

NICOLA YU

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EDUCATION

YALE SCHOOL OF MANAGEMENT

New Haven, CT

Master of Business Administration (MBA)

2025

- Forte Fellow, ROMBA Fellow (2 out of 339 MBAs), Half Tuition Scholarship
- Leader at Yale Blockchain Club, PE/VC Club, Impact Investing Fellow at Meng Fund
- InSITE Venture Fellow, 1st Place of Fidelity Investing Innovation Case Challenge among 20+ MBA startup founders

GEORGIA INSTITUTE OF TECHNOLOGY

Atlanta, GA

Bachelor of Science, Industrial Engineering, Emphasis on Quality & Statistics

2016

- High Honor; Dean's List; Valedictorian Candidate; President of World Vision Charity; Leader of Institute of Engineering
- Co-op program internship with Delta Air Lines (top <3% of class), Quantitative Analyst, 2015-2016

PROFESSIONAL EXPERIENCE

APAC MANUFACTURING / SHINNKUU (Consumer Tech Startup)

New York, CT

Chief Product Officer MBA Intern

2024 – Present

- Spearheaded the launch of two comprehensive digital marketing campaigns that increased user acquisition by 80%
- Collaborated cross-functionally with product development teams to create a cohesive go-to-market (GTM) strategy, resulting in a 75% boost in customer retention

PLATE-X INC., spinoff of Sino-Peptide Corp. (Tech Startup)

New York, NY

Chief Product Officer, Plate-X (Graduates of 2 top accelerators, top 1% of all applicants, funded by Yale).

2019 - Present

- Plate-X is a marketplace for healthy and eco-friendly snacks; expanded partnership with 20+ chains, including H Mart
- As a founder, led research, development, marketing and sales of all Sino-Peptide products; owned 5 international patents
- Designed and conducted 2000+ client surveys which led to GTM changes, doubled customer satisfaction rate
- Helped Scale.ai train large language models on the STEM field to ensure 100% output quality for ChatGPT

TSAI CENTER FOR INNOVATIVE THINKING AT YALE (Tsai CITY)

New Haven, CT

Investment Associate (Part-time)

2023 – 2024

- Evaluated 5+ potential fundraising and investment art projects serving underrepresented groups and conducted analysis
- Published a research paper on diversity and inclusion in investing in art space analyzing the doubling in discrepancies

IRVIN MEDICAL SCHOOL, COLUMBIA UNIVERSITY

New York, NY

Senior Data Specialist / Digital Platforms & Analytics Specialist

2019 - 2022

- Extracted industry reports and building online platforms for patient analysis, improving cancer data efficiency by 200%
- Drove automated procedures for 500+ employees and saved 50% of work time, presented research to the senior team

CURINOS (NOVANTAS)

New York, NY

Product Solutions Analyst

2018 - 2019

- Drove transformational improvements for 5+ Fortune 500 financial institutions by developing detailed account management plans through analyzing financial data, recommending and coaching clients on changing strategies
- Synthesized quantitative analysis to give clients granular views of banks' performance to increase deposit amount; helped clients increase customer deposit amount by up to 15%

CAPITAL ONE FINANCIAL CORPORATION

Mclean, VA

Senior Associate – Decision Science

2017 - 2018

- Led multiple analytical work-streams pinpointing targeted customer segments, achieving ROI on \$5M+ annual marketing campaigns, ensuring 100% data quality using SQL and A/B Testing Methods
- Conducted financial and quantitative analysis by using historical campaign results to refine customer targeting process further, increasing customer deposit rate by 15%; presented recommendations and results to the senior leadership team

ADDITIONAL INFORMATION

- Membership: Professional Mentor at Braven New York, conference session director, speaker on industry trend
- Skills: Generative AI, LLM, SQL, Python, HTML, CSS, Java, Linux, VBA, Tableau, AWS, Minitab, R, Salesforce
- Foreign Languages: English, Chinese (Native), Spanish (8 years), French (Basic), German (Beginner)
- Interests: Public Speaking (1K+ audiences), Travelling (30+ Countries), Piano (Level 10)
- Certifications/Awards: NextGen 30 Under 30, Six Sigma Green Belt, Lean Green Belt

LUIS MANUEL SANCHEZ-BALLE

lumsanch@iu.edu | (559) 359-6728 | [LinkedIn.com/in/luismsb](https://www.linkedin.com/in/luismsb)

EDUCATION

Indiana University, Kelley School of Business, Bloomington, IN May 2025

Master of Business Administration – Majors in Strategy & Leadership and Marketing, Minor in Finance

- Consortium & ROMBA Fellow | HSF Scholar | Leadership & Consumer Marketing Academy (CMA)
- Leadership Roles: MBAA Executive Vice President | Consortium Liaison
- Bonnie Plants, CMA Consultant: Strategized Hispanic market entry (product, distribution, & promotion)

Tel Aviv University, The Lowy International School, Tel Aviv, Israel August 2016

Master of Arts, Major in Political Science, concentration on Media and Communications

University of California, Los Angeles, College of Letters and Science, Los Angeles, CA June 2015

Bachelor of Arts, Major in Sociology, Minor in Spanish

EXPERIENCE

Festool USA, Lebanon, IN June 2024 – August 2024

Associate Brand Manager Intern

- Designed a financial model to analyze price strategies for cutting shipment costs, reversing 5% loss on the P&L for online apparel and accessory store. Projected profit increase of 20%
- Conducted surveys and segmentation analysis, developed consumer insights, and created strategic recommendations to retain and acquire customers in target market. Projected additional 5% profit increase

Self-Help Enterprises, Visalia, CA July 2019 – July 2023

Senior Community Development Specialist, 8/22 – 7/23

- Developed and executed bilingual communications strategy leveraging the company's brand to connect partner research team to 35 rural communities to measure water quality; co-authored the completed study
- Led a field team of 10 to gather insights across 170 households in a drought-affected region, resulting in expanded brand identity, improved access to water, and increased department revenue by 50%
- Assessed cross-departmental talent, contributing valuable insights in hiring panels, and organized training for 10 incoming staff on roles, reducing time required for new hires to learn and managers to train by 30%

Administrative Analyst, 7/19 – 7/22

- Administered \$8.8M in revenue from 17 grants, employing zero-based budgeting, building project budgets, and reconciling expenses while achieving 35% net profit
- Negotiated strategic monetary policies among diverse stakeholders (i.e., environmentalists and farmers) to collect fees for a newly formed government agency, generating \$1.2M in revenue in CY 2021

Dolores Huerta Foundation, Bakersfield, CA March 2018 – June 2019

Public Relations & Grants Coordinator

- Orchestrated high-profile media engagements with networks, such as Telemundo, leveraging brand identity to highlight critical public issues like US Census participation in rural areas
- Generated 25% of new revenue of the \$1.8M budget through strategic stakeholder engagement and proposal coordination, enabling senior management to hire eight additional staff persons

Family HealthCare Network, Visalia, CA November 2016 – March 2018

Grants Management Coordinator

- Drove a 15% increase in grant funding by leading cross-functional collaborations, substantiating proposal data and financial analyses, expanding health insurance, family planning, and health education
- Revamped an underperforming proposal, aligning content with organizational vision and securing significant resource allocation, reducing outsourcing costs by \$500,000

ADDITIONAL

- Interests: PADI License holder, Lana Del Rey stan, pickleball beginner, and casual weightlifter

JUSTIN SINDELAR

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PROFESSIONAL EXPERIENCE

Verily (Google Life Sciences)
Digital Experience Lead

September 2021 – Current
San Francisco, California

Lead a team of designers and marketers, and work across disciplines with clinical and product teams, to design digital experiences.

- Led Verily's digital rebranding, overseeing design, content strategy, and production of a new website and comprehensive design system. Elevated Verily's digital presence by conceptualizing, designing, and launching marketing experiences across websites and product platforms that contributed \$30 million in total contract value (TCV) to the sales pipeline.
- Played a key role in Verily's strategic separation from Google, recommending cost savings and marketing consolidation across Alphabet. Delivered a \$4 million cost-saving solution through a new marketing technology stack.
- Designed and pitched a novel digital health app to leadership, leveraging Verily's strengths in care delivery and health research to deliver an entirely new digital healthcare experience, which is now a key strategy element in Verily's product roadmap.
- Established a standardized approach to digital products by collaborating with product teams to rename and categorize projects into commercial offerings. Launched a new suite of products based on buyer-audience groups.
- Pioneered Verily's Marketing User Experience (UX) function, building its capabilities from the ground up. Implemented testing and optimization, market research, design, and UX strategy. Made strategic hires to support new marketing functions.

NVIDIA
Digital Experience Specialist

May 2020 – August 2021
Santa Clara, California

Led research, design, and marketing strategy for NVIDIA software platforms and websites. Partnered with every function, from healthcare to robotics, to redesign their digital presence and provide the foundation for NVIDIA's pivot to artificial intelligence.

- Designed a seamless login and account management system across NVIDIA's software platforms and websites, streamlining user journeys.
- Led comprehensive UX research using website analytics, heatmaps, user research, and competitor analysis to design web experiences focused on optimizing the buyer's journey.
- Launched the first-ever NVIDIA Digital Accessibility Lab, a collaborative workgroup and resource center dedicated to building accessible websites and web apps.
- Crafted NVIDIA Omniverse, an app store facilitating 3D design collaboration crucial to NVIDIA's AI strategy.

Dwolla
Digital Marketing Associate

May 2018 – May 2020
San Francisco, California

- Led a comprehensive rebrand of a Series E financial technology startup with over 2 million users. Designed a digital experience from the ground-up that championed Dwolla's pivot from consumer to business-to-business. Partnered with Product, Sales, and Design teams to recommend strategy and investment.
 - Implemented a data-driven account-based marketing (ABM) program, leveraging customer analytics to identify and reengage prospects. This strategy delivered a sales pipeline exceeding \$5 million in TCV.
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EDUCATION

MBA Candidate, expected Spring 2026
University of Southern California,
Marshall School of Business

B.S. Business Administration, Marketing
San Jose State University
Magna Cum Laude, Sbona Marketing Honors

VOLUNTEER

Crisis Counselor
Trevor Project
May 2022 – Current

Board Member
Workplace Fairness
January 2021 – Current

Digital Advisor
Student Voice
May 2020 – Current

ALEXANDER L. BJELDE
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education

2023 - 2025

HARVARD BUSINESS SCHOOL

CAMBRIDGE, MA

Candidate for Master of Business Administration, May 2025

- 2023 HBS Reaching Out LGBTQ+ MBA Fellow.
- Clubs: Pride Club (2024-25 Co-President), Management Consulting Club, Wine & Cuisine Club.

2017 - 2020

COLUMBIA UNIVERSITY

NEW YORK, NY

Bachelor of Arts - Political Science, Special Minor in Business Management

GPA: 3.8.

- Magna Cum Laude, Dean's List Every Semester, 2020 Beacon Fellow, 2019 Pi Sigma Alpha Honoree.

experience

2024 - 2024

ARTISAN

NEW YORK, NY

Summer Associate, Strategy & Product

Seed-stage, Y Combinator backed AI startup founded in 2023 with \$11M+ in funding focused on building digital employees to automate B2B sales, marketing, customer success, and more.

- Spearheaded competitive analysis of 30+ industry players across 10+ verticals informing competitive positioning, product development, and marketing strategies.
- Identified and implemented key performance metrics supporting a planned \$150M Series A round.

2020 - 2023

BNP PARIBAS, CONSULTING AMERICAS

NEW YORK, NY

2023 - 2023

Assistant Vice President

Internal strategy consultant working closely with BNPP's executive management to design & implement high-level, strategically important projects to drive growth & shape the development of the Bank.

- Overhauled Latam strategy following BNPP's oil & gas industry exit, offsetting €80M loss attr. to exit and growing topline revenue 10%; worked directly with Latam Head (CEO-1) to design client coverage strategy.
- Directed team of two senior analysts in design of Digital Infrastructure (data centers, fiber and telco towers) sector entry business case to finance €2B in loans with €55M projected revenues by 2025; approved by business head (CEO-1).
- **Team Leadership:** Managed five first year analysts across four projects; determined responsibilities, assigned and reviewed work, and mentored on quantitative analysis and narrative-development.

2020 - 2023

Analyst

- Developed Corporate and Investment Banking 4-year strategic plan in collaboration with 6 heads of business (CEO-1) & 8 heads of product to outline growth strategy across 8 products & 19 sectors, boosting revenue by 25% or €1B by 2025.
- Designed Americas Renewables strategy, targeting €60M revenue growth financing solar, wind & battery projects; developed risk framework to achieve consensus on financing nascent, high risk sector; presented to global CEO in Paris.
- Redefined corporate sector taxonomy for Global Banking platform; analyzed 19 sectors and benchmarked headcount to American peers delivering re-organization of 700-person platform.
- **Team Leadership:** As BNPP Jr. Board Member, devised framework for junior learning & development, partnered with HR to improve training and outline new curriculum for 80+ analysts.

2012 - 2017

GERMAN NATIONAL TEAM

OBERSTDORF, DE

2012 - 2017

World-Ranked Competitive Figure Skater

- Ranked top 70 globally (top 15 in 2014); 16 international medals; 2x German National Vice Champion and positioned to compete at 2018 Winter Olympics until injuries led to retirement in 2017.

community

Co-President, Stonewall Quarter Share (2021 - 2023), Board Member (Jan. 2020 - 2023): Designed new member acquisition and fundraising strategies during Covid-19, increasing annual donations to ~\$100,000 in 2022 (~\$52,000 in 2020), funding \$54,000 in grants to LGBTQ+ organizations. Grew membership to record 157 members donating monthly.

personal

Interesting Facts: Opera lover; attended 23 performances at the Met Opera. On a mission to visit every restaurant featured in Chef's Table (5 as of today) plus every speakeasy in NYC (25+).

ASSAF LIRON

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EDUCATION

NEW YORK UNIVERSITY, Leonard N. Stern School of Business

New York, NY

Master of Business Administration

May 2025

Specialization in Product Management

- Recipient, Leadership Accelerator Scholarship (merit-based, full-tuition)

THE OPEN UNIVERSITY

Ra'anana, Israel

Bachelor of Science in Computer Science

June 2022

- Summa cum laude
- Recipient, President Honor Roll Scholarship (merit-based, full-tuition)
- Peer Academic Advisor: Mentored 15 first-year students, crafted exercises and guided dialogue to arrive at potential solutions, resulting in 100% pass rate for students and subsequent mentorship of younger students

EXPERIENCE

CAPITAL ONE

New York, NY

Product Manager Intern

2024

- Spearheaded initiatives to optimize critical data processing product handling 13 PB of data annually at \$12M cost, aligning with Capital One's objectives of cost reduction, enhanced customer experience, and scalable growth
- Conducted customer empathy interviews, collaborated with technical teams, and analyzed data points to assess impact of potential improvements, presenting well-researched recommendation to senior executives, including VP
- Facilitated cross-functional collaboration with data analysts and engineers to assess solutions, resulting in strategic recommendation that positioned product for \$1M in operational cost savings

CHECK POINT (*Global provider of cyber security solutions*)

Tel Aviv, Israel

Team Leader

2022 - 2023

- Led 7 developers in planning and designing new automation features for Check Point's flagship product, Security Gateway; team's work has enhanced tool efficiency by 60% and reduced internal costs by 30%
- Managed end-to-end execution of automation feature development, delivering projects on time and ensuring quality; Collaborated with cross-functional teams; achieved 25% reduction in manual process time, and 10% reduction in project rework

Software Developer

2021 - 2022

- Devised and executed strategic plan that drove team to achieve 92% automation coverage within one year, surpassing goal by 20%, through meticulous analysis, and collaboration with stakeholders
- Developed roadmap for and initiated test analyzing project after 6 months (60% quicker than average); project revealed 137 critical security bugs (120% greater than average) before software was released to clients
- Presented technical improvement in firewall inspection tool to senior leadership, creating video presentation and live demonstration; feature boosted inspection speed by 150%

ISRAEL DEFENSE FORCES (IDF), 8200 INTELLIGENCE UNIT

Ramat Hasharon, Israel

Team Leader and Project Manager

2018 - 2021

- Led team of 15 soldiers to deploy emergency cybersecurity tool; authored technical documentation and reports for tool used by 65% of battalions in real-time within 6 months used by 65% of battalions in real-time within 6 months
- Awarded Degree of Excellence by current Intelligence colonel (top 3% of all 170,000 IDF soldiers)
- Mediated conflicts within team, fostering open communication and facilitating compromises, resulting in 30% reduction in conflicts, improved team cohesion, 20% increased productivity, and 15% fewer project delays

Y YOGURT BAR (*Liron family business managing yogurt bars*)

Tel Aviv, Israel

Chief Strategic Consultant

2016 - 2018

- Launched 3-year strategic plan; conducted extensive market research into the Israeli yogurt market, defined potential growth avenues, and modeled ROI; project increased revenue by 60% within 3 years

ADDITIONAL INFORMATION

- Languages: Hebrew (native) | English (full professional proficiency) | American Sign Language (intermediate)
- Volunteer: Graphic Designer and Creative Consultant at "The Aguda" (Israel's LGBTQ Task Force)
- Technical skills: Java, JavaScript, Python, Django & fullstack development
- Citizenships: U.S, Israel
- Interests: Painting; Chess; Muay Thai boxing; Basketball; Yoga and mindfulness meditation

RAUNAQ SINGH

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PROFILE

Supply Chain MBA candidate at Wisconsin School of Business. Passionate about learning and exploring the dynamic field of Supply Chain Management, eager to apply my expertise in a hands-on role. Highly skilled Business Technology Analyst with extensive experience in managing operational activities, engineering data solutions, process thinking and driving process improvements for Fortune 500 clients. Adept at collaborating with cross-functional teams and presenting performance improvements to leadership. Certified in multiple project management disciplines with a strong foundation in SAP.

EDUCATION

University of Wisconsin-Madison, Wisconsin School of Business, Madison, WI **2026**
Master of Business Administration Candidate, Supply Chain Management (STEM)

- Awarded Full Tuition Merit Award
- Key coursework: Supply Chain Analytics, Logistics Management, Data to Decisions, Sourcing, Supply Chain Strategy

Manipal Institute of Technology, Manipal, India **2020**
Bachelor of Technology, Computer Science and Engineering

PROFESSIONAL EXPERIENCE

Deloitte, Delhi, India: *Leading global provider of audit and assurance, consulting, financial/risk/tax services* **06/20 - 12/22**
Business Technology Analyst

- Enabled monthly issue resolution parameter negotiation by authoring reports utilized by the CIO, influencing future project financing.
- Improved efficiency by 8 hours per week (25%) by constructing and automating an incident aging system, regularly presenting performance improvements to EMEA leadership.
- Reduced Incident Resolution Service Level Violations by 16% through designing a dashboard utilizing Service NOW and Excel to monitor issue resolution.
- Led monthly and quarterly end closings at Deloitte by acting as the main liaison between the business team and vendors, overseeing comprehensive testing of all implementations.
- Tracked and resolved around 150 issues per day by engineering and created multiple dashboards for problem and enhancement management.
- Guided a team of 6 to coordinate daily operational activities for HPE, delivering quick and efficient issue resolutions for approximately 260 people.
- Identified areas for process improvements and automation by analyzing project incident resolution data (~100,000 incidents), leading to the creation of approximately 100 new tickets.
- Eliminated ~95% of Incident Response Service Level Violations by devising a bot in ServiceNow to assign incidents to teams upon ticket creation.

Deloitte, Delhi, India: *Leading global provider of audit and assurance, consulting, financial/risk/tax services* **01/20 - 06/20**
Intern

- Acquired foundational knowledge of SAP as part of intern education process.
- Partnered with the EMEA Deloitte team to analyze and categorize client orders and purchases from past 6 months, reviewing approximately 500 orders daily.

SKILLS AND CERTIFICATES

Skills and Tools: Microsoft Excel, Microsoft PowerPoint, SQL, SNOW, SaaS PMO, Jira, Asana, SAP ABAP, SAP S4 HANA, Program management, Change management, Risk management

Certificates & Courses: Project Execution: Running the Project (2023), Foundations of Project Management (2023), Project Planning: Putting It All Together (2023), Project Initiation: Starting a Successful Project (2023), Agile Project Management, Capstone: Applying Project Management in the Real World (2023), MITx Supply Chain Analytics (2024), MITx Supply Chain Fundamentals (2024)

ADDITIONAL INFORMATION

Interests: An avid consumer of novels and audiobooks for past year and a half devouring nearly 1500 books.

Volunteer Activities: Regular contributor to Smile India - a charity focused on holistic care, development, and protection of severely underprivileged children in India (2019 - 2024), Volunteered in an online teaching workshop at the Saath-Saath Foundation, educating underprivileged kids from Dec 2023 - Feb 2024

Philip Sloss

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EDUCATION

Michigan State University, East Lansing, MI
Broad College of Business

Expected 5/2026

Master of Business Administration – Finance Concentration

Michigan State University, East Lansing, MI
School of Human Resources and Labor Relations
Master of Human Resources and Labor Relations

4/2021

Michigan State University, East Lansing, MI
Broad College of Business
Bachelor of Arts in Human Resources Management

5/2019

PROFESSIONAL EXPERIENCE

Hitachi Energy, Raleigh, NC

9/2023-12/2023

Temporary Human Resources Business Partner

- Acted as the Human Resources contact for 400+ employees across the United States, Canada, and Mexico to assist with day-to-day initiatives consisting of solving employee relations grievances, coaching managers on company policies, and maintained completion of compliance training
- Collected and analyzed data on a regular basis to understand where Hitachi can improve from a diversity and inclusion standpoint, identify gaps in the employee engagement experience through surveys, compensation benchmarking, and analyzing employee trends from hiring and attrition reports
- Cooperated with the Senior Director of Human Resources with workforce planning, opening job requisitions, ensuring employees have accurate vacation accrual information, executing engagement activities on site, and creating and extending offers of employment to candidates

TikTok, Nashville, TN

8/2022-5/2023

Human Resources Generalist

- Served as the main Human Resources contact for 300+ employees across Nashville, Phoenix, and Los Angeles to manage employee relations, headcount reconciliation initiatives, hosting regular department all hands meetings, and implementing progressive policies and procedures
- Held coaching sessions regularly with people leaders and individual contributors on how to create and foster a positive working relationships within each team, advising on how to approach employee development initiatives and how to supervise employee performance
- Led TikTok's return to office deferral and exception program by reviewing over 700 applications across the United States, closing out each application by reaching out with recommended next steps, and ensured any disability or medical accommodations were applied as needed

L3Harris, Rochester, NY

6/2021-7/2022

Human Resources Business Partner

- Collaborated with the Software Engineering organization consisting of 300+ employees to drive organizational performance by delivering training presentations across the business, as well as executing progressive policies and updating COVID-19 safety guidelines
- Generated and presented an analytics dashboard weekly, consisting of information regarding diversity metrics, new hire and exit information, and employee demographics to equip all HR Business Partners with information needed to properly drive diversity, inclusion, and engagement initiatives
- Gave recommendations to the business on navigating employee relations issues such as leaves of absence, mediation between supervisor and employee conflicts, and managed the HRIS system to assure all employee information such as location, work status, and disability accommodations were current

LEADERSHIP & SKILLS

- Assistant Community Director – Michigan State University Residential Education Housing Services
- MBA Student Organizations: Reaching Out MBA Fellow
- International Study Abroad – Seoul, Korea and Tokyo, Japan

PHIL RUSSOMANNO, M.S.

