptcy protection in January of 1990 and its assets were sold to Maxtor Corporation in April of the same year during which time worked as the Credit & Collections Manager.

OTHER CURRENT PROFESSIONAL ENGAGEMENTS & PRIVATE INVESTMENTS

Bloomington Paws – Board Member
ETC Holdings – Officer & Board Member
IBN Advisory Council – Board Member

OmniTrail – Investor
Periodic– Investor
JJMT – Investor
Ambiente - Investor

PARTIAL LIST OF PRIOR PROFESSIONAL ENGAGEMENTS

Adv. Physical Therapy – Board Member & Consultant
Apex Industries – Board Member & Investor
Applied Laboratories – Board Member
Buccino & Associates – Consultant
Command Equity Group – Founder, CEO
Cooley Godward – Consultant
Crescent Homes – Investor
eCompanies Venture Group – Investor
eRegister – Investor
Eco-Oxygen Technologies – Principal. CFO & Treasurer
Equipment Technologies – Consultant
Flanner & Buchanan – Consultant

Indiana Technology Partnership – Board Member
Nor-Cote International, Inc. – Board Member
Ohio Valley Plastics – Consultant
Pharmacy Express Group – Consultant
Plastics Innovations – Consultant
Plum Holdings – Investor
Powerway – Investor
RealMed – Investor
Sargent & Greenleaf – Consultant
Siparium Technologies – Board Member
Ungerma Bass – Consultant
Wishoo – Investor

PERSONAL

Member – Indiana University Alumni Association in Bloomington, Indiana
Booster – Investment Banking Network Endowment at Indiana University
Booster – Councilman Center Swim Team in Bloomington, Indiana
Booster – University of California Aquatics in Berkeley, California

SPECIAL INTEREST

Active Koi Enthusiast * Fresh Water Fly Fishing * Forestry * Petroleum Engineering