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MBA Candidate with a proven track record of delivering high-impact solutions for top-tier clients from consulting to Artificial Intelligence. Skilled in navigating complex challenges, data-driven strategies, and leading teams to achieve measurable outcomes. Expertise in M&A strategies, pricing, and business intelligence, with a commitment to continuous learning and innovation.

EDUCATION

University of Miami (FL), Herbert School of Business

Dec 2024

Master of Business Administration

- GPA: 4.0; Valedictorian. Fellowship: Reaching Out MBA
- President of Consulting Club, Ambassador for Business School, Vice President, Student Government
- Bloomberg Investment Challenge: Top 10 percentile and number one in Florida

University of Miami (FL), Herbert School of Business

May 2021

M.S. Business Analytics

- GPA: 3.74
- Specialized in Sports and Strategy for analytics, worked on project with NFL for the 2021 NFL Draft

University of Miami (FL), Herbert School of Business

May 2019

Bachelors Business Administration (Finance and Economics)

- GPA: 3.74; Magna Cum Laude
 - Chief Justice Student Government: Oversaw constitutionality of on-campus laws
 - Credentialed reporter for all four major sports in North America and College Sports
-

EXPERIENCE

Summer M&A Strategist (Received Full-Time Offer) Roland Foods, New York, NY

2024

- Performed due diligence on potential acquisitions for finances, risks, and synergies with precision and accuracy.
- Led a cross-functional team to build a M&A target funnel based on in-depth market research, competitive landscape analysis, and financial modeling; identified 100 high-quality leads (~\$100M each) and led to 5 qualified targets/LOIs
- Awards: AUI Innovation Challenge Winner (out of 40 teams)

Management Consultant Fuld & Company, Edison, NJ

2023

- Drove a consulting team to build pricing strategy for Grocery Chain Co based on customer big data analysis, price elasticity and WTP modeling, diagnostic of price-setting processes; resulted in revenue boost of \$300M
- Conducted a due diligence of critical firm-wide pricing software for Grocery Chain Co; led process map evaluation, best practice and gap analyses, feasibility and risk assessment; recommended automation saved ~\$1M in HR costs
- Designed firm-wide roadmap with timeline, resource allocation, and risk mitigation plan for new pricing strategy

Strategy Analyst, Royal Caribbean, Miami, FL

2021-2022

- Directed a team to develop a covid-era revenue growth strategy based on in-depth industry research, evaluation of various business models, and analysis of region potentials; resulted in unprecedented revenue jump from \$0 to \$10B
- Helped create and maintain a pricing strategy for post-COVID sailings based on industry research, industry comparison with other hospitality firms, region potentials and pricing strategies; resulted in a lift of revenues of \$5B

Business Intelligence Analyst, Mission Lane, Richmond, VA

2021

- Led a cross-divisional team to re-design a fraud prevention strategy based on big data analysis (incl. machine learning, neural networks) and statistical modeling; identified 2x the amount of fraud cases resulting in extra \$15M/year savings

Credit Analyst, TD Bank, Toms River, NJ

2017-2020

- Drove a major workstream on a due diligence project for a \$800M loan; conducted industry research, financial analysis, economic scenario assessment, and risk evaluation; high-quality and timely analysis led to winning a contract

Co-Owner, Dog Days LLC, Ocean Grove, NJ

2011-2017

- Built a business case of a low-end chain of mobile food carts based on market research, price benchmarking, and customer profiling; launched a business with CAGR of 27% and 7 locations at its peak
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ADDITIONAL

- Software Knowledge: MATLAB, Tableau, Power BI, SQL, R, Python, Alteryx, Generative AI, and other AI capabilities
- Certificates: Generative AI, Six Sigma Green Belt, Six Sigma Champion Belt, Bloomberg Market Concepts, Credit Risk
- Passionate about economic policy implementation, sports analytics, radio broadcasting, and a finalist for Jeopardy

XIAOCHONG (KEN) WANG

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EDUCATION

CARNEGIE MELLON UNIVERSITY, TEPPER SCHOOL OF BUSINESS Pittsburgh, PA
Master of Business Administration – MBA (STEM Designated) 5/25
GMAT: 740/800 (higher than 97%)
• Concentrations: **Health Care Analytics, Business Technologies, and AI in Business**
• Leadership: Out&Allied Club (President), Healthcare Club (VP), Graduate Finance Association, Consulting
• Honors: Forté Fellow, ROMBA Fellow, Point Foundation BIPOC Scholar

SHANGHAI UNIVERSITY OF FINANCE AND ECONOMICS, SCHOOL OF FINANCE Shanghai, China
Bachelor of Economics in Insurance (Top 10 university in China by admission score, Ranked #1 in finance) 7/18
• Honors: Excellent Director Award, Shanghai Innovation and Entrepreneurship Project Award by Shanghai government

EXPERIENCE

ASTRAZENECA Gaithersburg, MD
Precision Medicine Marketing Intern 5/24 – 8/24

Launch Strategy | Market Shaping | Data Analysis

- Developed strategies to prime market for novel CDx biomarker. Built strategy framework, hypothesized, and proposed potential ways to improve labs' testing capabilities. Resulted in enhancing new product launch readiness
- Created market segmentations for pipeline CDx. Collected, compared, and analyzed market data to prioritize target labs. Resulted in shaping pre-launch commercialization strategy
- Led the development of a pan tumor leave behind based on results of leakage analysis. Mapped the patient and tissue collection journey, prioritized key topics to address, and pulled it together in a coherent storytelling way. Designed to improve testing rates and maximize the identification of eligible patients in each respective tumor area

Cross-functional Collaboration | Asset Creation | Initiatives

- Developed an emerging biomarker map with priorities. Collaborated with Precision Medicine Marketers across different tumor types and Filed Marketing team, understood stakeholders' perspectives, and gained alignment in time. Aimed at preparing HCPs for new product launches in 2024 and 2025
- Collaborated with Insights & Analytics and Global Diagnostic teams to learn about best practices in the past, discussed with external agencies to generate insights, and evaluated feasibility of plans with the Compliance team. Resulted in successfully moving forward the project of improving labs' testing capabilities
- Took the initiative to customize a checklist for reviewing ad banners. Resulted in improving workflow between marketers and agencies and reducing review time by 40%

SHANGHAI PHARMACEUTICAL (*2nd largest pharmaceutical group in China, Global Fortune 500*) Shanghai, China
Investment and Acquisition Supervisor, National Investment Management Center (10/21 – 5/23) 7/18 – 5/23
Investment and Acquisition Analyst, National Investment Management Center (7/18 – 10/21)

Results-Oriented Leadership | Persuasion without Authority | Cross-Functional Collaboration

- Oversaw strategic investments across four provinces with 12 direct reports including VPs of Investment and Finance in each provincial subsidiary. Managed the largest scope and closed the most deals among six project leaders
- Spearheaded a team of 90+ (8 internal departments and external agencies) to conduct due diligence on a listed distributor of ~140 subsidiaries. Compeled the first among competitors with a budget saving of 20%
- Persuaded EVP to quit a potential investment. Understood stakeholders' views, developed a forecast model, and utilized concessions to support my argument. Resulted in avoiding a potential loss of \$81M (~80% of investment)

Strategic Thinking | Data Analysis | Financial Modeling

- Championed a first-ever overseas cornerstone investment of \$30M to a biopharmaceutical company pursuing an IPO. Communicated with business unit leaders, developed financial models to quantify investment returns, and designed clauses. Resulted in securing exclusive commercial rights of its medical products with a revenue increase of \$300M+
- Drove business development for a subsidiary by analyzing the distribution network layout, introducing innovative strategies, and assessing synergy effects. Brought a consolidated annual revenue increase of \$35M+ by entering the medical device market, launching pharmacies, and establishing joint ventures with governments

Recognized for Results

- Top Performance from 2019-2021 (top 1 within the team); Excellence Project Awards in 2020 and 2021 (top 1% of the company); Company Rising Star Award in 2019; Outstanding Trainee of company Reserve Talent Program

ADDITIONAL INFORMATION

-
- Certificates: GSP (Good Supply Practice), GCP (Good Clinical Practice), Securities Qualification Certificate
 - Skills: R programming language, Tableau, MySQL, business language analytics and visualization
 - Volunteering: AZ Marketing Summit, Charity with American Cancer Society, Pharmacy on call during COVID19, etc.

PAXTON PAGANELLI

PPaganel@Marshall.usc.edu • 443-875-8812 • <https://www.linkedin.com/in/paxpag> • (he/they)

EDUCATION

University of Southern California, Marshall School of Business – Los Angeles, CA **May 2025**

MBA Candidate

- ROMBA Fellow and Dean Scholarship Recipient
- USC Club Involvement: Marshall Pride (Co-President), Marshall Finance Club, Entrepreneur & Venture Management Association (Vice President)

EXPERIENCE

New Media Ventures – Los Angeles, CA

June 2024 – August 2024

Venture Capital Fellow

- Collaborated with NMV's Partner, Phillip Sanders, to strengthen relationships with an extensive angel investor network, enhancing investor engagement strategies.
- Supported 13 recent portfolio companies in preparing and refining their pitches for successful summer fundraising efforts and catalyzed 130 support offers.
- Conducted in-depth landscape analysis research, identifying key market trends and opportunities for investment and 160 portfolio companies.

PledgeLA – Los Angeles, CA

February 2024 – August 2024

Venture Capital Fellow

- Completed a 3-month intensive training program in venture capital fundamentals, gaining expertise in evaluating and supporting high-growth startups.
- Conducted optimal due diligence with startup founders as part of the capstone investment memo project, demonstrating the ability to analyze investment opportunities and make strategic recommendations.

DigiFlight Inc. /Camelot Secure Inc – Columbia, MD

Jan. 2023 – May 2023

Data Science and Cybersecurity Intern

- Achieved Secret Security Clearance; trained as SOC Analyst 1.
- Developed machine learning applications for predictive modeling in cybersecurity.

Wang Lab – Department of Pharmacology, Georgetown University - Washington, DC

Nov. 2020 – Nov. 2022

Research Assistant

- Led and managed data-driven neurobiology research projects, applying advanced analytical skills and Python scripting to enhance research efficiency, demonstrating a strong ability to work with complex datasets and streamline processes
- Published research & had findings presented at major conferences.

RESEARCH & PUBLISHING

- Cai, Y., Cui, T., Yin, P., **Paganelli, P.M.**, Vicini, S., Wang, T., (2023) Dysregulated Glial Genes in Alzheimer's Disease Are Essential for Homeostatic Plasticity: Evidence from Integrative Epigenetic and Single Cell Analyses. *Aging Cell* 2023, Sep 15:e13989. <https://doi.org/10.1111/ace1.13989>. PMID: 37712202
- Yin, P., ... **Paganelli, P.M.**, Lok, C., Xue, Y., Vicini, S., Wang, T., (2023) Glial Sphingosine-mediated Epigenetic Regulation Stabilizes Synaptic Function in Drosophila Models of Alzheimer's Disease. *Journal of Neuroscience* 2023, Sep 5. <https://doi.org/10.1523/JNEUROSCI.0515-23.2023>. PMID: 37669862

SKILLS & INTERESTS

General: Investment | Modeling | Problem Solving | Leadership | Communication | Research | Teamwork | Software | Scientific Method | Data Analysis | Data Science | Statistical Inference | Finance

Carson Oberst

155 Haight Street Apt 307 • San Francisco, CA 94102
Phone: (603) 504-2591 • E-Mail: carsonoberst@gmail.com



Summary

Clinically, I have served clients from a wide array of cultural, demographic, and contextual backgrounds grappling with a multitude of presenting concerns. I have worked predominantly in community mental health, in sectors ranging from crisis hotlines to school-based services, to increase accessibility to mental health services for underserved and underrepresented populations.

At its core, my therapeutic work centers on unconditional respect, acceptance, compassion, and empathy. My integrative approach to counseling pulls from therapeutic modalities including Cognitive Behavioral Therapy (CBT), Dialectical Behavioral Therapy (DBT), Emotionally Focused Therapy (EFT), Attachment Theory, Psychodynamics, Existentialism, Internal Family Systems (IFS), Acceptance and Commitment Therapy (ACT), and others. I am particularly skilled and passionate about working with clients around themes of identity development, especially queer identity development, and relational/interpersonal effectiveness training.

My work with all clients places an emphasis on the individual's strengths, internal and external resources, and the unique, intersecting cultural identities of the person that informs their conceptualization of and approach to solving the presenting problem. Through the cultivation of a trusting and collaborative therapeutic alliance, I aim to work with clients in exploring the multiple dimensions of their concern(s), acquiring insight, where possible, into the origins, meanings, and mechanisms maintaining the concern(s), and crafting a concrete, attainable action plan to elicit positive change and growth in one's life.

Highlights

- Versatility in theoretical orientation and skill
- Highly intelligent and intuitive
- Works well with a team
- Easily adapts to change
- Understands and appreciates the value and diversity of each unique client
- Trained in IFS, Psychodynamics, and Attachment Theory
- Extensive experience working with LGBTQ+ clients regarding identity development and relationships
- Empathic and supportive individual

Experience

Pediatric Gender Specialist Therapist – Kaiser Permanente • San Francisco, CA
January 2023 to Present



My position and responsibilities at Kaiser Permanente as a Pediatric Gender Specialist Therapist center on the provision of highly-skilled, culturally competent, and medically informed gender affirmative care to our transgender, nonbinary, and gender diverse youth and their families. In addition to providing ongoing psychotherapeutic support to gender diverse youth and their families, I provide patients with the information and mental health assessments necessary to consent to any medically related gender affirming procedures, including puberty blockers, hormone replacement therapy, and gender affirming surgeries. This requires routine multidisciplinary collaboration, consultation, and treatment planning with the mental health department, endocrinology, and surgeons.

Licensed Marriage & Family Therapist – Izzo Marriage & Family Therapy, PC • San Mateo, CA

March 2021 to November 2022

As an LMFT with Izzo Marriage & Family Therapy, PC, I have had the opportunity to expand and solidify my clinical skills, training, and experience as well as establish and maintain a professional identity and practice for myself as a licensed therapist. In collaboration with the company, I essentially function as a therapist in private practice—establishing, recruiting, and maintaining my own caseload and marketing materials to operate a sustainable and successful practice. This has provided me with a strong foundation in independently navigating both clinical and business roles as a therapist. Additionally, through Izzo Marriage & Family Therapy, PC, I received formal and extensive training and consultation in Internal Family Systems Therapy, Psychodynamics, and Attachment Theory. This role has also facilitated development of my niche focus in queer identity development and relationships through the clientele I have supported.

Associate Marriage & Family Therapist – DivaDiversity • Santa Clara, CA

August 2020 to August 2021

My role as an AMFT with DivaDiversity continues to enhance and expand my clinical scope of competence beyond what I have previously established in prior clinical positions. Newly, I have had the opportunity to treat folks presenting with specific phobia, bipolar disorder, panic disorder, intermittent explosive disorder, obsessive-compulsive disorder, relationship/marital conflict, parent/child conflict, among other diagnoses and in addition to those addressed at RAMS (described below). The majority of my clients are working-professional adults well-established in their careers—frequently navigating interpersonal and vocational stressors—yet collectively my clientele ranges greatly in age (age 7 to 70) and in presenting problem. DivaDiversity functions similarly to a collective practice in that each therapist, including myself, manages their own clientele via SimplePractice from the point of initial assessment to ongoing therapy, after an initial appointment inquiry is made by a prospective client to DivaDiversity as an agency. While some pay out-of-pocket, the majority of clients seen through DivaDiversity pay for services using private insurance or Employee Assistance Program (EAP) benefits; a reality which has solidified my expertise in billing insurance companies, utilizing CPT codes, and navigating the complexities of insurance covered services.

Wellness Center Trainee – Richmond Area Multi-Services (RAMS) / Lowell High School • San Francisco, CA

August 2019 to June 2020

As an MFT Trainee with San Francisco based community mental health agency Richmond Area Multi-Services, I held a yearlong practicum position as a Wellness Center Trainee in Lowell High School, of the San Francisco Unified School District. In this role, I provided individual therapy, intake/assessment, case management, crisis intervention, community outreach and resourcing, triage, and client-centered advocacy and collaboration (SST and SAP meetings; meetings with parents/guardians) to address concerns including, but not limited to, anxiety, depression, academic stress, individuation, identity development, sexual orientation and gender identity, suicidality, substance abuse, trauma, interpersonal trauma, community violence, abuse (emotional, physical, sexual), immigration and acculturation, familial relationships, romantic relationships, adaptation to high school, and preparation to leave high school. The type and duration of services I provided to students was contingent upon the nature of the presenting problem and the desires of the client. Both short and long-term



services were provided with theoretical underpinnings in CBT, DBT, Motivational Interviewing, Interpersonal Therapy, Attachment Theory, Somatics, Psychodynamics, Art Therapy, Solution-Focused Brief Therapy, Existentialism, Humanism, and Family Systems Therapy. My work with all clients placed an emphasis on the individual's strengths, internal and external resources, and the unique, intersecting cultural identities of the person that informs their conceptualization of and approach to solving the presenting problem.

Graduate Admissions Student Assistant – School of Nursing and Health Professions, University of San Francisco • San Francisco, CA

September 2017 to June 2020

In my role as Graduate Admissions Student Assistant much of my work is centered on informative and instructional communication with prospective and current applicants to the University of San Francisco's graduate level nursing and health professions programs. I respond to email inquiries regarding the University as a whole, the School of Nursing and Health Profession's specific programs, which programs align with the applicant's personal and professional goals and qualifications, application concerns, as well as application and admission status updates. Utilizing our client management system (Slate), I review applications for completeness—verifying prerequisite requirements, academic transcripts, and other application materials—and provide applicants with the support needed to submit a complete and comprehensive application. My other primary roles include spreadsheet management and production to organize and continuously update applicant information for each program and academic term, data collection and analysis, preparation for recruiting events, and other clerical duties. This job is heavily dependent upon my strong communication and interpersonal skills, as I respond in a professional and supportive manner to applicants navigating the challenges and stress of applying to graduate school.

Crisis Hotline Volunteer – The Samaritans Inc. • Keene, NH

May 2016 to August 2017

At The Samaritans Inc. I volunteered as a crisis hotline representative on a weekly basis. This entails providing emotional support and compassion to individuals experiencing a crisis, loneliness, despair, isolation, depression, bullying, and/or thoughts of suicide. The Samaritan training is oriented around befriending; responding to callers in crisis with uncritical, unconditional respect and acceptance. Essentially, the goal for each call is to actively listen to and empathize with the caller to help him/her assess current emotions and experiences. In appropriate cases, referrals can be made to other support systems or professional, medical or mental health agencies. The fact that a person has sought help from The Samaritans, as well as the content of the call, is kept completely confidential within the organization. Additionally, various office and administrative support tasks became my responsibility as assigned by the program coordinator and program director.

Education

Master of Arts: Counseling Psychology, Marriage and Family Therapy (MFT)

Class of Spring 2020

University of San Francisco – San Francisco, CA, United States

I began pursuing my Master's degree in Counseling Psychology with a concentration in Marriage and Family Therapy in the Fall of 2017. As of May 2020, I have completed the program with a 4.0 GPA.



Bachelor of Arts: Psychology

Class of Winter 2016

Keene State College – Keene, NH, United States

As of December 2016, I have earned a Bachelor of Arts degree in Psychology. My cumulative GPA at Keene State College was 4.0; graduating Summa cum Laude and placing me on the Dean's list for each semester I attended the institution.

High School Diploma: AP and Honors Course Track

Class of Spring 2014

Fall Mountain Regional High School – Langdon, NH, United States

While attending Fall Mountain Regional High School, I challenged my mental capabilities and enrolled in all of the Honors and Advanced Placement level courses the school provided. Through the years I accumulated various awards for my academic prowess and character including “The Dartmouth Book Award” and “The Harvard Book Award.” I was an active member of my school's rotary club and chapter of National Honor Society. Upon graduation, I was entitled class Valedictorian of 2014.

Skills and Certifications

- Certification in suicide prevention
- Client-centered advocacy/resourcing
- Queer identity development focused therapy
- Developed introduction to Wellness Services script/procedure for Lowell High School
- CBO, School, and Systems collaboration
- Teletherapy/Videotherapy
- Troubleshooting/Problem solving
- Data collection and analysis
- Proficiency in SimplePractice and Theranest client management systems
- Maintenance of confidential client information

References

Tara Cronin – Lead Supervisor Izzo Marriage & Family Therapy, PC

- taracroninmft@aol.com
- (415) 244-7304

Miranda Furie – Supervisor Izzo Marriage & Family Therapy, PC

- mirandafurie@gmail.com
- (510) 778-4254

Carol Chao – Wellness Coordinator Lowell High School

- chaoc@sfusd.edu
- (415) 242-2575

Matthew Gould – Clinical Supervisor RAMS

- gouldtherapy@gmail.com
- (415) 310-6333

Paul Silverman – Graduate Program MFT Traineeship Instructor

- pssilverman@usfca.edu
- (415) 902-6184



Carmen Traffon – Director of The Samaritans, Inc.

- director@samaritansnh.org
- (603) 357-5510

Payton Simons Starks (he/him/his)

Orlando, FL // (817)-874-8466 // payton.starks@gmail.com // www.linkedin.com/in/payton-starks

Key Strengths and Competencies

Accomplished Product Development professional with extensive experience in Supply Chain Management, Merchandising, and Corporate Operations. Engaging cross functional partner who values collaboration, problem solving, and driving results as a team. Process-focused mindset, helping to support the business by creating and implementing annual product development calendars, quality assurance process guardrails, and speed-to-market initiatives. **Enthusiastic leader dedicated to developing efficient team growth and performance through coaching and mentoring with 10+ years of management experience.**

Work Experience

The Walt Disney Company

Senior Manager, Responsible Sourcing & Production

Orlando, FL

May 2023 – Present

- **Launch new organization within Disney Global Sourcing to support both long range objectives of The Walt Disney Company, as well as manage manufacturing for all products distributed to Disney Parks, e-commerce sites, and wholesale channels (\$2.5B+ annual sales volume).** Key roles in building this organization include creating and implementing roles and responsibilities for new team, managing communications with an international vendor community of 100+ vendor offices, construction of new production management tools and reporting, and establishing processes for effective cross-functional collaboration.
- **Advance sustainability initiatives for The Walt Disney Company** through participation in project management work streams related to Scope 3 emissions, supply chain traceability, and sustainable product claims verification.
- **Organized and executed inaugural Disney Vendor Summit, gathering over 100 of Disney's top vendor partners in Hong Kong** for global strategy shareouts, individualized breakout sessions, and expansive Q&A.
- International travel to Thailand, India, and Vietnam in pursuit of new vendor suppliers for expanding Disney's manufacturing diversification efforts.
- Became a member of the Disney LGBTQ+ Associate Resource Group, inclusive of volunteering with annual Orlando Pride celebration and participation in monthly global meeting series.
- **Manage a team of eight Sourcing Associates, ranging from Specialist to Manager-level.**

Senior Manager, Merchandise Sourcing & Product Development

January 2022 – May 2023

- Joined Disney to oversee key categories within the Hardlines sourcing and product development team, including Plush Toys, Pin Trading, Ornaments, and Collectible artwork (**\$400M+ in annual sales volume**). Within this expanded scope, utilized previous sourcing skill set to **manage an international supply chain with 75+ vendor offices.**
- Led sourcing initiatives in support of wholesale Plush Toys expansion, in partnership with **new clients Amazon, Walmart, Walgreens, Kohl's, Target, and Costco (\$67M incremental annual volume, first planned year)**. This effort incorporated diverse collaborative efforts, ranging from contract underwriting, new purchase order database construction, and the creation and submission of 250+ product & packaging prototypes in under 30 days for final sales consideration.
- Assisted with global Product-to-Market Calendar initiatives, **servicing as "Captain" for Disney Global Sourcing team** to collaborate with executive cross-functional team to ensure sample development, manufacturing, and global transit timelines accommodate the needs of both vertical and wholesale business models.
- Negotiated with suppliers to return manufacturing lead-times to pre-COVID levels in order to accelerate reaction to strong business performance, **reducing lead-times from 150 days to 120 days.**
- **Managed training and development of a team of eight Sourcing Associates, ranging from Specialist to Manager-level.**

Abercrombie & Fitch Co.

Director, Product Sourcing and Licensing Development

Columbus, OH

September 2015 – March 2021

- Served as test candidate for **a pilot corporate transition of product development workstream from Merchandising to Product Sourcing team**. During this pilot, helped **train 12 other Product Sourcing teammates** on communication, organization, and negotiation tactics to inform global organizational rollout

of these responsibilities. **Recruited five additional Merchandising candidates** thereafter to contribute to the transition, which was **successfully completed in one year**.

- Led seasonal product development for Abercrombie Boys brand (**\$150+ million sales volume annually**).
- Negotiated and executed apparel and accessories **licensing partnerships with Disney, Nickelodeon, Playstation, Fortnite, and NBA**. Identified and signed on **four new licensing partners in under two years to grow the business from zero to 30%** of the boys tops assortment, **contributing \$12 million sales volume annually**.
- Drove the creation and execution of global sourcing strategies, inclusive of annual vendor growth programs, seasonal fabric platforms, and quality assurance coverage plans. **Managed global supply chain across 12 countries and 24 vendor offices**.
- Oversaw international product development travel for sample development, cost negotiations, and product innovation research, including trips to South Korea, Hong Kong, China, Cambodia, Peru, and Vietnam.
- Created and implemented annual product development calendars for Abercrombie Kids brand, positively impacting the **daily workflow of 100+ cross functional partners**.
- Participated as a founding member of Abercrombie LGBTQ+ Associate Resource Group.
- **Managed training and development of a team of six Sourcing Associates, ranging from Assistant to Senior Specialist-level.**

Senior Merchant, Apparel and Accessories

June 2008 – September 2015

- **Promoted to Senior Merchant within five years of start date.**
- Analyzed market trends, sales data, competitive landscape, and consumer insights to create consumer-focused **global assortments for Abercrombie & Fitch, Abercrombie Kids, and Hollister Co. totaling \$75-100 million in annual sales.**
- **Led a cross-functional team** of Merchandising, Design, Tech Design, Marketing, and Supply Chain business leaders (**20 individuals total**) to optimize the profitability of current assortments and deliver on-trend product to capture incremental sales growth.
- Contributed to **global revenue** by presenting and selling regionalized assortments for North America, International, and Direct-to-Consumer store channels; Travelled to Tokyo, Los Angeles, New York, London, Paris, and Dusseldorf for competitive shopping inspiration.
- **Managed the training, professional development, and work responsibilities of four Assistant/Associate Merchants.**

Education

Indiana University, Kelley School of Business
Master of Business Administration

Bloomington, IU
August 2024 – October 2026

Duke University
Bachelor of Arts (B.A.) in English & Religion (Double Major)

Durham, NC
August 2004 – May 2008

University of Oxford, New College
Study abroad for European History and Literature while traveling to London, Paris, and Madrid

Oxford, UK
Summer 2007

OLAWALE SOLARIN

Washington DC | (202) 352-8240 | osolari1@umd.edu | [LinkedIn](#)

Areas of Expertise

Procurement | Negotiation | Contracts Management | Make Vs. Buy Analysis | Cost Modeling | Innovation | Supplier Relationship Management | Inventory Management | Cost Savings | Supply Planning | Project Management | SAP/ERP

Professional Experience

Lafarge Africa PLC *Member of the Holcim group, a leader in building solutions present in 92 countries* **Lagos, Nigeria**
Head of Strategic Procurement Direct Materials Jul 2020 – Aug 2023

Selected Achievements:

- ✓ Led a team of eight senior managers to deliver the in-sourcing of a new production facility, a total project cost of \$26 million with a static payback of 4.7 years and EBITDA savings of \$5.5 million versus budget [LinkedIn Recommendation](#)
- ✓ Achieved a total savings of \$9.3 million (7% total spend), through contract renegotiations, volume consolidations, and changes to supply source, collaborating with the best cost country leads
- ✓ Initiated quarterly and bi-annual vendor performance review meetings for key suppliers through supplier mapping. Ensure 100% of critical suppliers are accessed every year

Lafarge Africa PLC **Lagos, Nigeria**
Procurement Category Manager-Mining, Aug 2017 – Jun 2020

Selected Achievements:

- ✓ Updated the mining category strategy, which included in-sourcing of one of the five quarry operations, a total project cost of \$3.9 million with a static payback of 2.3 years and EBITDA savings of \$1.7 million
- ✓ Saved \$1.4 million (5% of spend) by leading the transition to a new sub-contractor while terminating a contract with an underperforming one, achieved through a detailed negotiation plan and should-cost modeling.
- ✓ Negotiated and ensured KPIs were in place for 80% of the spend cluster through collaboration with legal and functional teams.
- ✓ Sourced and developed alternative Gypsum suppliers to ensure continuity and surety of supply as part of my risk mitigation strategy. Cost savings of 13% (\$2.9 million)

Twinings Ovaltine Nigeria Ltd \$12M Topline Malt-based beverage manufacturing company **Lagos, Nigeria**
Procurement / Project Lead Dec 2016 – Jul 2017

Selected Achievements:

- ✓ Led project management of a cross-functional team to deliver packaging material specification changes and recipe change as part of operational efficiency and cost avoidance initiatives. Cost savings of about £1,015k (10% of total spend) in 7 months (Dec 2016- July 2017).
- ✓ Collaborated with global category leads to negotiate local marine Issuance policy from 0.25% to 0.003%, translating to about £17k YOY cost avoidance.
- ✓ Project managed primary and secondary packaging material artwork change for the Ovaltine brand, ensuring zero right off during the run-in run-out stage.
- ✓ Initiated the transparent reverse Japanese E auction for the purchase of Diesel, made a cost savings of £2.5k (8% of the total spend).

PZ Cussons Nigeria PLC \$688M turnover personal, home care and edible oil manufacturing Company **Lagos, Nigeria**
Regional Process lead Procure to pay, Africa, SAP-ECC 6.0 May 2016 – Nov 2016

Key Responsibilities:

- ✓ Proactively involved in Africa Region SAP software implementation for Wave-2 implementation (i.e. Nigeria, Ghana & Kenya), User Acceptance Testing, Data Testing, End-user Training.
- ✓ Providing improved End-User support and mentoring for the process areas, collaboration with Global Process Owner and Leader.
- ✓ Execution and acceptance of the system representing the business, help improve and reinforce project communication.
- ✓ Have end-to-end view of the process design areas, Localization of testing scripts/data, including ongoing maintenance.

PT. PZ Cussons Indonesia
Snr. Operational Procurement Manager

Tangerang, Indonesia
Oct 2015 – Apr 2016

Key Responsibilities:

- ✓ Led the Procurement Operations Team for the Asia region, responsibility including One direct report.
- ✓ Was point of contact for the organization for all Procurement related matters.
- ✓ Owned supplier performance measurement, continuous improvement process and sharing of the results with the respective portfolio lead.
- ✓ Led the supply process optimization (amongst others: continuous improvement process, MOQ, inventory, lead time optimization).

PZ Cussons Nigeria PLC
Procurement Category Manager (Raw & Packaging Material)

Lagos, Nigeria
May 2014 -Sept 2015

Selected Achievements:

- ✓ Initiated the kan-Ban system, Lean stock holding and ordering system, to reduce warehouse stock of corrugates from three weeks to two weeks saving about 1800sqm warehouse space (July 2014).
- ✓ Helped successfully design and implement PZ Cussons warehouse space Optimization system which improved average supplier truck turnaround time by about 200 % through proper vendor scheduling system and pre-shipment alerts (October 2014).
- ✓ Developed Contingency corrugate supplier for the Aba Soap factory there by reduced minimum order quantity, in-house stock holding policy of corrugates, and networking capital by about \$1.5 million a year (November 2014).

PZ Wilmar Limited
Procurement Support Manager

Lagos, Nigeria
Jul 2012 -April 2014

Selected Achievements:

- ✓ Cost savings of about \$115 thousand (approximately 6% of total spent) in 10 months (June 2013- April 2014) through negotiations, cost avoidance, and strategic sourcing.
- ✓ Initiated the waste-to-wealth program, based on business process improvement and recycling best practices, to save approximately \$90 thousand annually in cost of industrial waste disposal.
- ✓ Managed strategic sourcing of local crude palm oil (CPO) to feed 1000 metric tonnes per day refinery; ensured the implementation of standard operating procedures (SOP) from mills to refinery, and maintained compliance with terms and conditions of logistics contracts.
- ✓ Developed and maintained excellent working relationships with local suppliers and other external stakeholders in line with PZ Wilmar procurement policy, to ensure 95% on-time in full no error (OTIFNE) deliveries.

Education

University of Maryland
Master of Business Administration (MBA), A.I and Business Strategy Specializations

May 2025
College Park, MD

- GPA: 3.76
- President, Supply Chain and Operations club
- Global Consulting Associate, Center for Global Business
- MS Peer Career Adviser, Office of Career Services

University of Maryland
Master of Science Supply Chain Management (Msc),

May 2025
College Park, MD

Obafemi Awolowo University
Bachelor of Science in Agricultural Engineering, Major In Water Engineering

Mar 2010
Ile-Ife, NG

- GPA: 3.64
- Vice President debate club
- 2nd Place Nigerian society of Engineers' Graduate Engineer of the year award

DAN TAZBAZ

d.tazbaz@queensu.ca | 905-617-1786 | <https://www.linkedin.com/in/daniel-tazbaz/>

EDUCATION

Master of Business Administration, Smith School of Business, Queen's University, Kingston, ON **2024 – Present**

- Jim Leech MBA Scholarship Recipient - Academic Excellence - \$55,000
- Reaching out MBA (ROMBA) Fellowship
- Vice President, Consulting Club
- Participant, Distinctly Case Program – Robust 40 hour Case Prep

Bachelor of Science (Physics), Honours, Queen's University **2017 – 2021**

- Academic Achievement: Dean's Honours List, Graduated with Distinction, Principal's Entrance Scholarship
- Active Participant in campus sports, Intramural Volleyball, Water Polo, and Dodgeball

PROFESSIONAL EXPERIENCE

ROBERTSON & COMPANY LTD. Toronto, ON

Recruitment Consultant – Team Lead **2022 – 2023**

- Managed and Coached accounting/finance recruitment team to be a top performing team, billing over \$200K annually
- Evaluated business performance of team including financial performance, weekly/monthly/quarterly/annual goals, and implemented various strategies to exceed targets
- Led a portfolio of 20 clients to maintain timely delivery of projects resulting in a 96% repeat business rate
- Researched new internal learning/development training to improve overall sales across entire Professional Search Group
- Presented to "BMO Elevate", supplier diversity program; to a panel of senior leadership from 4 plus departments resulting in an expansion of business
- Expanded diverse supplier engagement in Canada's business landscape, contributing to Robertson & Company winning the CGLCC 2022 Business of the Year Award, co-leading the Diversity, Equity, and Inclusion (DEI) team

Recruitment Consultant **2021 – 2022**

- Conducted active business development via cold-calling, emailing, and LinkedIn Networking to onboard 10 new clients
- Negotiated contracts and service agreements to maximize Robertson's earning potential
- Advised clients regarding market trends, hiring best practices, industry best practices, and situation scenarios with each potential candidate to ensure successful placement
- Managed the interview process, offer negotiations, and on-boarding of new hires to transition candidates into their positions, and create ease-of-use for the clients
- Developed and implemented search strategies for identifying 80 potential candidates per week via LinkedIn Recruiter, Headhunting, Networking; resulting in 20 interviews conducted per week
- Utilized ATS systems including Vincere, PCRecruiter, and BambooHR to track candidate progress ensuring a seamless candidate experience in the recruitment process
- Achieved top 5 Highest Billing Consultant in 2022, on the professional full time recruitment division

EXTRACURRICULAR EXPERIENCE

Reaching Out MBA (ROMBA) Fellow, ROMBA Organization **2024**

- Nominated by Smith to promote LGBT+ inclusivity in over 70 top ranked business schools; creating safe spaces for individuals

Associate, CGLCC (Canadian Gay and Lesbian Chamber of Commerce) **2022-2023**

- Promoted the inclusivity of LGBTQ+ people in Canada's business landscape to enhance Canadian businesses

Student Orientation Leader (Gael), Queen's University **2018**

- Oriented 14 incoming students to Queen's University by guiding them through campus and team building activities

Lieutenant Governor of Ontario Volunteer Award **2017**

- Coordinated backstage team of 15 support staff for a local performing theatre to ensure smooth operation of live shows
- Over 400+ hours of service dedicated

ADDITIONAL INFORMATION

Interests: Cooking, Squash, Volleyball, Snowboarding, Camping

TECHNICAL SKILLS

- Proficiency with word, excel, powerpoint

EDUCATION

FORDHAM UNIVERSITY, GABELLI SCHOOL OF BUSINESS

New York, NY

MBA, Management, International Business

August 2024-May 2026

- Reaching Out MBA Fellowship
- Gabelli Women in Business Organization, Net Zero, Gabelli Pride

STATE UNIVERSITY OF NEW YORK AT NEW PALTZ

New Paltz, NY

Bachelors of arts, 3.9

August 2016-May 2021

- Major in Industrial Organizational Psychology
- (President) Psi Chi National Honor's Society
- Dean's list for 2 consecutive years

EXPERIENCE

NORTHWESTERN MUTUAL

New York, NY

Director of Investment Operations

August 2022-July 2024

- Refined operational strategies for client advisory accounts over \$100,000 by expediting daily ACAT transfers, ACH deposits & withdrawals, leading to a 10% reduction in time spent on routine tasks
- Arranged weekly sessions with wealth management clients to review & update investment goals & risk tolerance, boosting client engagement, ensuring more precise portfolio alignment
- Processed timely & accurate transactions for over 100 wealth management portfolio accounts each week, providing responsive client support & resulting in a 30% increase in positive client feedback
- Created quarterly reports for 401(k) client investment accounts with 100% accuracy, enabling wealth management team to maximize returns

Investment Operations Manager

October 2021-August 2022

- Established 20 new client investment accounts monthly, including IRA, ROTH, & joint accounts to enhance client portfolio diversification
- Streamlined preparation process for client portfolio reviews by preparing quarterly reports; documented client account progress to strengthen effectiveness by 100% for quarterly meetings
- Collaborated daily with cross-functional teams such as compliance to address & resolve operational issues in a timely manner

STAPLES

Manhasset, New York

Sales Associate

July 2019-January 2020

- Strengthened customer engagement with merchandise by promoting featured products, leading to improved customer feedback & increase in sales performance
- Persuaded customers to purchase extended warranties on technology products such as printers, resulting in 2% increase in sales revenue for local store chain

VOLUNTARY EXPERIENCE

NON PROFIT

Queens, NY

Partnered with local restaurant owner who runs part-time cat rescue shelter from his home

Rescuer

January 2023-Present

- Rescued 2 stray cats in Queens neighborhood to receive health examinations at a local nonprofit, ensuring readiness for adoption

PROJECTS

BIZ CAFE

August 2020-January 2021

Leader

- Led a team in a business simulation café environment by assigning roles, employing data-driven decision-making & resource optimization techniques to enhance team performance by 100%
- Achieved 2nd place out of 10 teams in a classroom competition by delivering strategic decisions & effective team leadership
- Conducted weekly meetings to tackle simulation challenges, cultivating an open-minded environment resulting in 100% of team engagement & contributions

ADDITIONAL

- Training for amateur boxing, solo traveler, LGBTQ advocate

Faisal Fakhani

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OVERVIEW

Go-to-market professional with a decade of industry experience, pursuing MBA at the University of Toronto, to pivot from Account Management to Product Management/ Product Marketing. Creative problem-solver, customer advocate, superb communicator, data-driven, collaborative, and detail-oriented. Proven to thrive amidst change, lead with empathy, and contribute to firm goals and team success

EMPLOYMENT EXPERIENCE

Convera, Toronto, Canada

Previously 'Western Union Business Solutions', B2B SaaS company within Fintech/Payments space

Senior Account Manager, 2021 - 2024

- Identified niche via quantitative/qualitative research. Presented to leadership and worked within cross-functional team to develop. Output reinforced positioning and encouraged user adoption; 600 impressions per LinkedIn post
- Recognized by C-suite as one of top 17 performers within go-to-market, with a USD 4 Mio+ portfolio performing at 116%, and for championing voice of customer and being innovative. Promoted to Senior Account Manager
- Created logic to structure data, extract insights, and challenge beliefs about user behavior. Uncovered 30% of users being overlooked and changed go-to-market strategy. Assigned to lead project expansion and present to management
- Utilized strategic communication, linking market trends to customer benefits, to illustrate how products were uniquely positioned to resolve problems. Result was over 25% win rate and expansion of scope in portfolio verticals/geography
- Deployed creative problem-solving within restrictive environment, achieved client-retention rate of 97%, and received exceptional client testimonials. Recognized as customer-centric/evangelist; methods adopted in sales playbook

RBC Capital Markets, Toronto, Canada

Capital Markets arm of Royal Bank of Canada, Largest bank in Canada based on Assets Under Management

Manager, 2020 - 2021

- Collaborated cross-functionally, investigated details of sales orders and guaranteed adherence to compliance standards. 35% of findings lead to changes to rectify trades, resulting in customer retention and long-term cost-saving
- Undertook interdepartmental projects and provided key market and product knowledge to facilitate work model evolution. Contributed to 4-5 projects, with manager noting analytical thought, curiosity, and strategic questions

CI Global Asset Management, Toronto, Canada

One of Canada's largest Asset Management firms with expertise and presence in several different markets

Private Client Portfolio Associate, 2019 - 2020

- Mastered report synthesis and analysis, becoming subject-matter expert called upon during strategic meetings to discuss trends, and entrusted to train 3-4 new hires to establish sufficient capacity for volume-intensive periods

Capital Markets, Bankmed, Lebanon

One of the Top-tier banks in Lebanon, with regional and international presence, and a range of business lines

Sales & Marketing Senior Associate, 2014 - 2018

- Represented department in rebranding project, based on superior communication skills. Collaborated on cross-functional teams over 9-12 months, and confirmed products and services were positioned competitively for launch
- Owned client relationships during corporate funding difficulties. Provided market commentary to clients, putting empathy and customer-centricity at forefront. Impact was retention of 150 clients with \$260 million investments

EDUCATION

Rotman School of Management, University of Toronto, Canada

MBA Candidate, 2026

- Awarded Reaching Out (ROMBA) LGBTQ+ Fellowship and \$20,000 Entrance Scholarship
- First Place at 'Rotman Incoming MBA Student Competition', Team Lead (July 2024)

American University of Beirut, Lebanon

Bachelor of Business Administration, 2013

- Accepted with Early Admissions based on being part of top 25% of class for last three years of high school

ADDITIONAL INTERESTS AND ACHIEVEMENTS

- CrossFit (2021-Present), Drama Club Head (2011-2013), Inside Out Lead (2024), NGO Volunteer (2018-Present)

DEVIN SMITH

410.353.5512

dpsmith@tepper.cmu.edu

www.linkedin.com/in/devinpsmith

EDUCATION

CARNEGIE MELLON UNIVERSITY, TEPPER SCHOOL OF BUSINESS
Master of Business Administration – MBA

Pittsburgh, PA
5/26

- Memberships: Graduate Finance Association (GFA)
- Honors: ROMBA Fellowship | Dean's Scholar

STEVENSON UNIVERSITY, BROWN SCHOOL OF BUSINESS AND LEADERSHIP
Bachelor of Science in Business Communication

Stevenson, MD
12/17

- Honors: Dean's List

EXPERIENCE

UNITED STATES NAVY

Multiple Locations Nationwide

Weapons Department Enlisted Advisor (7/23-3/24)

2/12-3/24

Sonar Leading Chief Petty Officer (12/21-7/23)

Maintenance and Material Program Manager (1/18-12/21)

Naval Technical Liaison (3/15-1/18)

Sonar Supervisor (2/12-3/15)

- **Project Management:** Directed Preventative Maintenance Program across 12 divisions, overseeing 100,000+ work-hours of maintenance; conducted compliance training for staff and supervisors, resulting in a 30% improvement of external assessment grade and recognition as a Top 10 program manager.
- **Analytical:** Designed and implemented a data collection process for fleetwide sensor performance data, boosting quarterly data sets by 40%. This initiative significantly enhanced the accuracy of predictive supply chain models, ensuring timely parts availability.
- **Strategic Planning:** Analyzed intelligence reports and collaborated with Department Heads to integrate independent analysis of operational objectives, resulting in multiple, detailed courses of action and ultimate success.
- **Multi-tasking:** As the single point of contact between Pearl Harbor Naval Shipyard and Submarines, established and communicated repair timelines of 150 critical systems to stakeholders. Balanced conflicting demands and secured resources needed to achieve crucial milestones and on-time completion of essential maintenance overhauls.
- **Risk Management:** Analyzed risk factors balancing safety, stealth, and mission objectives. Implemented mitigation strategies to reduce risk, focusing on safe navigation, equipment readiness, and acoustic health to ensure 100% mission accomplishment.
- **Detail Oriented:** Diligently directed all phases of the safe handling of 100 ADCAP (Advanced Capability) Torpedoes through relentless planning, team training, procedural compliance enforcement, and the allocation of an appropriate number of safety observers.
- **Communications:** Developed and communicated strategic vision and goals in alignment with leadership's objectives to drive departmental success. Delivered daily operations briefings to the Commanding Officer, accompanied by assessments of advantages and limitations to facilitate informed executive decision-making.
- **Leadership:** Cultivated a "results driven" culture, improving planning processes and boosting efficiency, accuracy, and morale across functional teams.
- **Initiative & Innovation:** Identified the need for and established a "Technical Hotline" enhancing communications between shipboard Sonar operators and Naval Undersea Warfare Center engineers. This hotline facilitated prompt technical consultation, resulting in advanced at-sea critical system repairs and continued at-sea operations.

ADDITIONAL INFORMATION

- Awards: Navy and Marine Corp Achievement Medal (x8)
- Interests: Coastal Sailing

Qi (Eddie) Hu

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EDUCATION

Rotman School of Management, University of Toronto, Toronto, Ontario, Canada

MBA Candidate, expected to graduate in April 2025

- Recipient, entrance scholarship
- Analyst of Rotman Student Investment Fund, Member of Rotman Asset Management and Finance Associations

CFA Institute, CFA Level III Passed, Charlottesville, Virginia, 2021

New York University, New York City, United States

Master of Science in Accounting, 2018

- Completed Advanced Financial Reporting & Disclosure, Corporate Finance and Financial Statement Modeling
- Worked as the Investment Analyst Intern at Zenity Holdings

University of Illinois at Urbana-Champaign, Champaign, United States

Bachelor of Science in Accountancy, 2016

- 3.83/4.00 GPA, Dean's List in 2013 – 2016, 2nd place in PwC Challenge Case Competition
- Completed internships in Business Tax at Deloitte, Assurance at BDO, and Finance at OCBC Bank

PROFESSIONAL EXPERIENCE

CIBC, Toronto, Canada

Capital Management Intern, May-August 2024

- Supported treasury with capital model forecasting and reconciliation; analyzed capital position variances and risk-weighted assets for true-up; enhanced comparison processes using Power BI automation and model condensation
- Developed and revamped the Solo TLAC Framework, ensuring CIBC meets regulatory guidelines and maintains sufficient loss-absorbing capacity on a stand-alone basis
- Evaluated quarterly statements of major U.S. and Canadian banks; facilitated the team with capital planning process through research on peers' regulatory capital movements, risk-based expansion, and floor adjustments
- Managed and updated records of CIBC legal entities for improved digitalization and retention

Hehui Investment Management, Shanghai, China

Operations Analyst, 2021 – 2023

- Researched potential multifamily investments in 5 U.S. northeastern markets, including New York and Boston; delivered investment recommendations and generated monthly housing reports for the management team
- Evaluated financial performances of 600 properties and updated financial models to forecast property values; realized IRR of 32% and 30% respectively in Marietta and Norcross, GA
- Designed fee structures and managed financial accounts nurturing banking relations for 12 entities; arranged capital and supervised fund distributions to 50 investors
- Led interpretation of economic indicators and statistics for weekly in-house workshops; co-presented to management team insights on U.S. economies and housing markets
- Delivered investment performance analysis and distribution notices in partnership with client service team; adhered to GIPS, bolstered investor trust, and amplified investor reinvestment rate by 35% in Q1 2022

PwC, Shanghai, China

Assurance Associate, 2019 – 2021

- Developed 7 working papers for bank treasuries; initiated tests of details for redemption and liquidity risk of interbank business, and ensured accuracy of financial reports
- Conducted 1200 credit reviews among 45 global branches to analyze loans' credit qualities and borrowers' financial health for discussion with banks; augmented fairness of loan and mortgage disclosures
- Examined net asset value fluctuations and risky holdings of bank financial products; recommended clients to correct 3 material misstatements of bad debt provisions

Loop Capital Markets, New York, United States

Investment Analyst Intern, January – March 2019

- Tracked multiple expanding industries and identified pivot players for external financing; facilitated the connection with 1 burger chain and 1 Brazilian lithium-mining firm for bond issuance

ADDITIONAL INTERESTS AND ACHIEVEMENTS

- Volunteered at Shanghai Qingai Health Center since 2020, raising sexual health awareness within the LGBTQs
- Fluent in Mandarin and Wu

Pranab Sharma (He/him)

Baltimore, MD | pranabsharma98@gmail.com | +1 (443) 468-7087 | [LinkedIn](#) | [Google Scholar](#)

EDUCATION

Johns Hopkins University, Carey Business School Baltimore, MD
Master of Business Administration (STEM), *Reaching Out MBA (ROMBA) Fellow* May 2026

Jaypee Institute of Information Technology Noida, India
Bachelor of Technology – Computer Science & Engineering May 2020

PROFESSIONAL EXPERIENCE

BRIO TECHNOLOGIES, Google Cloud Premium Partner New Delhi, India
Cloud Solutions Architect (Technology Consultant) Feb 2023 – May 2024

- Led E2E client engagements with stakeholders from developers to CXOs, successfully closing **over 40 deals** towards post-sales.
- Conducted vendor negotiations, budget and billing, TCO calculation and optimization, ROI and cost reporting analysis, strategic and detail-oriented architecture design, and capacity planning, resulting in annual workloads ranging from **\$10K to \$1.5M**.
- Spearheaded the largest migration project in history of Brio by closing a **\$1.5M** deal involving the migration of clients' global cloud infrastructure from AWS to GCP, resulting in **20% optimized cost** on cloud, generating workloads billing **\$100K/month**.
- Supervised a team of **6** engineers as project manager for **5** migrations, defined timelines, tracked progress, ensured compliance, delivered **100%** of the projects in time, leading to Google Cloud awarding migration expertise specialization recognition to Brio.
- Institutionalized set up of a dedicated team of **20** engineers for cloud migration projects, conducted **50+ workshops & interviews**; mentored and trained 8 new presales architects, leading to **400% increase** in presales bandwidth.

AMAZON WEB SERVICES (AWS) New Delhi, India
Solutions Architect (Technology Consultant) Dec 2020 – Jan 2023

- Facilitated E2E technical interactions as SPOC for **10+ Fortune 500 companies** in Greenfield tech & manufacturing segment.
- **1 of 250 selected to deliver** a session with an audience of 100+ at AWS Summit APAC in Singapore; Led on-site implementation of internal security tool in Sydney, Australia and travelled 10+ Indian states augmenting **30+ clients** in pipeline for GF segment.
- Transformed a **\$2.3Bn topline client's** infrastructure from on-premises servers to serverless architecture on the cloud, **saving 40% costs**; and moved another client from self-hosted DBs to managed databases on the cloud, **saving 30%** on cloud billing.
- Designed a robust disaster recovery plan for migrating **1000+ servers**, valued at **\$10M+**, from on-premises infrastructure to AWS by addressing complex and ambiguous challenges by designing their cloud solution architecture.
- Developed technical expertise in Serverless AWS services; proficiently crafted one-click Demos - ETL Analytics Pipelines and CI/CD pipelines using AWS SDK, EC2, Lambda, API Gateway, CloudFormation, etc.

Cloud Engineer 1 Feb 2020 – Nov 2020

- Provided technical support to **400+ customers** from around the world as per service level agreement by applying advanced troubleshooting techniques like analysing logs, debugging applications at infrastructure level etc.
- Streamlined engineers' performance tracking by developing a tool for the department leaders, leading to **15% increase in performance accuracy**; achieved Subject Matter Expertise (SME) in AWS Lambda and Amazon Lex.
- Awarded "Shining Star" as part of recognising exceptional performance among all Cloud Engineers in the team for **Q3 2020**.

COMMUNITY LEADERSHIP

Member & Ambassador, Glamazon India, Amazon's LGBTQIA+ Affinity Group Aug 2020 – Jan 2023

- Mentored 30+ new queer employees, helping them navigate through Amazon's policy on LGBTQIA+ and DEI initiatives.
- Organised 15+ hackathons, workshops and virtual events promoting Glamazon's tech-driven diversity initiatives.
- Outlined blogs & national newsletters for Glamazon India; published on Amazon's Inside Center with 1500+ views & 50+ likes.

ADDITIONAL QUALIFICATIONS

- **Skills:** Strategy, Cross-Functional Collaboration, Consulting, Process Improvement, Data Analysis, Market Research, Vendor Negotiation, Leadership, Communication, Product Management, Change Management, Stakeholder Management
- **Software:** AWS, GCP, Azure, Cloud Infrastructure Migration, Agile Scrum Methodology, Python, C, C++, Bash, R, SQL, HTML, JS
- **Certifications:** AWS Certified Solutions Architect Professional 2022 – 2025, AWS Certified Solutions Architect Associate 2020 – 2025, Google Business Intelligence Specialisation 2023, GCP Cloud Digital Leader 2023
- **Personal endeavours:** I have been a radio jockey at the All India Radio for 10 years, delivering my voice to 30 Mn+ listeners.

Benji K. Phan

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EDUCATION

Master of Business Administration, expected May 2026

Weatherhead School of Management, Case Western Reserve University, Cleveland, OH

Business Analytics, Entrepreneurship, Design & Innovation concentrations

- Planned relevant coursework: Business Analytics, Programming in Business (Python), Predictive Modeling, Data Mining and Visualization, Machine Learning and Artificial Intelligence in Business Analytics, Foundation of Product Management, Digital Innovation Project Practicum, Business Model Innovation, Entrepreneurship through Acquisition, and Managerial Consultancy.
- Dean's Scholar & ROMBA Fellow | GRE 318.

Bachelor of Fine Arts, June 2019

Schnitzer School of Art + Art History + Design, College of the Arts, Portland State University, Portland, OR

Graphic Design major with an emphasis on Human-Centered Design, Advertising Management minor

- Art + Design Scholarships: 2018, 2019 | Five-time Dean's List | GPA 3.64.

PROFESSIONAL EXPERIENCE

Weatherhead School of Management, Case Western Reserve University, Cleveland, OH

08/2024 – Present

Graduate Assistant—xLab Marketing Outreach Coordinator

- Lead stakeholder engagement, community outreach and project management for a grant-funded research and development project to advance privacy-preserving, data-intensive AI-driven innovation in digital credentials, labor and employment market.

Benji K., Ho Chi Minh City, Viet Nam

01/2024 – 07/2024

Independent ESL Teacher & Educational Consultant

- Improved student performance by an average of 1.5 bands on the IELTS Academic examination by teaching custom lessons with integrated communication strategies using creative approaches, student-centered methods, and individualization.

Thesis Agency, Portland, OR

06/2019 – 12/2022

A boutique advertising & design agency whose clients include Nike, Adobe, Kaiser, Taco Bell, Spotify, etc.

Designer

- Created Prism design system, providing creative guidelines for Adobe and global partners to deliver on-brand digital marketing strategy and marketing communication designs for more than 20 products, then partnered with the Technology Director to build an application to automatically transform 3,500 of Adobe's emails into Prism designs, halving time a cost.
- Identified an error in Adobe XD that resulted in critical memory overflow when drawing more than 65,000 elements in a design component, leading to an official patch being engineered and published.
- Built more than 80 digital marketing projects for Adobe, Nike, Kaiser Permanente, and internal clients.

FIR Northwest, Portland, OR

01/2019 – 06/2019

A pro-bono student-led advertising agency.

Associate Creative Director & Art Director

- Co-directed 6 to 8 junior creatives in teams to strategize and execute 3 advertising campaigns for internal and external clients.
- Organized an event celebrating diversity in advertising with more than 200 attendees and 4 speakers from major advertising agencies from New York to Portland.

RELEVANT SKILLS

- Languages: English (bilingual); Vietnamese (native).
- Technical skills: digital design; UI/UX design; web design; marketing and visual communication design; digital marketing; digital advertising; process design; project management; design systems; creative strategy; design research.
- Certification: CompTIA A+ Certification in Information Technology (11/2023 – 11/2026).

LEADERSHIP & VOLUNTEERING

- Session Director, ROMBA Conference, Los Angeles, LA: Develop agenda and moderate a session at ROMBA Conference 2024, 08/2024 – 09/2024.
- Founding Art Director, COMMA, Portland, OR: Named and designed visual identity for COMMA, an organization founded by BIPOC students and faculty at Portland State University to promote diversity within art and design professions, 01/2019 – 06/2019.
- Mentor, Friendtorship, Portland State University, Portland, OR: Mentored high school students through a collaborative community outreach program co-directed by Portland State University and Centennial High School, 01/2019 – 06/2019.
- Tutor, Immigrant & Refugee Community Organization, Portland, OR: Tutored immigrant and refugee students at David Douglas High School in ESL and STEM subjects, 08/2015 – 12/2015.

Xin Li Leong

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EDUCATION

Southern Methodist University, Cox School of Business

Dallas, Texas

Master of Business Administration, Strategy, Entrepreneurship and Finance

May 2025

- Forte Fellow, ROMBA Fellow

Purdue University, Krannert School of Management

West Lafayette, Indiana

Bachelor of Science Industrial Management, Data Analytics and Marketing

Dec 2020

- CGPA:3.95/4.0
- Grace Hopper Conference Scholar, Dean's List

PROFESSIONAL EXPERIENCE

Eli Lilly & Company

Indianapolis, Indiana

Diabetes Brand Payer Marketing Senior Associate

Apr 2023 – Jan 2024

Led key strategy and marketing efforts towards pharmacies while providing support towards patient affordability programs

- Constructed the first pharmacy customer framework by identifying key pain points and leading indicators; initial marketing campaign drove 200% increased engagement with pharmacists.
- Persuaded cross-functional alignment towards potential partnership with digital pharmacy through building a strong business case to improve patient experience and drive a 5x ROI.
- Led renewal of patient affordability program across 5 teams, 75 marketing tactics and 3 iterations within 2 months to ensure patients have a seamless transition in the new year.

Channel Analytics and Reporting Analyst

Jul 2021 – Mar 2023

Owned reporting and maintenance of wholesaler data, focused on finding innovative usages for operational and financial reporting on top of enhancing overall data system.

- Forecasted inventory depletion timing to predict transition to product's new formulation would be dispensed to patients; Advocated to delay press release and sample transition timing contributing to reduced marketplace confusion and less 2% of patients contacting the call center.
- Collaborated with brand financial team to improve product forecasting by 25% through implementation of an additional data source to explain downstream inventory in pharmacies.
- Innovated a new Wholesaler Inventory dashboard for Account Advisors to track key metrics such as CSL, DOH and Missed Sales, this increased user interaction with dashboards by 200%.
- Built a data driven methodology to identify outliers in retail stores inventory levels during product price adjustment to achieve \$200K in savings.

Channel Contracting Associate

Apr 2021 – Jun 2021

Primary contracting associate across 12 specialty pharmacies and entire product portfolio.

- Implemented a new process to track contract cycle turnaround times enabled team to measure specific KPIs and recognize bottlenecks to streamline contracting efficiency.
- Led contracting efforts in negotiation to implement a patient adherence program for specialty drug at 7 pharmacies to impact over 50,000 patient lives.

Deal Development Analytics Intern

May 2020 – Jul 2020

- Designed portfolios for 3 major PBMs to communicate partner nuances such as industry consolidation, formulary nuances and contracting preferences across company for better strategy alignment.
- Created data mapping with data transformation steps to drive standardized workflow among team.

ADDITIONAL INFORMATION

- Co-Lead New Hire Immersion Program for Eli Lilly.
- Lead Purdue Recruiting efforts for Eli Lilly.
- Developed a website to act as resume book for Purdue MS Business Analytics students.
- Skills: Business Case Development, Data Storytelling, Advanced Excel, Tableau, PowerBI, PowerQuery, Python, SQL, R.

MONICA BLEDSOE

240 Brickleberry Ridge | Athens, GA 30605
monicarbledsoe@gmail.com | 678-662-1061

EDUCATION

UNIVERSITY OF GEORGIA TERRY COLLEGE OF BUSINESS, Athens, GA 2024-2026

MBA — Strategy, Business Analytics, Social Innovation

- ROMBA Fellow, Terry Excellence Fund & International Residency Scholarships, Graduate Assistantship

EMORY UNIVERSITY, Atlanta, Ga 2013-2017

BS — Neuroscience and Behavioral Biology

EXPERIENCE

PROMOTING LOCAL AGRICULTURE AND CULTURAL EXPERIENCES, Atlanta, GA 2023-Present

President/CEO

- Established strategic goals and objectives for the Athens Farmers Market board of directors
- Developed new fundraising strategies in collaboration with proposals to 210+ potential sponsors
- Facilitated research on food access impact and presented findings at the Global Food Is Medicine Conference 2023

ESS, Athens, GA 2022-2023

Account Manager

- Analyzed information from education-based CRM, ERP and HRIS systems
- Introduced new methodologies resulting in a 20% improvement in KPIs annually
- Managed and retained 336 substitute teachers across 22 schools, ensuring consistent staffing levels and customer satisfaction at district level

ATHENS FARMERS MARKET, Athens, GA 2020-2023

Program Coordinator

- Fundraised \$350,000 to expand the FARM Rx from 16 families to 100 in three years
- Partnered with non-profit, organized fundraising community 5K, surpassing its fundraising goal by 80%
- Maintained above-average retention rates for the FARM Rx program annually

BEN FRANKLIN ACADEMY, Atlanta, GA 2017-2019

Teacher and Academic Advisor

- Provided personalized instruction in various math curricula to over 50 students daily
- Implemented unique curriculum in 4 subjects to educate students to solve problems efficiently and empathetically
- Applied effective communication skills to coordinate between administrators, parents, and faculty

WE LOVE BUHI, Atlanta, GA 2017-2017

Economic Development Coordinator

- Established relationships with over 40 businesses, fostering growth and collaboration
- Conducted needs assessments and communicated results and action plan with stakeholders weekly
- Performed tasks with an emphasis on attention to detail and completed each to meet tight deadlines

ADDITIONAL INFORMATION

- Technical Skills: Microsoft Excel & PowerPoint, Google Suite, Canva, Budgeting, Database Management
- Data Analysis, Fundraising, Grant Writing Certifications: Six Sigma Green Belt, Management and Strategy Institute, May 2022
- Interests: Cooking, traveling, sustainability, rock climbing, 3D printing

SHIVANI GOEL

Tel: (847) 744-0540 | Email: shivani.goel@yale.edu

EDUCATION

YALE SCHOOL OF MANAGEMENT

New Haven, CT

Master of Business Administration (MBA)

2026

- Dean's Scholarship, ROMBA fellow, and Forté fellow

CARNEGIE MELLON UNIVERSITY

Pittsburgh, PA, US

Bachelor of Science, Decision Science and Statistics

2016

- University Honors, Dean's List 5 semesters
- VP Recruitment for Panhellenic Council, VP Risk Management for Alpha Chi Omega, Statistics Teaching Assistant, Student Advisory Council for Social and Decision Science Department

PROFESSIONAL EXPERIENCE

TIKTOK

New York, NY, US

Senior Research and Insights Partner

2022 - 2024

- Closed over \$15M in additional revenue through proposing and executing customized research and presenting strategic recommendations to senior global stakeholders across entertainment and tech clients
- Created 25+ global and regional strategic narratives with cross-functional teams, featured in company & industry events such as South by Southwest (SXSW) and TikTok World (global product summit)
- Supervised and trained five new insights partners to serve as research subject matter experts for global and regional accounts across ten verticals, tripling team's capacity to support client work

Research and Insights Partner

2021 - 2022

- Filled 100+ ad hoc data requests per quarter, supporting sales teams across five enterprise verticals in pitching clients for new ad campaigns and fulfilling RFPs
- Designed and fielded 20+ surveys to provide insights to create vertical strategy playbooks, shared with key account teams across technology, food & beverage, entertainment, and financial services

MERKLE

New York, NY, US

Senior Associate

2020 - 2021

- Led team of three analysts in building an enhanced campaign reporting solution in Python to reveal cross-media performance insights across two sub-brands and fourteen lines of business
- Designed implementation strategy of Adobe marketing tech suite across web properties of a Fortune 500 client, coordinating execution in partnership with several agencies and vendors

Associate Analyst

2019 - 2020

- Innovated new weekly sales and leads Excel dashboards during the onset of COVID-19 to track the pandemic's effects on sales and client's return on ad spend
- Conducted extensive audience profiling exercises on top consumers to efficiently and innovatively target media spend towards key segments for luxury auto client

ADDITIONAL INFORMATION

- Skills: data analysis in SQL, Python, R, SAS, Excel; survey writing, sampling, programming in Qualtrics, Suzy, AYTM
- Volunteering: active in LGBTQ and women's ERGs; InReach Junior Board Member FY 2023

SHEZAZ HANNAN

shezaz.hannan@duke.edu • (713) 392-2443 • Durham, NC

EDUCATION

DUKE UNIVERSITY, The Fuqua School of Business Durham, NC
Master of Business Administration May 2026

ROMBA Fellow, concentrations in Strategy & FinTech, active member in the Business & Policy Club, Tech Club, Consulting Club, Media, Entertainment & Sports Club, and FuquaPride

DUKE UNIVERSITY, Sanford School of Public Policy Durham, NC
Master of Public Policy May 2026

Co-president of the Technology Policy Club, First-year Representative of PridePol, Technology Policy concentration, active member in the Urban Policy Club, Sanford Run Club, and MPP Student Council DEI Committee, research on platform accountability and technology harms to elderly

THE UNIVERSITY OF TEXAS AT AUSTIN, Cockrell School of Engineering Austin, TX
Bachelor of Science in Chemical Engineering May 2019

Global Business Foundations Certificate, minors in Government and French, study abroad at the University of Edinburgh, Science & Technology reporter for The Daily Texan, Writing Editor for Vector Magazine, Camp Texas Counselor, First-year Interest Group mentor, second place in BASF Sustainability Case Competition

EXPERIENCE

PAYPAL New York, NY
Cybersecurity Policy & Strategy Intern May – July 2024

- Built a security strategy playbook to align PayPal's cybersecurity practices with policymaker priorities globally and prepared actionable messaging on PayPal's cybersecurity policy positions for use in government relations
- Crafted PayPal's position on United Nation's cybercrime treaty negotiations and presented the messaging to the lead negotiator representing PayPal's interests
- Drove strategic participation in key industry alliances through a maturity assessment of PayPal's intelligence sharing partnerships

ACCENTURE Washington, DC
Public Service Consultant 2021 – 2023

- Developed guidelines for administration of \$285 million in American Rescue Plan-funded grants to build broadband infrastructure and programs promoting broadband uptake in the State of Tennessee
- Oversaw creation of grant applications and supporting materials for 5 broadband grant programs
- Established a compliance framework for the dispersal of \$154 million in American Rescue Plan funds to guide procurement processes for Oklahoma County
- Designed sub-recipient risk management program for recipients of Oklahoma County funding, including risk assessment, contracting, and monitoring processes

Consulting Senior Analyst Washington, DC
2020 – 2021

- Recruited and managed a team of 16 consultants & analysts serving as virtual learning facilitators for delivery of a 10-week virtual summer internship program for over 250 high school interns nationwide
- Designed and delivered train-the-trainer curriculum to onboard team of learning facilitators
- Strengthened client relationships with 21 non-profit partner leaders through regular check-ins regarding intern experience

Technology Analyst Houston, TX
2019 – 2020

- Examined information technology portfolio of over 150 software applications for the Texas Department of Transportation through technical data collection, surveys, and interviews with technical teams and business users resulting in over \$1 million in savings annually
- Managed 25 projects for maintenance of a student information system platform using Azure DevOps

ADDITIONAL INFORMATION

Languages: Bengali (native, conversational), French (beginner). **Interests:** Enjoy pop culture trivia and live music. Frequent movie-goer. Goal of visiting 30 countries by 2027 (progress: 26/30). **Citizenship:** Dual US/Canada Citizen.

THO TRUONG THAI

Irvine, CA 92603 | (714) 351-3682 | thaitruongtho1405@gmail.com | <https://www.linkedin.com/in/tho-thai-a54043a6>

EDUCATION

University of California, Irvine, The Paul Merage School of Business, Irvine, CA
Master of Business Administration

April 2026

- MBA Immersion in Healthcare Management and Policy.
- MBA Immersion in Digital Transformation.

University of California, Irvine, CA
Bachelor of Science

March 2017

- Major in Pharmaceutical Science. GPA 3.8.

PROFESSIONAL EXPERIENCE

ZYMO RESEARCH CORPORATION, Irvine, CA

July 2018 - Present

Microbiome Service Operation Manager, December 2020 - Present

- Managed key partnerships and collaborations with biopharmaceutical, academic, clinical research clients accounting for 17% of annual revenue. Prepared and presented quarterly internal performance and financial reports.
- Implemented data-driven strategies to forecast demands and industry trends, allocate resources, and streamline workflows, resulting in a 36% increase in yearly revenue, a 400% boost in processing throughput, and a 40% reduction in costs.
- Established and monitored project milestones and key performance metrics, such as process success rate and customer satisfaction rate, to identify potential issues and ensure project outcome.
- Led a digital transformation initiative with a cross-functional team of six to develop and integrate an e-commerce platform for scientists, enhancing customer experience and receiving strong support from senior leadership.
- Spearheaded global expansion into Germany and South America, adapting to emerging regional market needs.
- Strategized and executed marketing plans, including digital and traditional advertising for application-specific services, capturing previously untapped market share and positioning organization as leader in microbiome research field.

General Manager Operation-Viet Nam, December 2019 - December 2020

- Coordinated and facilitated meetings between legal and finance departments, local attorneys, and local vendors to secure necessary operation and construction permits for manufacturing facility.
- Established effective communication such as weekly cadence meeting to ensure seamless project execution.
- Analyzed and prepared budget and strategic proposals to key stakeholders.

Research Associate, July 2018 - December 2019

- Operated and maintained Next-generation sequencing services with microbiome research focus, delivered high quality with fast turn-around time, ensuring 100% customer satisfactory rate.
- Developed product to simplify shotgun metagenomic library preparation while boosting success rate by 60% for challenging sample types such as cancer tissues, FFPE, environmental samples.

PANGAEA LABORATORY, Tustin, CA

November 2020 - January 2022

Clinical Research Associate - Contractor

- Implemented a high-efficiency workflow for SARS-CoV-2 testing within 1 week, achieving a 24-hour turnaround time.
- Demonstrated initiative by authoring and refining more than 7 standard operating procedure documents for laboratory technician training, clinical sample handling and processing.
- Trained and mentored team of lab technicians in SARS-CoV-2 sample handling and processing.

SKILLS AND QUALIFICATION

- Operations and project management.
- Strategic planning. Risk mitigating. Profit and cost analysis.
- Industry speaker and engagement.
- Next-Generation Sequencing (Illumina, PacBio). xAutomation (Hamilton, Tecan, KingFisher)
- Molecular and microbiology techniques.
- Microsoft suite (Word, Excel, PowerPoint).

ADDITIONAL INFORMATION

- Leadership in Digital Transformation Scholarship.
- Luis Villalobos Endowed Scholarship.
- Zymo Research Special Recognition Award- Emergency Response.
- Undergraduate Research Opportunity Fellowships.

Gavin Livingston

Dallas, Texas | (816) 813-0696 | gavinl@smu.edu | <http://www.linkedin.com/gavinlivingston>

EDUCATION

Southern Methodist University, Cox School of Business Dallas, Texas
Master of Business Administration May 2026

- Cox Distinguished MBA Scholar & ROMBA Fellow

Oklahoma State University Stillwater, Oklahoma
Master of Agriculture, International Agriculture Dec 2016

- GPA: 4.0/4.0

Oklahoma State University Stillwater, Oklahoma
Bachelor of Science, Agribusiness & Economics Dec 2014

- President's Honor Roll

EXPERIENCE

Altair Advisors Chicago, IL
Private Wealth Externship July 2024

Independent wealth advisory firm with over \$6.5B AUM providing investment, financial planning, and client education services

- Integrated into client onboarding, investment strategy, trades, client update meetings, & compliance process
- Assisted with the development of agenda for family meetings and philanthropic giving plans

Fourth Horizon Consulting Austin, TX
Summer Associate Mar 2024 – July 2024

Boutique consulting firm focused on transformation projects of strategy consulting firms

- Drafted multi-year strategy for client firm as part of international team growing company revenue at 5-year 20% CAGR and increase headcount by 300%
- Constructed a market assessment and competitor analysis as a key input for market growth strategy that guided recommendations for future firm growth based on market trends

San Diego Zoo Wildlife Alliance San Diego, CA
Curator of Mammals, San Diego Zoo Safari Park Dec 2021 - April 2024

Leading global wildlife conservation organization with 10 million annual visitors and conservation operations in 50 countries around the world

- Leveraged communication skills to serve as an organizational spokesperson on local TV (30+), national TV (10+), podcasts, online and print media to promote conservation impact and increase visitor attendance
- Constructed strategy and business plan to create new transportation unit that reduced vendor transport costs by 45% while expanding operating flexibility and building new revenue stream
- Built private partner program that operationalized and grew conservation partnerships for the dept by 32%
- Generated 10-year analysis of project budget that identified \$8 million of previously unaccounted for costs

Zoofari Parks Corporation Pensacola, FL
Corporate Wildlife Population Manager Nov 2019 - Dec 2021

Organization operating 4 conservation parks in the US with 5-million annual visitors

- Created strategy that generated a management structure that decreased costs and increased revenue by 30%
- Generated model to predict target populations to meet business objectives reducing operating costs by 20%
- Planned and executed international conservation movement of endangered species from 4 different countries

Conservation Centers for Species Survival Austin, TX
Program Manager, Source Population Alliance & Black Rhino Sustainability Jul 2017 - Nov 2019

Non-profit working to combine resources of private and public landholders to increase conservation impact

- Negotiated MOU(s) with NGO/governments in 3-countries to form cooperative conservation agreements
- Developed endangered species conservation project strategy & infrastructure in Republic of Chad and Niger

Nicholas Lazzaro
(508)-825-6120 | Lazzaron@bc.edu

SKILLS SUMMARY

- Financial Planning
- Capital Budgeting
- Microsoft Office Suite
- Project Management
- Information Systems Management
- SQL, R, Python
- META Business Suite
- Decision Making
- Contract Negotiation
- Client Engagement

EDUCATION

- May 2025 **BOSTON COLLEGE** **CHESTNUT HILL, MA**
CARROLL GRADUATE SCHOOL OF MANAGEMENT
Candidate for Master of Business Administration degree.
Reaching Out MBA USA Fellowship Award
- May 2023 **COLLEGE OF THE HOLY CROSS** **WORCESTER, MA**
Bachelor of Arts degree in Political Science
Ciocca Business Center Shark Tank 1st Place, HC LAUNCH Student Advisor

EXPERIENCE

- 2019- Present **Nick's On-Site Detailing Inc.** **Millbury, Massachusetts**
Chairman, and Founder
- Deliver services efficiently to customers, hiring and managing staff, financial planning and analysis, state, and federal compliance, managing online social media & information systems.
 - Coordinated critical business decisions regarding growth, budgeting, and direction for the company.
 - Produced 26% YOY revenue growth, expanded to hiring 5 employees, demonstrated profitability where FY 2023 is the most profitable year on record exceeding forecasted growth by 28%.
- 2024- Present **Town of Millbury** **Millbury, Massachusetts**
Board Member, Town Council
- Elected in April 2024, in the most contested race in ten years. Ran a forward thinking political campaign with five volunteer campaign staff, raised thousands of dollars in small donor contributions and earned top vote-getter.
- 2020- 2023 **Town of Millbury** **Millbury, Massachusetts**
Board Member, School Committee
- Held office for 2 consecutive terms. Created measurable goals for administration, managed critical decisions for the district, and negotiated with major union groups such as MTA and SEIU. Collaborated with leadership and colleagues to operate Millbury Public Schools.
 - **Leadership:**
Policy Sub-Committee Chairperson-
Approved and advised the Superintendent to enact policy change and adapt language to continue to maintain compliance with DESE/ MASC. Conducted extensive research into policy implementation, outcomes, and alignment within the district.

AWARDS

- Youngest recipient of the Worcester Business Journal 40 Under Forty, Class of 2022
- PULSE Magazine Worcester People to Watch 2022 Award
- Best of Business Award 2024, Worcester Business Journal
- National Top Finalist Start-Out Inc. Pitch Competition, Chicago, IL 2023

JULIA DUGAS

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EDUCATION

GEORGIA INSTITUTE OF TECHNOLOGY, Scheller College of Business

Atlanta, GA

Master of Business Administration (MBA)

May 2026

- Reaching Out MBA (ROMBA) Fellow
- Concentrations: Strategy and Innovation; Leadership

BOSTON UNIVERSITY, Questrom School of Business

Boston, MA

Bachelor of Science, Business Administration

May 2019

- Concentrations: Organizational Behavior; Operations and Technology Management

EXPERIENCE

ERNST & YOUNG, LLP (EY)

Atlanta, GA

Senior Consultant

Staff 2019 – 2021, Senior 2021- 2024

- Training Workstream Co-Lead and Instructional Designer (IBM Maximo Implementation)
 - Built nine training courses (six Web-Based and three Instructor-Led) and accompanying materials for an end user population of over 1400 Maximo users on topics including Work Management, Asset Management, and Maximo Spatial
 - Constructed training courses concurrently with solution build, integrating into the Work Management workstream to assess how changing functional requirements would impact any Organizational Readiness activities
 - Developed and maintained e-Learning and Instructor Led Training (ILT) course style guides and content standards to ensure brand consistency and accuracy across curriculum, with particular emphasis on designing accessible course standards for users using a variety of web accessibility tools
- Instructional Designer and Training Content Developer (HR Support for the design and launch of a new subsidiary)
 - Co-designed a learning plan for plant floor employees to introduce employees to their roles while achieving learner proficiency in custom robotics solution being deployed
 - Developed technical content holistically by manufacturing zone, requiring detailed knowledge of several disparate processes (i.e., industrial Fanuc robots, RPA logic-driven conveyors, operator intervention points) and dependencies between them
 - Analyzed technical manuals and testimony from subject matter experts to transform highly detailed technical information into engaging and impactful training materials using personification and storytelling elements
- Organizational Change Management and Communications Support (multiple engagements)
 - Drove execution of organizational change management deliverables such as change impact assessments, change strategies, communications strategies, and training strategies
- Managed and mentored Staff and Interns on engagements and internally
- Chaired meetings with high level leadership across engagements and industries
- Engaged in pursuits and business development work across several industries including Consumer, Energy, and Life Sciences

PRICEWATERHOUSECOOPERS, LLP (PWC)

Boston, MA

Management Consulting Intern

June – August 2018

- Worked with a multibillion-dollar client on a change management project to ensure successful and sustainable organizational change amid software overhaul and strained contract negotiations with multijurisdictional unions.
- Built and delivered a training course to demonstrate the value of Tableau dashboarding software to an engagement team, with a webcasted recording for knowledge sharing across the People and Organization competency.

ADDITIONAL INFORMATION

Certifications: Prosci Change Management Practitioner, Lean Six Sigma Green Belt

Skills: Training strategy and curriculum design, Training content development, Global teaming, Stakeholder interviews, Agile principles, Problem solving, Critical thinking, Teamwork, Attention to detail, Communications, Leadership, Change Management, Adaptability

Computer: Articulate Storyline, Articulate Rise, Articulate360, Mural, Microsoft Office Suite, Microsoft Project, Microsoft Visio, Adobe Captivate, Tableau, Google Office Suite, Jira

NICOLA YU

Tel: (470) 263-1970 | Email: nicola.yu@yale.edu

EDUCATION

YALE SCHOOL OF MANAGEMENT

New Haven, CT

Master of Business Administration (MBA)

2025

- Forte Fellow, ROMBA Fellow (2 out of 339 MBAs), Half Tuition Scholarship
- Leader at Yale Blockchain Club, PE/VC Club, Impact Investing Fellow at Meng Fund
- InSITE Venture Fellow, 1st Place of Fidelity Investing Innovation Case Challenge among 20+ MBA startup founders

GEORGIA INSTITUTE OF TECHNOLOGY

Atlanta, GA

Bachelor of Science, Industrial Engineering, Emphasis on Quality & Statistics

2016

- High Honor; Dean's List; Valedictorian Candidate; President of World Vision Charity; Leader of Institute of Engineering
- Co-op program internship with Delta Air Lines (top <3% of class), Quantitative Analyst, 2015-2016

PROFESSIONAL EXPERIENCE

APAC MANUFACTURING / SHINNKUU (Consumer Tech Startup)

New York, CT

Chief Product Officer MBA Intern

2024 – Present

- Spearheaded the launch of two comprehensive digital marketing campaigns that increased user acquisition by 80%
- Collaborated cross-functionally with product development teams to create a cohesive go-to-market (GTM) strategy, resulting in a 75% boost in customer retention

PLATE-X INC., spinoff of Sino-Peptide Corp. (Tech Startup)

New York, NY

Chief Product Officer, Plate-X (Graduates of 2 top accelerators, top 1% of all applicants, funded by Yale).

2019 - Present

- Plate-X is a marketplace for healthy and eco-friendly snacks; expanded partnership with 20+ chains, including H Mart
- As a founder, led research, development, marketing and sales of all Sino-Peptide products; owned 5 international patents
- Designed and conducted 2000+ client surveys which led to GTM changes, doubled customer satisfaction rate
- Helped Scale.ai train large language models on the STEM field to ensure 100% output quality for ChatGPT

TSAI CENTER FOR INNOVATIVE THINKING AT YALE (Tsai CITY)

New Haven, CT

Investment Associate (Part-time)

2023 – 2024

- Evaluated 5+ potential fundraising and investment art projects serving underrepresented groups and conducted analysis
- Published a research paper on diversity and inclusion in investing in art space analyzing the doubling in discrepancies

IRVIN MEDICAL SCHOOL, COLUMBIA UNIVERSITY

New York, NY

Senior Data Specialist / Digital Platforms & Analytics Specialist

2019 - 2022

- Extracted industry reports and building online platforms for patient analysis, improving cancer data efficiency by 200%
- Drove automated procedures for 500+ employees and saved 50% of work time, presented research to the senior team

CURINOS (NOVANTAS)

New York, NY

Product Solutions Analyst

2018 - 2019

- Drove transformational improvements for 5+ Fortune 500 financial institutions by developing detailed account management plans through analyzing financial data, recommending and coaching clients on changing strategies
- Synthesized quantitative analysis to give clients granular views of banks' performance to increase deposit amount; helped clients increase customer deposit amount by up to 15%

CAPITAL ONE FINANCIAL CORPORATION

Mclean, VA

Senior Associate – Decision Science

2017 - 2018

- Led multiple analytical work-streams pinpointing targeted customer segments, achieving ROI on \$5M+ annual marketing campaigns, ensuring 100% data quality using SQL and A/B Testing Methods
- Conducted financial and quantitative analysis by using historical campaign results to refine customer targeting process further, increasing customer deposit rate by 15%; presented recommendations and results to the senior leadership team

ADDITIONAL INFORMATION

- Membership: Professional Mentor at Braven New York, conference session director, speaker on industry trend
- Skills: Generative AI, LLM, SQL, Python, HTML, CSS, Java, Linux, VBA, Tableau, AWS, Minitab, R, Salesforce
- Foreign Languages: English, Chinese (Native), Spanish (8 years), French (Basic), German (Beginner)
- Interests: Public Speaking (1K+ audiences), Travelling (30+ Countries), Piano (Level 10)
- Certifications/Awards: NextGen 30 Under 30, Six Sigma Green Belt, Lean Green Belt

John (Jack) T. Noble

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EDUCATION

TUCK SCHOOL OF BUSINESS AT DARTMOUTH

Candidate for Master of Business Administration degree, June 2026
Consortium Fellow & ROMBA Fellow

Hanover, NH
2024-2026

UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

B.S. Business Administration Magna Cum Laude with Honors
GPA: 3.712

Chapel Hill, NC
2016-2020

- Order of the Golden Fleece - UNC's highest honor given for outstanding motivation, loyalty, and leadership
 - Pam Bailey Volunteer of the Year Award Recipient 2017 - First UNC student to receive recognition
 - Honors Thesis: Medicaid Work Requirements: The Impact on Payer Mix and Profit Margins at Disproportionate Share Hospitals in North Carolina
-

EXPERIENCE

CVS HEALTH

Product Manager, Retail Omnichannel Operations & Strategy

Woonsocket, RI
2023-Present

- Drove a 22% increase in prescription pickup rates and a 48% reduction in customer wait times by leading a matrixed team of 5 through development and launch of RX Pickup Lockers
- Achieved \$23.5M in labor cost-savings through Rx Pickup Locker pilot in 50 stores by conducting extensive data analyses and market research to understand customer trends, archetypes, and transaction times
- Attained an 8% increase in customer satisfaction scores by establishing and maintaining strong relationships with key stakeholders, including customers, partners, and internal teams, to drive Rx Locker product success
- Managed the \$82M Omnichannel Innovations new product budget to meet profit and cost-savings goals. Created budget model and multi-year forecasting, and provide monthly budget and cost reports to Chief Executives
- Increased the CVS Latinx Colleague Resource Group membership growth by 12% by developing member growth and engagement initiatives for 2800+ members as the National Co-Chair for Member Engagement

Product Senior Analyst, Retail Pharmacy Innovation, Growth, & Strategy

2022-2023

- Spearheaded exploration and development of new Social Determinants of Health retail pharmacy products by coordinating with legal, IT, enablement, and client teams. Increased medication fills by 13%, pickups by 11%, and reduced return to stock medications by 4%, by deploying an SDOH product for 45k patients
- Achieved a 3% increase in medication adherence for client and a renewed client contract by leading product development, launch, and statistical impact analysis of 2 new retail pharmacy products for 1.8M patients
- Established and lead a DEI team for 600+ Store Operations colleagues. Initiated a DEI Lunch & Learn Series to educate colleagues on DEI topics and introduced a DEI onboarding session for all new team members

Product Analyst, Medicaid Operations & Strategy

2020-2021

- Distributed ~130K member gift cards for Aetna's largest state Medicaid health plan by deploying new technology systems for outreach and vaccination tracking
 - Directed \$23M in new cost-saving initiatives per year for a \$2B revenue Medicaid plan by building new project and data systems. Oversaw \$14M in savings by expanding systems to another \$1B revenue health plan
-

PERSONAL

Carolina T.E.L.L.S., Founder & Board of Directors (2016 - Present)

- Piloted a customized tutoring program for 200+ students at 7 schools to boost English proficiency and academic success among students who are recent immigrants or refugees
- Grew organization from 7 to 180+ members by creating, implementing, and sustaining marketing strategies to incorporate organization's mission and vision, becoming the largest tutoring organization on campus
- Perform member retention, external relationships, and program innovation by serving on the Board of Directors

Management Leadership for Tomorrow, MBA Prep & Professional Development Fellow (2023 - Present)

UNC Young Alumni Leadership Council, Selection Co-Chair & Member (2021 - Present)

UNC Alumni Committee on Racial & Ethnic Diversity, Board Member (2023 -Present)

UNC Hodges Scholars Advisory Council, Board Member & Alumni Representative (2023 - Present)

Languages: Native Spanish/Boricua | Conversational Thai - supported clients in locale

Interests: Making Spamjoes, Mastering Cookie Recipes, Guava Growing

Conor O'Malley

Conie – they/them//theirs

Washington, D.C. 20009 | (518) 646-9866 | conor.e.omalley@gmail.com | linkedin.com/conor-e-o-malley

EDUCATION

American University, Kogod School of Business - Washington, DC

Bachelor of Science in Business Administration – Accounting Specialization

May 2022

Dean's List, Cum Laude

Master of Business Administration & Master of Science – Analytics (Degree in Progress)

May 2025

Reaching Out MBA Fellow

WORK EXPERIENCE

KPMG – Washington, D.C.

Associate – Advisory

July 2022 – Present

- Worked with multiple international clients, spanning a wide variety of industries to provide creative and efficient supply chain management solutions
- Led over 30 client facing meetings that resulted in software configuration decisions, project deliverable approvals, and service integration solutions
- Led more than 15 testing sessions across procurement, financials, and inventory management workstreams, beginning with use case analysis, test script creation, and testing moderation for multiple testing iterations

19th Special Forces Group, United States Army - Middletown, RI

Special Forces Senior Engineer Sergeant

April 2020 – Present

- Spearhead development and implementation of a 6-week training course for Lebanese Special Operations Forces (SOF) that is now a nationwide training program
- Developed physical preparation program for detachment members to increase physical performance and combat survivability
- Supervised movement of equipment for a Special Forces company (187 personnel) to 4 separate countries with zero loss of equipment or discrepancies
- Planned team tactical training program that included weapons, technical communication equipment, medicine, and explosives

10th Special Forces Group, United States Army - Ft. Carson, CO

Special Forces Senior Engineer Sergeant

November 2013 – April 2020

- Trained U.S. Special Forces soldiers in physical preparation for Combat Diver Qualification Course
 - Maintained accountability and organized maintenance of over \$1.25 million of equipment
 - Reconciled over \$300,000 of funds for logistical and life support activities, including the construction and occupation of a firebase housing over 750 personnel
 - Led intelligence operations and fusion cell for Special Forces Operational Detachment – Alpha for 3 combat deployments, using Palantir to compile intelligence and Significant Actions (SIGACTs), open-source and government imagery programs to reconnoiter objectives, and develop target intelligence packets (TIPs)
 - Coordinated intelligence operations and reporting across combat theaters, communicating and integrating with other units and agencies and briefed directly to Ambassadors, Chiefs of Station, and Commander of Forces in Afghanistan
 - Executed over 50 combat operations as a Cell Leader, responsible for all men, weapons, and equipment of Americans and 50 foreign SOF soldiers
 - Developed and led training program for 150 foreign SOF soldiers in breaching and demolitions
-

SKILLS AND INTERESTS

Computer:

Python, R, basic knowledge of SQL, Tableau, RapidMiner, and Palantir

Microsoft Office (Word, Excel, PowerPoint, Project)

Oracle Cloud Software as a Service products

Certifications:

Oracle Cloud Certified Inventory Implementer (August 2023)

Oracle Cloud Certified Procurement Implementer (March 2024)

Top Secret – SCI Security Clearance (Granted: August 30, 2018)

Emerald Nomad – Advanced Special Operations and Techniques Level III (Graduated: November 2018)

CPR / AED and First Aid (August 2023 – August 2025)

Language:

Working knowledge of Russian language

AVRIL DUNLEAVY

avril.dunleavy@mba.utexas.edu

(917) 684-9556

linkedin.com/in/avrildunleavy

EDUCATION

THE UNIVERSITY OF TEXAS AT AUSTIN, McCombs School of Business, Austin, TX **May 2026**

Master of Business Administration

Forté Fellow

ROMBA Fellow

EMBRY-RIDDLE AERONAUTICAL UNIVERSITY, Daytona Beach, FL **December 2020**

Master of Science in Unmanned Systems

BATES COLLEGE, Lewiston, ME **May 2015**

Bachelor of Arts in Rhetoric

EXPERIENCE

NORTHVALE TECHNOLOGY, Salt Lake City, UT **2023 - 2024**

Founder

- Provided digital consulting services including website development, SEO optimization, and custom web tools
- Built custom 'ingredient checker' widget for health services client, improving organic website traffic by +1,500%
- Launched SEO strategy for oil and gas client to drive first page organic website rankings through strategic search terms

CLEAR, Austin, TX **2021 - 2023**

Lead Frontend Software Engineer (2022 - 2023)

- Developed and delivered full-stack code for CLEAR's TSA PreCheck project, ensuring best practices in testing, documentation, and observability for applications used in 33 airports nationwide
- Led a team of front-end engineers to guide architectural decision-making for 30+ new product features including secure, frictionless customer identity and access management
- Partnered with product team and key stakeholders to ensure biometric product development complied with Federal Risk and Authorization Management Program guidelines

Software Engineer Consultant - Slalom (2021 - 2022)

- Collaborated with hardware integrations to increase speed of biometric facial capture and fingerprint scanning by 50%
- Implemented process improvements to enhance development efficiency and code quality, leading to faster delivery times and more robust software solutions

PANASONIC, Denver, CO **2021 - 2021**

Software Engineer

- Initiated and executed process improvements streamlining software development lifecycle

IBM, Austin, TX **2019 - 2020**

Software Engineer

VISTAPRINT, Silver Springs, MD **2018 - 2019**

Software Engineer II

ADDITIONAL

- Forte Fellow, ROMBA Fellow, Women in Technology, Lesbians Who Tech, Society of Women Engineers
- Computer Software: MS Word, Excel, PowerPoint, Google Analytics
- Computer Languages: Javascript, Ruby, Python, SQL, AWS
- Drones, Space, Skiing and Surfing
- Mentor: Lambda School, Code Platoon, Society of Women Engineers, Adler Planetarium
- **Work Eligibility:** Eligible to work in the United States with no restrictions

MASALA KEANNE THOMAS

Telephone: (405) 517-3464 | Email: keanne.thomas@vanderbilt.edu | LinkedIn: <https://www.linkedin.com/in/masala-thomas/>

EDUCATION

VANDERBILT UNIVERSITY | OWEN GRADUATE SCHOOL OF MANAGEMENT

Nashville, TN
2025

Master of Business Administration (MBA)

- Concentration: Human Organization & Performance (HOP/HR), Marketing, and Strategy
- Scholarship: Dean's Scholar – Merit-based, 100% tuition scholarship
- Fellowship: Forte MBA Foundation, National Black MBA Association, and Reaching Out MBA Association
- Awards: Second Place in the National Black MBA Association 2023 Graduate Case Competition

UNIVERSITY OF OKLAHOMA | GAYLORD COLLEGE OF MASS COMMUNICATION

Norman, OK
2022

Master of Arts (MA) in Strategic Communication and Digital Strategy

- Concentration: Employer Branding and Recruitment Marketing

UNIVERSITY OF CENTRAL OKLAHOMA | COLLEGE OF BUSINESS

Edmond, OK
2017

Bachelor of Business Administration (BBA) in Business Management

- Concentration: Human Resources Management and Organizational Behavior

PROFESSIONAL EXPERIENCE

PFIZER INC.

New York City, NY
2024

MBA Summer Associate – US LITFULO (A prescription oral capsule that treats alopecia areata)

- Developed a multi-phase marketing strategy for the current advertising campaign to determine the second phase launch by analyzing quantitative data and conducting external feedback interviews to track key performance metrics of the initial launch
- Planned an unbranded marketing plan for Alopecia Awareness Month in September 2024 including creating an email and social media campaign showcasing Alopecia Areata (AA) patient stories through testimonial videos and quotes
- Presented strategic plan and recommendations on the current advertising campaign and budget to the senior management team within the dermatology and immunology department

CHLOETA, LLC. (A Native American-owned government contracting company)

Oklahoma City, OK
2023

Senior Recruiter – Healthcare and Corporate

- Recruited over 50 healthcare professionals for Indian Health Services (HIS) increasing headcount from 72% to 80%
- Established internship recruiting strategy including creating partnerships with 6 Oklahoma-based universities for Summer, Fall, and Spring internships within the meteorology department and corporate office
- Created a virtual recruitment flowchart and dashboard for corporate positions which decreased the hiring cycle by 7 days
- Managed newly formed Women, Black, and Veteran Employee Resources Groups (ERGs) for corporate employees

CACI INTERNATIONAL, INC. (A government contracting company)

Oklahoma City, OK
2019 – 2022

Talent Acquisition Advisor

- Supervised four Associate Talent Acquisition Advisors on several government contracts to achieve project headcount goals
- Recruited over 200 qualified background investigation employees for a joint government contract with the Department of Defense (DOD) and Department of Justice (DOJ) increasing headcount from 50% to 95% within a fiscal year
- Conducted new hire training for new Talent Acquisition Advisors increasing satisfaction by 50% and decreasing turnover by 20%
- Cofounded and served as an Oklahoma City liaison for Women, Black, Latinx, and Veteran Employee Resources Groups (ERGs)

Associate Talent Acquisition Advisor

2018 – 2019

- Recruited over 75 information technology (IT) employees for a government contract with the National Reconnaissance Office (NRO) increasing the headcount from 75% to 95%
- Designed and posted biweekly recruiting marketing ads for internal positions on LinkedIn increasing applications by 15%
- Facilitated cross-functional biweekly meetings with Talent Acquisition and Onboarding teams decreasing hiring errors by 50%
- Cofounded Employee Engagement Committee to create a positive work environment and increase overall engagement

SCHLUMBERGER OILFIELD SERVICES

Oklahoma City, OK
2017 – 2018

Human Resources Representative

- Supervised all human resource and recruiting support for over 400 field employees and 20 field managers in Oklahoma City
- Organized monthly employee events that increased engagement by 50% and decreased turnover by 25%
- Increased productivity by 25% over 9 months with HRIS Implementation training for over 20 field managers
- Managed new hire process for all new employees in Oklahoma including assisting with benefits and creating first-day activities that increased new hire retention by 20%

ADDITIONAL INFORMATION

- CRM/ATS: Workday Enterprise Management Cloud, ADP Workforce Management, Paycom HR Management Software
- Analytics Tools: PowerBI, Tableau, R, Excel, and Canva

ERIC MUÑOZ HERNÁNDEZ

(787) 638-9965 • eric.munoz@mba.berkeley.edu • linkedin.com/in/eric-munoz-hernandez

EDUCATION

University of California, Berkeley, Haas School of Business

May 2026

Master of Business Administration

- Consortium for Graduate Study in Management (CGSM) Fellow and Reaching Out MBA (ROMBA) Fellow

University of Puerto Rico, Mayagüez, College of Engineering

December 2014

Bachelor of Science in Mechanical Engineering, Magna Cum Laud

- Minor in Project Management (College of Business Administration)
-

EXPERIENCE

Central, New York, NY

September 2021-May 2024

Technology Startup for Gamification, Performance Management and Micro-learning

Customer Success Manager

- Managed a \$4M enterprise account portfolio, achieving 95% customer retention from onboarding to renewals
- Designed tailored solutions based on client's success metrics, resulting in \$1.5 million in revenue growth; excelled at adapting platform capabilities to meet atypical client needs and solutions through pilot programs
- Lead process optimization efforts, improving team productivity by 33% through streamlined operations
- Enhanced business review process by building five custom reports that proved value of the platform; delivered two analytics enablement sessions to internal team, driving better data driven decision-making

Accenture, Philadelphia, PA

March 2015-August 2021

Management Consulting Manager (December 2018-August 2021)

- Spearheaded 3 digital transformations, across the utilities, chemical and natural resources and entertainment industries, leading the training, communications, stakeholder engagement and change workstreams
- Developed dynamic Power BI visualizations to assess the impact of digital transformation across 26 sites for a Global Chemical company; data-driven approach built client trust that strengthened relationship with Accenture
- Managed my largest team, consisting of 5 offshore developers, 2 internal analysts, 2 external coordinators, and 30 business trainers, mobilized team to meet challenging deadlines, coordinating synergies across teams
- Mentored 6 counselees, guiding their development and advocating for them during talent discussions, which resulted in 4 of them getting one or more promotions

Management Consultant (December 2016-November 2018)

- Led change management efforts during the merger and acquisition of two companies, identifying the impact of more than 250 process, tools and procedural changes and effectively communicating these to all stakeholders
- Spearheaded initiatives that supported over 50 change agents in adapting to new processes and coordinated war room support during the critical go-live phase

Technology Consulting Senior Analyst (January 2016-November 2016)

- Conducted 45 training sessions for over 800 employees across four companies, earning a commendation letter from the VP of Operations for delivering high quality trainings to linemen, engineers and field technicians
- Led a team of 3 offshore training developers to create 15 personalized training modules under tight deadlines, integrating practical exercises and e-learning content to enhance knowledge retention across departments
- Collaborated with subject matter experts in transmission, distribution, substations and customer service at four companies to tailor the learning experience by gaining a deep understanding of their specific processes

Technology Consulting Analyst (March 2015-December 2015)

- Guided technical developers to ensure that the data conversion aligned with the business requirements
 - Conducted workshops with operations SMEs to map out 18 current "as-is" processes and collaboratively design the "to-be" processes, for transitioning to a new system
 - Created 100+ test scripts for a home build mobile application, conducted 1K+ test scripts across all testing phases
-

ADDITIONAL

- Leadership: Led the Accenture office Employee Resource Group (ERG), supported DEI recruiting, and led local volunteer events through leadership roles in Hispanic American and LGBTQ+ community initiatives
- Interests: Amateur improv enthusiast, strategic board game player, and recreational salsa dancer
- Skills: Data Analytics, Python, C++, SQL, Power Bi, AI, Machine Learning, Tableau, Project Management

Sophie Trachtenberg

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EDUCATION

TUCK SCHOOL OF BUSINESS AT DARTMOUTH

Candidate for Master of Business Administration degree, June 2026

ROMBA Fellow, Forté Member, Marketing and Brand Management Club, Retail and Consumer Goods Club, Jewish Student Association, Tuck Pride, John Barleycorn Society, Basketball Club

Hanover, NH
2024-Present

BRANDEIS UNIVERSITY

Bachelor of Arts in Psychology, Magna Cum Laude, Phi Beta Kappa (top 1% of class), 3.99 GPA

Minors in Hispanic Studies and Health: Science, Society and Policy; study abroad at Universidad de Buenos Aires; varsity women's basketball team member and 2020-21 captain; 3x published author in sociology and nursing journals with 100+ citations

Waltham, MA
2017-2021

EXPERIENCE

BRANDEIS UNIVERSITY

Special Assistant to the Chief of Staff, Office of the President

Waltham, MA
2023-2024

- Managed 4-month cost-reduction study, leading team of 7; analyzed student enrollment, faculty contracts, and research centers, identifying \$2M in annual savings through changes to organizational structure, academic and administrative policies, and accounting practices. Study included gathering data from HR and Finance, consultations with university legal teams, and shaping final recommendations for use by President, Provost, and VP for Finance and Administration
- Directed presidential initiatives in response to Israel-Hamas War; organized 9 roundtables with Middle East scholars, triaged communications and media inquiries from global publications, and marketed multi-university antisemitism symposium with 120+ administrators from 20+ colleges
- Facilitated proposed transformation of operations, staffing, and marketing strategy for 17-person Communications Department over 5-month time frame; arranged 9 focus groups for data collection and shaped final recommendations report for leadership
- Spearheaded marketing project highlighting Jewish student life on campus under 3-week deadline in response to Israel-Hamas War, including the production of 12 videos receiving 350k+ views on university social media channels; record high of 90 transfer applications received following marketing efforts
- Served on search committee for new Director of Athletics; identified 10 semi-finalists out of ~60 qualified applicants for virtual interviews, invited finalists for on-campus interviews and hired top candidate

Presidential Fellow, Office of the President

2021-2023

- Represented President's Office on 5-person pandemic management team, analyzing COVID data twice weekly to draft and recommend policies to leadership; implemented and communicated policy changes to 10k constituents
 - Undertook interim Presidential Writer position for 5 months; executed 120+ communications on the President's behalf, including community messages, board meeting talking points, and speeches; communications reached 60k constituents
 - Designed Excel model in partnership with Finance Department, processing survey inputs from 35 senior faculty and staff members to produce ranking of 8 university priorities; strategically informed President's decision-making regarding operating budget reallocations and vision for university brand
 - Supervised 15-person faculty task force during evaluation of university's academic administration structure; centralization of services and staffing created \$500k in annual cost savings and streamlined decision-making for Provost
 - Coordinated with 90 departments to design and launch an online platform highlighting university's anti-racism strategy; led university-wide communications and liaised with constituents to share feedback with administration
 - Redesigned student commencement speaker selection process as part of presidential initiative to improve interest and quality of the speeches; socialized redesign with community stakeholders and supervised implementation; led 2 selection committees evaluating 70 nominations; speeches now used for fundraising and alumni relations outreach
-

PERSONAL

Food, Beer, and Grocery Store Aficionado: lifelong foodie with special interest in Vietnamese and other Asian cuisines; developed a "Boston food list" with 90+ restaurant, bar, brewery, and grocery store recommendations; New England IPA connoisseur

Deadhead and Concertgoer: superfan of the Grateful Dead, traveling to 12 US cities for 18 cover shows; have attended 100+ concerts and counting, supporting local Boston-area artists and popular labels alike

Distance Runner and Marathoner: former high school cross country runner with passion for road races and relays; Heartbreakers Boston trainee and Boston Marathon 2023 finisher; charity runner for Good Sports, Inc., raising nearly 12k for the organization

SYED BILAL HYDER

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EDUCATION

UCLA Anderson School of Management, Los Angeles, CA | MBA, Full Time Program Expected June 2026

- Honors: Reaching Out MBA LGBTQ+ Fellow
- Memberships: Management Consulting Association, Out@Anderson, Outdoor Adventure Club, University Conduct Board

Washington University in St. Louis, St. Louis, MO | A.B. in International and Area Studies, Chinese December 2018

- Honors: Dean's List, Fall 2018
- Memberships: Student Government Executive, Sigma Iota Rho, Alumni Interviewer, WashU Rowing Team

PROFESSIONAL EXPERIENCE

JPMorgan Chase & Co. (JPMC) New York, NY

Vice President, International Private Bank (IPB) Chief of Staff January 2024 – May 2024

- Developed new strategy for IPB's Client Recognition program, expanding to 13 new markets and onboarding 300+ Clients
- Briefed IPB President and senior leadership on bi-monthly complaint trends, resolutions, and resulting process improvements
- Co-Chaired JPMC LGBTQ+ employee resource group's Community Development pillar for NY, NJ, and CT

Senior Associate, International Private Bank (IPB) Chief of Staff January 2023 – December 2023

- Directed client feedback driven organizational improvements, sourcing 50+ new projects for adoption by product partners
- Delivered bi-weekly trend analyses on client complaint and feedback data to audiences of 200+ Bankers and Investors
- Built operating model for a process improvement team, developing an eight person team located across three continents
- Managed and mentored two Summer Analysts through capstone projects, setting performance goals and providing feedback

Associate, Corporate Responsibility (CR) Strategy September 2021 – December 2022

- Executed transformation of CR's Global Strategy, creating a five year plan to integrate CSR practices into business strategy
- Synthesized monthly Operating Committee materials to brief Firm's Vice Chairman on topics relevant to his mandate
- Initiated firm response to flooding in Pakistan, driving \$2MM+ charitable contributions and gaining senior leader recognition
- Partnered with retail and commercial bank stakeholders to build a strategy to equitably deploy JPMC initiatives across the US

Booz Allen Hamilton Washington, DC

Senior Consultant, Commercial Consulting Capability January 2021 – September 2021

- Led a DEI best practices study to redesign a Client leadership program as part of a White House-bound strategy deliverable
- Managed a study of 10 nation-building lessons learned for use in creating a governance model for a post-conflict nation
- Organized staffing assignments and contributed to proposal research to capture a \$400MM government health contract
- Spoke in external panels and recruitment efforts through GLOBE+, the LGBTQ+ Employee Resource Group

Consultant, Commercial Consulting Capability March 2020 – December 2020

- Furthered client mission through development and delivery of a landscape study on 30 emerging technological threats
- Leveraged research and analysis skills in delivering weekly written Open Source Intelligence products for a DoD client
- Engaged Firm leadership to adopt additional DEI trainings for employees, facilitating three account-wide DEI conversations

The Center for Naval Analyses (Federally Funded Research and Development Center) Arlington, VA

Research Assistant, Indo-Pacific Security Affairs Program June 2019 – February 2020

- Provided research analyses of Indo-Pacific political-military issues to support three research papers for the US Navy
- Authored two sections of a research publication, "Mapping the Information Environment in the Pacific Island Countries"
- Coordinated and liaised with high level counterparts including DoD clients, sister institutes, and foreign dignitaries

LEADERSHIP AND SERVICE ACTIVITIES

LGBT Center of New York New York, NY

Young Leaders Board Member October 2023 – Present

- Planned and executed three events in support of Center HIV/AIDS programs and Mental Health support initiatives
- Onboarded 145 new donors and cycled 275 miles for Cycle for the Cause, raising \$7K in support of HIV/AIDS programs

Pacific Forum Honolulu, HI

Young Leader, Young Leaders Program December 2019 – Present

- Collaborate with experts on research, attending conferences and contributing to various publications on Indo-Pacific issues
- Authored and published "How to advance US-Myanmar relations? Go after the low-hanging fruit," in a regional journal

LANGUAGES AND INTERESTS

- Languages: English (Native), Urdu (Native), Mandarin (Intermediate), German (Elementary)
- Interests: Foreign Affairs, Public Health, Baking, Planes, Cycling, XC Skiing, Fishing, Marathons (Copenhagen '24)

Ifan (Evan) Shih

(416) 831-0182 • ifan.shih@rotman.utoronto.ca • <https://www.linkedin.com/in/ifanshih/>

Marketing professional in software startup and restaurant industry. Adept at creating and executing strategic marketing plans drive business growth. Strong experience in multi-cultural environments, serving teams and clients in Southeast Asia. Recognized for leadership to the LGBTQ+ community as a Fellow of the Reaching Out MBA program

- Problem-solving and analytical thinking
- Leading and managing diverse teams
- Building trust-based client relationships

EDUCATION

Rotman School of Management, University of Toronto, Toronto, Ontario
MBA Candidate, 2026

- Reaching Out MBA (ROMBA) Fellow, 2024
- Entrance Scholarship, 2024

Fu Jen Catholic University, New, Taipei City, Taiwan
Bachelor in Advertising and Public Relations, 2019

- Student commencement speaker, 2018
- President, Student Association of College of Communications, 2018
- President, Student Association of Department of Advertising and Public Relations, 2017

PROFESSIONAL EXPERIENCE

The Oddle Company Pte. Ltd, Taipei, Taiwan

Singapore-based leading software solution for the restaurant industry in Southeast Asia.

Assistant Marketing Manager, 2023 - 2024

- Ensured business continuity by collaborating with founder and Singapore headquarters to develop a crisis management strategy and post-crisis plan after a major financial setback
- Launched new service "Oddle Audience Marketing," resulting in US\$1.5mn in sales from restaurant clients within six months, contributing to company's financial recovery
- Led marketing efforts for a strategic partnership with Singapore Mass Rapid Transit, achieving over 6 million impressions and contributing to a 4% revenue growth

Senior Marketing Executive, 2022 - 2023

- Addressed client trust issues through competitor analysis and strategic media engagement, leading to 185% growth in restaurant owner sign-ups
- Delivered digital marketing training and consulting to over 100 collaborated restaurant owners, resulting in a 12% sales increase for attended restaurants and enhanced client relations

Marketing Executive, 2021 - 2022

- Developed first marketing campaign attracting customers to order food from partnered restaurants through Oddle's platform resulting in a 120% growth in online sales and an 80% increase in average order value
- Optimized partnered restaurants advertising spend by analyzing campaign performance and reallocating budget to high-performing channels, resulting in a 30% increase in ROI

AUNT STELLA Inc, Taipei, Taiwan

Premium cookie brand with over 20 outlets in Taiwan

Marketing Specialist, 2019 - 2021

- Led the Taiwan market entry evaluation plan with 2 colleagues for franchising an international cinnamon roll brand presenting a comprehensive business analysis and strategic recommendations to senior management
- Created a new product package for home enjoyment during the COVID lockdown addressing decreased demand for gifting products resulting in 2,000 sets sold out within 30 minutes on launch day

ADDITIONAL INTERESTS AND ACHIEVEMENTS

- Honor speaker at alma mater on topic "Coming Out: A Story of Self-Discovery and Resilience"
- Proficiency Language: English and Mandarin Chinese
- Hobbies: fitness, tennis, K-POP and painting

MRINALINI "NALI" SHAH

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EDUCATION

DUKE UNIVERSITY, The Fuqua School of Business Master of Business Administration (Health Sector Management Certificate) Full Tuition Merit Scholarship Recipient; Forte Foundation Fellow; Reaching Out MBA Fellow; Board of Directors of Financial Health Pathways (financial literacy nonprofit); Notley Impact Venture Capital Fellow	Durham, NC May 2026
THE UNIVERSITY OF TEXAS AT AUSTIN, College of Liberal Arts Bachelor of Science, Government; Minor in Communications; Public Policy Certificate (GPA 3.9/4.0) Phi Beta Kappa; Dean's Honor List; Terry Foundation Scholarship (full-ride); Archer Fellowship; Clements Fellowship; King's College in London exchange; Sciences Po exchange; AIESEC Peru Summer Fellow, Rotary Youth Leadership Award; American Enterprise Institute Honors; Presidential Service Award; Aspen Institute National Security Scholar	Austin, TX May 2017

EXPERIENCE

20 DEGREES, LLC Social Finance Specialist <ul style="list-style-type: none">Managed 4 revenue model transformation projects for a \$1M contract with a major financial institution, leading clients through a 4-stage business and financial model development cycle for a mortgage lending software, apprenticeship program, affordable housing initiative, and capital financing campaignCreated training curriculum for custom P&L and breakeven tools used by 200+ childcare providers across VirginiaSpoke on impact financing at the Neighborhood Economics conference, resulting in a new client and 2 leadsManaged a pharmaceutical marketing project and produced 5 market research, competitor analysis, and GTM strategy deliverables, leading to a potential 30% market share increase and executive suite endorsement	Remote 2023 – 2024
CGI (FORMERLY SENSE CORP) Management Consultant (Technology, Public Sector) <ul style="list-style-type: none">Served on 5 digital transformation projects, managing business process analysis, requirements gathering, data analytics and software testing; produced 5 key deliverables on time across a multi-functional team (internal, external, technical and business staff), earning firm-wide "Collaboration Award" and leading to contract extensionDeveloped functional specifications, testing scenarios, and training for a Salesforce transformation; led training sections on business development proposals, resulting in successful bids for 2 multimillion-dollar projectsConducted analysis of client business processes through stakeholder interviews and gap analysis and presented findings to executive suite, enabling a 2x reduction in processing time for enterprise-wide software platform	Austin, TX 2021 – 2023
THE UNIVERSITY OF TEXAS SYSTEM Program Specialist (The Archer Center, Office of Federal Relations) <ul style="list-style-type: none">Established a \$600,000 annual scholarship program, creating selection criterion, funding tiers, stakeholder partnerships and a standard operating procedure to serve 160 students across 14 Texas campuses yearlyDoubled applications by leading outreach and supervising a group of 25 PT employeesLiaised with Advisory Board, Trustees and Alumni to deliver a data dashboard of 1,000+ alumni across 20+ years Student Development Specialist I & II (Innovation & Strategic Planning)	Austin, TX 2020 – 2021 2018 – 2020
THE UNITED NATIONS HIGH COMMISSIONER FOR REFUGEES Legal Protection & External Relations Internships (Washington, DC and Greece offices) <ul style="list-style-type: none">Evaluated 30+ residents of Moria Refugee Camp to report on needs, living conditions, and legal access; refer cases to UNHCR staff, NGO partners, and Greek and European Union officials; designed a record-keeping system that facilitated the transfer of 100+ camp residents to shelters and managed reporting to Geneva headquartersPrepared weekly federal legislative update for 20+ stakeholders and handled to research requests	DC & Greece 2017 – 2018
THE BROOKINGS INSTITUTION Research Intern <ul style="list-style-type: none">Conducted open source and archival research for projects on government transparency and international relations, trade and development; led an archival effort to log 1000+ primary source documents	Washington, DC 2016 – 2016
THE LYNDON B. JOHNSON SCHOOL OF PUBLIC AFFAIRS Research Assistant to Professor Jeremi Suri <ul style="list-style-type: none">Examined data and produced digital portfolio condensing 4,000+ data points for advanced reference and analyses	Austin, TX 2014 – 2016

ADDITIONAL INFORMATION

Technical Skills: Agile, Waterfall, Tableau, Google Cloud Platform, Salesforce, Azure DevOps, Agile, and Microsoft Visio, Excel and Power BI

EVAN DODES

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EDUCATION

GEORGIA INSTITUTE OF TECHNOLOGY, Scheller College of Business Master of Business Administration (MBA)

Atlanta, GA
May 2026

- Concentrations: Business Analytics, Product and Service Innovation
- Honors: ROMBA Fellow
- Activities: Strategy & Innovation Club, Consulting Club, Scheller Pride

HAMILTON COLLEGE Bachelor of Arts

Clinton, NY
May 2020

- Concentrations: Mathematics and Psychology
- Leadership: Team Captain of Men's Swimming and Diving

EXPERIENCE

DROPLETTE, INC

Boston, MA

Start-up manufacturer of innovative skincare device and serum capsules

Supply Chain and Logistics Specialist

February 2022-June 2023

- Ensured a 12 month material runway for new product during challenging market conditions by negotiating with 10+ suppliers to procure ~200 unique materials while lowering product cost by 40%
- Built model to calculate monthly material cost, leading to more accurate inventory valuation and product costing
- Implemented a material salvage process during ramp-down of first generation product, working with a cross-functional team to consume otherwise obsolete components and reduce product cost by 50%
- Developed process improvements for logistics and distribution operations, including creating inventory replenishment processes at third-party and retail distribution sites to maintain 60 days of safety stock, and designing company compliance requirements with global trade regulations
- Mentored the Operations & Supply Chain Co-Op by helping to plan daily tasks and long-term projects, providing exposure to various facets of supply chain management, and supplying feedback on performance and long-term development

PROGRESSIVE PRODUCTS, LLC

Rye Brook, NY

Manufacturer and distributor of wet wipes

Operations Manager

April 2021-February 2022

- Optimized inventory position of 30+ products while lowering product cost through strategic supplier selection and development of a data-driven replenishment plan
- Oversaw efforts to increase inventory accuracy, including equipping two warehouses with a WMS, resulting in improved lot traceability, timely identification of slow moving or expired inventory, and more accurate cost management
- Reduced quality related rejections by 20% while ensuring compliance with EPA and FDA regulations, in addition to creating comprehensive product specification requirements for each SKU
- Led 4-person operations team, worked to establish best practices and built efficient processes to manage entire product lifecycle and supply chain

Supply Chain & Purchasing Coordinator

May 2020-March 2021

- Improved inventory accuracy to 98% by collaborating with warehouses, suppliers, customers, and logistics partners to reconcile data in ERP system
- Developed process for scheduling 5-10 daily inbound loads into warehouse, optimizing material flow and increasing visibility into product availability

ADDITIONAL INFORMATION

Skills: Excel, SAP, Quickbooks, SPSS, Python

Certifications: CORE Credential of Readiness, Harvard Business School Online

Volunteering: Hamilton College Volunteer Corps serving local community

Interests: Travel, Hiking, Swimming, Watching Baseball

JALEAH CULLORS

jcullors@iu.edu • 913-406-9050 • linkedin.com/in/jaleahcullors

EDUCATION

Indiana University, Kelley School of Business, Bloomington, IN May 2025

Master of Business Administration, major in Marketing and minor in Business Analytics

- Recipient: Consortium Fellowship and Forté Fellowship
- Member: Business Marketing Academy, Marketing Club, and Tech Club

University of Kansas, College of Liberal Arts and Sciences, Lawrence, KS

Bachelor of Arts, dual major in Political Science and Global and International Studies

EXPERIENCE

Discover Financial Services, Riverwoods, IL June 2024 – August 2024

MBA Intern – Deposits Operations Strategy

- Created an innovative three-pronged cost reduction strategy to streamline the distribution of Deposit's welcome packages, reducing operational costs by an estimated \$3 million annually
- Collaborated with technology and product strategy teams to outline internal process changes for project execution, ensuring viability and customer satisfaction while enhancing operational efficiency

Ecolab, Remote

February 2024 – May 2024

MBA Student Consultant – Pest Elimination

- Developed comprehensive go-to-market strategy for new digital subscription, including value positioning, pricing strategy, financial projections, and promotional tools to maximize profitability

United States Department of State, Washington, DC

May 2023 – July 2023

Bureau of Cyberspace and Digital Policy Fellow

- Assessed strategic growth opportunities and geopolitical risks in the Middle East and Africa to provide actionable insights to U.S. companies seeking to expand global operations
- Engaged foreign government through written and verbal communication to advance U.S. digital transformation strategy

University of Kansas, Lawrence, KS

August 2022 – May 2023

Career Advisor

- Advised 300+ students in career planning using 1:1 coaching and industry analysis of 100 majors, adapting to market trends to facilitate strategic career preparation
- Designed promotional materials and tracked performance metrics across various channels to optimize outreach strategies

Center for Strategic and International Studies, Washington, DC

January 2022 – July 2022

International Security Program Intern

- Analyzed qualitative and quantitative data to assess the impact of diversity, equity, and inclusion practices on federal workforce recruitment, with findings published in a key industry report
- Identified 100+ companies to sponsor "Civics at Work" initiative by evaluating their prior commitments to civic engagement and alignment with customer bases

Council on Foreign Relations, Washington, DC

September 2021 – December 2021

Independent Task Force Research Intern

- Researched the financial implications of AI for the private sector, providing non-tech companies with insights on managing risks and leveraging opportunities within the evolving emerging technology space
- Edited publication on global digital policy, working with cross-functional teams to finalize content and meet deadlines

People to People International, Kansas City, MO

June 2021 – August 2021

Humanitarian Programs and Global Education Intern

- Delivered presentations on global health initiatives, engaging potential donors in alignment with development goals

Kansas Athletics, Lawrence, KS

August 2019 – May 2021

Academic Tutor

- Instructed 20 students each semester in Spanish and English, developing personalized lesson plans to improve academic performance

ADDITIONAL

- **Leadership:** Black MBA VP of Internal Affairs and KU Advisory Board on DEI and Undergraduate Research

LAUREN ELIZABETH TEAL

Athens, GA

ltealness@gmail.com | 925-787-3491 | www.linkedin.com/in/laureneteal

EDUCATION

UNIVERSITY OF GEORGIA TERRY COLLEGE OF BUSINESS, Athens, GA 2024-2026

MBA — Finance, Strategy, Business Analytics

- ROMBA Fellow, International Residency Scholarship, Full-tuition Graduate Assistantship

WHITWORTH UNIVERSITY, Spokane, WA 2019-2022

BA — Psychology

- *magna cum laude* Graduate, National Scholar Nominee, Minute Man Scholarship
- President, Pride Club, 2020-2022, Transfer Student Union Treasurer, 2019-2020

EXPERIENCE

US ARMY NATIONAL GUARD, WA/GA 2020-Present

Human Intelligence Platoon Leader

- Supervised and evaluated training of up to 60 staff
- Researched, prepared, and presented intelligence briefings to senior military personnel
- Collaborated with 10 key managers for training and planning efforts, including projecting training for fiscal years, and ensured completion of key tasks according to state and army mandated goals

ANASTASI, MOORE & MARTIN, (CPA Firm), Spokane, WA 2022-2024

Acquisitions & Valuation Analyst

- Coordinated activities of Audit, Valuation, Tax, and Accounting departments, served as a project manager of administrative duties including workflow coordination, case prioritization, and internal and external communication
- Synthesized and analyzed complex financial data for over 25 completed valuations and maintained records and updated valuations for over 200 in process valuations simultaneously
- Facilitated the acquisition of 3 multimillion-dollar companies
- Increased efficiency and communication by developing and implementing project management processes

UNITED STATES ARMY, Fort Huachuca, AZ 2024-2024

Military Intelligence Officer Basic Course

- Managed a team of 9 analysts performing intelligence collection and analysis into multidomain reports
- Synthesized information using various analytical methodologies and intelligence database systems while developing intelligence products
- Resiliency, Awareness, Prevention, Inclusion & Diversity (RAPIDS) certified advocate – participated in bimonthly diversity workshops and presented monthly topics to 45 peers

AUTISM SPECTRUM THERAPIES, PENNYFARTHING ABA, Spokane, WA 2020-2022

Registered Behavioral Technician

- Utilized data-driven strategies to collect and assess behavior data to develop intervention plans, track progress, and make informed adjustments to interventions in collaboration with interdisciplinary teams
- Delivered empathetic counseling, advocacy and resources to individuals and families

ADDITIONAL INFORMATION

- Technical Skills: Microsoft Excel & PowerPoint, SQL, Power BI
- Top Secret / Sensitive Compartmented Information (TS/SCI) Security Clearance
- Certified Personal Trainer, Crossfit Level 1 Trainer, Volunteer Equine Therapy Wrangler & Instructor
- COVID Relief Food Services Volunteer, English as a Second Language Instructor, Bali Indonesia

VAIBHAV KHARE

848-459-1901 • KhareV25@darden.virginia.edu • linkedin.com/in/kharev25

EDUCATION

University of Virginia Darden School of Business- Charlottesville, VA **May 2025**

Candidate for Master of Business Administration – Full-time MBA, Specialization in Management Science, STEM OPT eligible

- Darden Foundation Merit Scholar with partial tuition scholarship; ROMBA Fellowship
- VP of Communication at Darden Healthcare Club and VP of Admissions at Pride@Darden; Finance Liaison for Building Goodness in April Auction and Project Lead at Building Goodness in April's home restoration project
- Selected from a competitive applicant pool for Community Consultants of Darden, leading Darden's DE&I initiative

SRM Institute of Science and Technology - Kattankulathur- Tamil Nadu, India **May 2018**

Bachelor of Technology, Electronics and Communication Engineering

- Graduated: First Class with Distinction
- Active participant in Model United Nations (MUN) conferences and participated in over 20 conferences as a participant, winning 13 of them; presided on judge panel in over 8 MUNs, including UNHRC's simulation at Harvard MUN at China

EXPERIENCE

Focused Ultrasound Foundation (FUSF) - Charlottesville, VA

MBA Intern

Summer 2024-Present

Designed business research study on medical device startup incubators and accelerators to guide internal firm-wide strategy

- Conducted market research on top-50 medical device incubators and accelerators across 20+ countries, developing go/no-go recommendations for FUSF's potential incubator program, ultimately impacting internal strategy for a portfolio of 70+ companies
- Created 5 case studies on leading incubators, accelerators, and VCs, who have achieved >50% 5-year startup sustainability rate in the medical device ecosystem; evaluated their best practices and conducted comparative analysis based on 50+ KPIs
- Co-authoring a publication, based on 10+ CEO/founder interviews and 30+ literature reviews, on the impact of business incubators and accelerators in the medical device startup ecosystem, that will be published in a peer-journal

Novartis- Hyderabad, Telangana, India

Senior Analyst - Field Force and Commercial Consulting

2021-2023

Drove enterprise-level analysis of digital engagement across Global stakeholder network to inform executive board of Novartis

- Led a team of 3 associates to spearhead automation of digital engagement reporting process by developing data models on Alteryx to reduce reporting process time by 48 hours and achieving ~83% efficiency gains
- Collaborated with 20+ customers across top-11 countries to drive digital engagement initiatives by establishing processes and developing consolidated analytics reports for 6 different digital channels, resulting in deliverables worth over \$500K; reports became a part of Novartis Executive Board's quarterly business review
- Operationalized Novartis subsidiary competitive analysis report for over 20 countries in Europe by developing integrated Alteryx and Excel-based solutions to identify top-3 therapy areas with 15% YoY NPS improvement across the region

Analyst - Field Force and Commercial Consulting

2019-2021

Spearheaded delivery of commercial excellence analytics reports and instituted robotic process automation (RPA) as a service

- Designed compensation analytics reports for over 200 sales personnel in the Andean Cluster, utilizing enterprise software to deliver leaders with actionable insights based on regional incentives performance and business objective achievements
- Engineered a QlikSense report for the Andean countries to provide granular field force insights, resulting in 65% fewer field-force-related queries on a year-over-year basis, resulting in 0.5 FTE savings in analytics support domain
- Built sales projections and performed what-if analysis, segment analysis, and sensitivity analysis for estimating sales budget, optimal allocation of healthcare portfolios, and building incentive and compensation framework for the sales team

ZS Associates- Gurugram, Haryana, India

2018-2019

Business Operations Associate - Operations Consulting

Partnered with healthcare stakeholders to generate commercial analytics insights and collaborate on business reporting

- Orchestrated streamlined reporting solutions in the incentives practice area for a U.S. pharmaceutical client, which resulted in providing deliverables worth >\$800K in revenue to the stakeholders
- Created standardized data flows and conducted process cleanup exercises to generate dashboard input datasets of pharmaceutical client teams, cutting down data calculation modifications and customization time by 40%

ADDITIONAL INFORMATION

- Skills: Alteryx, SQL, Excel, QlikSense, PowerBI, Tellius, Google Datastudio, Google Analytics, SimilarWeb, Salesforce CRM, MS Power Platform, Sharepoint, Salesforce Marketing Cloud, PowerPoint, Scrum Master
- Volunteered at OKB Hope Foundation, a Ghanaian non-profit, to develop a Google Datastudio dashboard to analyze their patient demographics and leading disease areas identifying top-3 comorbidities; helped them forecast their medical inventory
- Organized Global Transgender Awareness Week and Pride Month events as India Liaison for Asia-Pacific, AGLOW (LGBTQ+ employee resource group at Novartis) resulting in cumulative virtual footfall of over 4000 associates site-wide
- Awarded Novartis High-Performance Talent Incentive, which is accorded to the top ~3% of associates
- Enjoy reading fiction and writing poetry; published a short anthology in 2022 called Seafarers

ELIZABETH SUYI LIM

liz.lim@mba.utexas.edu • (978) 885-8081
<https://www.linkedin.com/in/elizabethslim/>

EDUCATION

THE UNIVERSITY OF TEXAS AT AUSTIN, MCCOMBS SCHOOL OF BUSINESS, Austin, TX **2025**

Master of Business Administration, GMAT: 710

- Consortium Fellow, Forté Fellow, and ROMBA Fellow
- President of Graduate Marketing Network, Vice President of Events for East Asian Business Association, Vice President of Communications for EQUAL MBA, Board Fellow for Youth Justice Alliance

BENTLEY UNIVERSITY, Waltham, MA **2020**

Bachelor of Science in Marketing

- Awards: Summa Cum Laude, Trustee Scholar, Bentley Honor Society, Honors Program

EXPERIENCE

SC JOHNSON, Racine, WI **2024**

SC Johnson is a leading global consumer goods company known for household cleaning products.

Marketing MBA Intern

- Conducted extensive visual branding language analysis of global mosquito repellent competitors and internal brands, OFF! and Autan, to provide optimized recommendations at shelf
- Provided packaging options to maintain Autan brand equity and pass sustainability regulations, evaluating SC Johnson's capabilities to bring product to market
- Enhanced labels to strengthen understanding of OFF!'s portfolio and maintain market share in LATAM
- Created ad copy for OFF! digital billboard ads in North America to drive brand awareness and consideration

RSA SECURITY, Bedford, MA **2019 – 2023**

RSA secures global organizations with identity management and access control.

Channel Marketing Manager (2022 - 2023)

- Managed channel partner relationship with 7 distributors, 10 resellers, and ad-hoc partners to provide marketing resources and plan joint-brand positioning efforts, assisting to overachieve 125% of sales plan
- Oversaw the \$1.6M Americas Marketing Development Fund program yearly budget, reviewing and allocating American partners' applications for marketing funds
- Generated ID Plus Message in a Box campaign for global partners for their own implementation, with over 1,000 asset downloads in first year of launch
- Executed global channel RSA product enablement webinars, attracting an average of 80 attendees per webinar, two times a quarter with the product, sales, and sales engineering teams
- Maintained and streamlined online RSA Partner Portal experience, averaging 300+ worldwide users a month

Channel Marketing Analyst (2020 - 2022)

- Developed new internally hosted co-op management system for global marketing development fund program, obtaining \$1M in savings
- Educated partners on new RSA Partner Program and partner strategy through Global Virtual Partner Kick-off, engaging over 500 attendees worldwide
- Executed RSA Partner Roadshow for the Americas, hosting events in four cities and 100 in-person attendees

Channel Marketing Intern (2019 - 2020)

- Managed RSA co-op portal providing activity approval, account management, and reporting for stakeholders
- Created RSA Governance and Lifecycle Message in a Box campaign for global partners to adopt in region

ADDITIONAL INFORMATION

- **Certifications:** HubSpot Content Marketing, HubSpot Digital Marketing
- **Work Eligibility:** Eligible to work in the United States with no restrictions

EDUCATION

FORDHAM UNIVERSITY, GABELLI SCHOOL OF BUSINESS

MBA, Expected May 2026

- ROMBA Fellow
- Dean's Scholarship recipient

New York, NY
2024-2026

SKIDMORE COLLEGE

BA, Environmental Science, Studio Art Minor

- NCAA Division III Lacrosse Team, 2016-2020, MVP award 2020
- Dean's List Honors, Spring 2019, Fall 2020, Spring 2020
- Thoroughbred Society Award - for maintaining a 3.68 GPA or higher while on a varsity team, Spring 2019, Fall 2020, Spring 2020
- Liberty League Academic Honor Roll, Spring 2020

Saratoga Springs, NY
2016-2020

DANISH INSTITUTE FOR STUDY ABROAD

5-month study abroad semester in Sustainability & Sustainable Energy Systems

Copenhagen, Denmark
Fall 2019

EXPERIENCE

ENVIRONMENTAL RESOURCES MANAGEMENT (ERM)

ERM is a #1 ranked environmental management & sustainability consulting firm

Consultant

- Directed cross-functional teams and project budgets for several high-profile Fortune 500 clients, demonstrating strong operational oversight and client management skills
- Led project mobilizations for chemical remedial actions and high-risk remedial construction including remediation of a \$3M yacht paint manufacturing facility
- Advised and maintained regulatory compliance of sites through detailed technical reports and communication with the NJ Department of Environmental Protection. Portfolio included ten high interest legacy sites dating back to 1880

May 2024 - July 2024

Consulting Senior Associate

- Selected over two senior staff, based on demonstrated analytical and supervisory skills, to lead a high-risk radiological investigation at U.S. protected maritime facility, overseeing a \$3.7M backlog and coordinating five contractor teams for a top 100 revenue key client
- Analyzed groundwater and soil contamination data for substation in northern NJ. Discoveries precipitated 3-month, \$800,000 project phase for prominent energy company. Demonstrated strong analytical and data monitoring skills
- Developed and proposed revised remedial action strategies for a contaminated site in Somerville, NJ, leading to an additional project phase of work at a reduced cost to the client, showcasing strategic thinking and cost management.

Oct 2022 - May 2024

J.S. HELD

J.S. Held is an 1,800-employee environmental & risk management consulting firm

Environmental Scientist II

- Managed \$8M industrial cleanup in Newark, NJ, including responding to emergency oil spill under both state and federal regulations. Effective handling avoided estimated \$200,000 in future remediation costs for client
- Led and completed several due diligence investigations in Philadelphia area, earning high commendation from client and ultimately netting one of firm's largest client accounts

Nov 2021 – Oct 2022

Environmental Scientist I

- Mediated \$1M in financial assurance from seller for client buying an industrial site in NJ after discovering further soil contamination from chemical data examination
- Managed budget and execution of \$180,000 remedial chemical injection project. Project finished on-time and under budget with effective implementation remediating contaminated groundwater, serving as case study for future projects
- Achieved promotion within one year of joining firm, recognized for advanced technical compliance management, team collaboration, and organizational skills

Dec 2020 - Nov 2021

SKIDMORE COLLEGE

Biology Lab Technician, Research Assistant, and Teaching Assistant

- Taught and prepared labs for Organismal Biology students alongside head of department
- Researched cell biology of model plant to assess endomembrane system, producing 3D images of organelles via laser microscopy on a dual grant with Cornell University

Saratoga Springs, NY
Sept 2018 - May 2020

ADDITIONAL

Interests:

- Youth lacrosse - coached and officiated girls' lacrosse (ages 7-18) in volunteer and paid positions since 2016
- Endurance trail runner - ran two trail half marathons in the Catskills, placing 13th overall in 2023
- Avid water sports athlete - surfer, skim-boarder, and snorkeler
- Blood donor since 2020

Technical Skills: Proficient in Excel, Microsoft Suite, Adobe Suite

Federico Maldonado Arango

Contact Details **M:** +44-7460-286264
Fm630@jbs.cam.ac.uk

Education

Judge Business School, University of Cambridge, UK 2024 – 2025
Reading for Master of Business Administration degree - GMAT 700

Warwick Business School, Coventry, UK 2016 – 2020
Bachelor of Science (with Honours) in International Management – Second Class, Upper Division

Waseda University School of Commerce, Tokyo, Japan 2018 - 2019
Year Abroad Program (School of Commerce) – GPA: 3.73/4

Professional experience

Nextant, Bogota, Colombia Sep 2020 – Aug 2024
Business consulting and sales operations services company based in Redmond, Washington.

Senior Consultant

- Led 10+ proposal creations and contract negotiations resulting in over \$500K in won pipeline per year
- Managed up to 5 simultaneous projects including application and report developments, communications management, and business process modernization with teams of up to 7 consultants
- Conducted 20+ quarterly performance reviews for team of 6 direct reports, encompassing goal setting, progress tracking, and training for professional and personal development
- Collaborated in recruiting efforts leading business case studies as well as candidate interviews to hire both senior and junior positions
- Orchestrated reporting coordination initiative across diverse team units enabling knowledge sharing and alignment to ensure data validity
- Worked with the internal Solutions team to improve tool designs, implement new branding strategies and advance business process efforts across diverse units resulting in over 15 reports updated

Consultant

- Designed reporting frameworks to gauge new compensation projects' effectiveness leading to the creation of a new sales compensation strategy within the client's organization
- Created workback schedule and stakeholder management templates that enabled seamless coordination of over 20 involved parties for a successful project launch
- Oversaw the correct operation of more than 5 distinct projects across multiple business units working closely with multiple Senior Consultants
- Nominated as part of internal Solutions team to generate best practice and quality standard documents to support new projects leading to the creation of the branding strategy initiative

Consulting Analyst

- Developed applications to securely edit databases through internal user-level access control
- Integrated applications with reporting framework to enhance decision-making by quantifying inputs and categorizing accounts
- Built 10+ reports, spanning from back-end database management to front-end data visualization aligning with overarching business objectives

Additional information

Nationality Colombian

Languages English (fluent), Spanish (native), Japanese (conversational)

Achievements Awarded the ROMBA LGBTQ+ Scholarship – MBA Studies (2024 – 2025); Awarded the JASSO Scholarship – Year abroad in Tokyo, Japan (2018 – 2019)

Interests Travelling to experience new cultures and countries (20+) across South America, North America, Europe and Asia, playing online video games to connect with friends, and cooking as a way to engage with new cultures

AMIR NILI

amir_nili@kenan-flagler.unc.edu

(786) 521-1089

linkedin.com/in/amirnili

EDUCATION

UNIVERSITY OF NORTH CAROLINA, Kenan-Flagler Business School – Chapel Hill, NC May 2025

Master of Business Administration, Full-Time MBA Program

- Maverick MBA Fellowship (full tuition and stipend,) ROMBA Fellow, and Consortium Fellow
- Leadership: Pride Club Co-President, Consortium Executive Vice-President, Strategy Class Teaching Assistant
- STAR Project: Delivered a growth-focused partnerships strategy for a leading global cruise line

UNIVERSITY OF MARYLAND, COLLEGE PARK – College Park, MD December 2018

Master of Professional Studies, Industrial Organizational Psychology

BOSTON UNIVERSITY – Boston, MA May 2015

Bachelor of Arts, Psychology, Minor in Biology

EXPERIENCE

PWC – Charlotte, NC Summer 2024

Senior Associate Summer Intern

- Led change management workstream for the digital transformation of a leading home building products distributor delivering change strategy, change impact assessment, staff communications, and change agent network approach.
- Conducted leadership alignment workshops to create and align leaders on the case for change and change vision.

INTERNEWS – Remote/London, UK/Washington, DC 2020-2023

Global NGO which trains journalists, expands news access, and builds resilient media outlets in 100+ countries.

People & Culture Manager for Inclusion & Learning (2021-2023); Sr. HR Generalist (2020-2021)

- Developed and executed Internews' enterprise DEI strategy, boosting staff racial diversity by 19% and inclusion scores by 22% in 3 years by conducting qualitative and quantitative analyses and driving transformational change.
- Partnered with project and development teams to thought partner and win \$4.2 million of DEI-related contracts, and then successfully delivered customized toolkits, trainings, presentations, and research reports.
- Spearheaded cross-functional teams to execute C-suite's vision of transforming staff compensation and performance practices, saving \$500k by implementing competencies and equitable pay and progression systems.
- Created 2 leadership development programs and 10+ DEI trainings, training 400+ staff members globally.

HILTON WORLDWIDE – McLean, VA 2019

Talent Management Analyst (Contract)

- Revamped Hilton's leadership succession program by leveraging data to tailor learning and mentorship experiences, resulting in a 10% increase of retention of rising leaders from underrepresented backgrounds.
- Formulated and implemented an algorithm in Hilton's Oracle HRIS to identify and recommend high potential underrepresented leaders to new internal teams & hotels, reducing company's leadership gaps by 12%.

PEW RESEARCH CENTER – Washington, DC 2017-2019

Human Resources Associate (2018-2019); Human Resources Coordinator (2017-2018)

- Overhauled recruiting practices resulting in staff racial diversity increasing by 16% in 2 years by using new sources, integrating behavioral-based interviewing, and leading company-wide recruiting trainings.
- Launched annual staff engagement program by selecting survey vendor, writing staff communications, producing insights, and prepping President for all-staff meetings. Elevated scores by 10% YoY via feedback-driven changes.

URBAN INSTITUTE – Washington, DC 2016-2017

Training Associate

- Facilitated new hire orientation for 200+ employees producing a 98% new-joiners satisfaction score.
- Created 30+ job aids and led 20+ technical trainings resulting in seamless adoption of new ERP system.

ADDITIONAL

- Interests: Rugby, Photography, Pickleball, Basketball, Reading, Tennis, Traveling
- Volunteering: Blacks In IO – Mentored recent grads on applying to and excelling in IO psych/HR roles
- Certificates: DEI In The Workplace (USF Corporate Training) & Certified Diversity Recruiter (AIRS by ADP)

BELLA ROUSSANOV

New York, NY | (763) 439-3098 | br2663@stern.nyu.edu | www.linkedin.com/in/bellaroussanov

EDUCATION

NEW YORK UNIVERSITY, Leonard N. Stern School of Business

New York, NY

Master of Business Administration

May 2026

Specializations in Leadership and Change Management, Sustainable Business and Innovation, and Management of Technology and Operations

- Recipient, Elizabeth Morrison Faculty Scholarship (full-tuition, merit-based)
- Forté Fellow; Reaching Out MBA (ROMBA) Fellow

HARVARD COLLEGE

Cambridge, MA

Bachelor of Arts in History and Literature

May 2019

- Graduated Summa Cum Laude, Phi Beta Kappa

EXPERIENCE

RESOLUTION PROJECT

New York, NY

Program Manager, Guide Volunteer Program

2024

- Partnered with vendor team to develop, build, and launch Salesforce-based volunteer management system that increased efficiency by cutting time spent on manual processes by 75%
- Coached Program Coordinator to hit recruitment goal of 20 volunteers in 6 months and gain promotion to Associate
- Proposed and implemented redesign of volunteer training to increase volunteer utilization of program resources

THE TREVOR PROJECT

New York, NY (Remote)

Senior Training Operations Associate

2021 - 2024

- Supervised, coached, and mentored a team of three Training Operations Associates to analyze the performance of the 60-person Internal Training Team
- Designed and established a program evaluation data architecture to assess the effectiveness of Lifeline (Phone), Digital (Text/Chat), and 988 crisis counselor training programs supporting up to 900 trainees at a given time
- Spearheaded development and change management of new policies, systems features, and processes as the Internal Training Team scaled from supporting less than 1,000 to over 5,000 volunteers per year
- Managed cross-functional projects to improve volunteer experience, such as working with Product, IT, and Crisis Services to reduce wait times for volunteer counselors by 50%
- Oversaw the Internal Training Team's workforce management, including creating and implementing protocols to forecast and schedule staff-led training role-play shifts for up to 855 volunteer counselors per month

Training Associate

2020 - 2021

- Scoped, developed, and maintained reporting in Salesforce to capture key business metrics such as retention and churn
- Led project to redesign evaluation rubric in order to reduce trainee dismissals by 80%
- Built training on and drove change management of data-driven volunteer retention strategies for a team of 20+ Training Coordinators and measured success using graduation and volunteer satisfaction data

Training Coordinator

2019 - 2020

- Devised, operationalized, and supervised a team-wide workflow for completing over 100 feedback tasks per week
- Created a proactive communications plan to boost trainee retention by over 20%
- Designed, organized, and facilitated 40-hour live trainings for cohorts of up to 40 volunteer counselors
- Directly supervised over 300 volunteer counselors-in-training

PLANNED PARENTHOOD LEAGUE OF MASSACHUSETTS

Boston, MA

Counseling and Referral Intern

Fall 2017

- Oversaw a referral partner database of over 1,000 social services and healthcare organizations

PLANNED PARENTHOOD MINNESOTA, NORTH DAKOTA, SOUTH DAKOTA

St. Paul, MN

Path to Power Organizer Intern

Summer 2017

- Managed Twin Cities Health Center Advocacy Program of about 50 volunteers

ADDITIONAL INFORMATION

- Skills: Salesforce, Microsoft Office Suite (Word, Excel, Powerpoint), Google Workspace (Docs, Sheets, Slides), Looker, Zendesk, SQL, HTML
- Languages: Bulgarian (native fluency), Spanish (intermediate), German (beginner)
- Interests: Sports (German soccer, Formula 1, all Minnesota teams), Balkan history, U.S. national parks (have visited 20 so far), travel (17 countries and 32 U.S. states)

CULLEN QUIGLEY

Los Angeles, CA • Cullen.Quigley.2026@marshall.usc.edu • (937) 474-6212 • <https://www.linkedin.com/in/cullenquigley>

EDUCATION

University of Southern California, Marshall School of Business – Los Angeles, CA **May 2026**

Master of Business Administration (STEM) | + Graduate Certificate in the Business of Entertainment

- Selected as one of 12 students nationally to serve as a Conference Organizer for the 2024 Reaching Out MBA Conference, the largest global gathering of LGBTQ+ business students and alumni
- ROMBA Fellow, Pride Chief of Conferences, Marketing Assoc. VP of Partnerships, Student Ambassador

Ohio University, E.W. Scripps School of Journalism – Athens, OH **May 2018**

Bachelor of Science in Journalism, Marketing & Music Specializations

- Young Alumni Leader Volunteer - Selected as one of 30 alumni to lead outreach & development initiatives
- OU Singers, Singing Men of Ohio, Sigma Chi Fraternity, Senior Homecoming Court Candidate

Indiana University, IU Office of Diversity, Equity, and Inclusion – Indianapolis, IN **April 2024**

Diversity, Equity, and Inclusion Leadership Certificate

- Delivered solutions presentation on 'Cultivating Underrepresented Talent in Education' to audience of 100+

EXPERIENCE

Macy's – New York, NY | Los Angeles, CA **June 2022 – Present**

Campaign Manager Specialist

- Managed a portfolio of 30+ advertisers, driving over \$10M in revenue within first 6 months, with a 30% increase to \$13M in 2023 across 350+ Macy's & Bloomingdale's campaigns to date
- Delivered daily reporting, analysis, and optimization across programmatic, display, video, social, and sponsored products, achieving a mean return-on-ad-spend of \$14.62 and a median of \$8.46
- Granted Macy's Spot Award for leading a D.E.I. department team-building event of 20+ people, recognized by senior leadership for embodying company values of "Building Trust - Being Kind - Keeping it Genuine"
- Performed as Balloon-Handler in 96th Macy's Thanksgiving Day Parade, a 5-year viewership high of 27.7M

TED Conferences – New York, NY **August 2021 – June 2022**

Digital Media Associate

- Crafted weekly performance narratives and media buy plans for clients, integrated and brand marketing teams, completing 315+ media reports & ad trafficking for 50+ TED corporate partners
- Directed inventory insights for digital, paid, social, and audio products, organizing \$2M in quarterly rev.

Showtime Networks – New York, NY **April 2019 – August 2021**

Key Account Marketing Coordinator

- Produced monthly social media and editorial calendars for 300+ affiliate partners and oversaw paid media, music licensing, copywriting and legal/talent conflicts for video assets
- Led daily asset delivery & video customization for 20+ original series for post-production to client handoff
- Spearheaded project management for free episode, sample, & video-on-demand distribution for leading shows including Ray Donovan, Shameless, Homeland, The Chi, and Billions over a two-year period

Miss Universe Organization – New York, NY **July 2018 – April 2019**

Digital Multimedia Intern

- Garnered 1M+ views from self-produced social video of Miss Universe 2017's final photoshoot and tracked 500M social media impressions for 67th Miss Universe Competition, securing first TV credit on FOX
- Generated 3M+ impressions from video, social, and photo content, reaching a global audience of 15M+ for events including Miss Universe, Miss USA, Miss Teen USA, and World's Strongest Man
- Executed daily b-roll filming, post-production editing, and audio/lighting setup for high-profile events

SKILLS & INTERESTS

- Skills: Google Ad Mgr., Salesforce, Adobe Photoshop, Final Cut Pro, Boost, JIRA, Airtable, Trello, ChatGPT
- Interests: LA OutLoud Sports Player, NYC Gay Men's Chorus Singer, Big Apple Rec. LGBTQ+ Sports Captain
- Personal Website Portfolio & Career Highlights: <https://www.cullenquigley.com/>

PETER GRAY

Santa Ana, CA | (657) 335-9748 | phgray@uci.edu | www.linkedin.com/in/peter-ht-gray

EDUCATION

University of California, Irvine, The Paul Merage School of Business, Irvine, CA
Master of Business Administration

June 2026

- Scholarship: Reaching Out MBA Fellowship

London School of Economics and Political Science, London, UK
Bsc Management, (First Class Honours)

July 2019

- Awards: highest performance in cohort in Human Resource Management, Topics in Management Research, Business and Organizational Ethics
- Leadership: Head Cox, LSE Rowing Club

EXPERIENCE

CRASTER, Multiple (London, UK & Remote, US)

June 2018 - Present

Account Manager, September 2023 - Present

Managed territory sales and national accounts for a medium-sized company specializing in product design for the hospitality sector. Key clients include industry leaders such as Marriott International, JP Morgan, and Legends Hospitality.

- Delivered a service-oriented and proactive approach to sales, resulting in a 12% YOY growth in assigned territory of CA, HI, and NV
- Engineered a strategic initiative targeting Architects and Designers, implementing a trade program for interior designers, resulting in booking six key stakeholder meetings
- Spearheaded partnerships with key corporate accounts Intercontinental Hotel Group and Hyatt to specify products within national brand guidelines, driving 146% YOY growth across those two accounts
- Advised Managing Directors on digital innovation strategy, orchestrating development of a process combining generative AI with proprietary augmented reality tool to cut time to create detailed client proposals by 50%

Marketing Associate (Fixed-Term), September 2022 - August 2023

- Captained a cross-functional team of 10 to exhibit at the National Restaurant Association show, exceeding lead generation target by 40%
- Developed brand's innovation story by conducting primary research to create a document used as training material for over 30 sales and distribution partners
- Launched Craster's first digital space-planning application, identifying its utility as both a lead-generator and a upselling tool to achieve 2,181% ROI (gross profit)

Business Development Manager, North America, May 2020 - March 2022

- Managed 9 sales agents, developing positive and efficient working relationships, leading to \$2 million in incremental annual sales, representing 18% of total company revenue
- Developed an automated digital "scorecard" and information hub for key agents and distribution partners, reducing email burden by 25%
- Established collaborative relationships with key hotel openings teams at the Four Seasons New Orleans and Southall Inn & Farm to grow and secure capital expenditure project sales during industry-wide downturn

Business Development Executive, June 2019 - April 2020

- Generated leads through outbound phone (1,200 answered calls per quarter) and email campaigns to exceed quarterly revenue targets by 25%

Marketing Assistant (Part Time), October 2018 - May 2019

- Designed over 60 custom client solutions formatted in appealing presentations, resulting in more than \$150,000 in sales

Marketing Intern, June 2018 - October 2018

- Co-ordinated annual photoshoot with an external photographer and food stylist, generating high quality images and bolstering launch of a new product range

ADDITIONAL INFORMATION

- Digital Skills: advanced in Powerpoint, proficient in Excel, Power BI, Photoshop, InDesign, Acumatica CRM
- Additional Experience: grew Fiverr account to \$4,000 monthly, communications consulting (04/2022 - 08/2022)
- Online Learning Certificate: Reading Architectural Drawings
- Interests and Hobbies: Ambassador at Embrace Dance Studios, songwriting, cooking, embroidery

THO TRUONG THAI

Irvine, CA 92603 | (714) 351-3682 | thaitruongtho1405@gmail.com | <https://www.linkedin.com/in/tho-thai-a54043a6>

EDUCATION

University of California, Irvine, The Paul Merage School of Business, Irvine, CA
Master of Business Administration

April 2026

- MBA Immersion in Healthcare Management and Policy.
- MBA Immersion in Digital Transformation.

University of California, Irvine, CA
Bachelor of Science

March 2017

- Major in Pharmaceutical Science. GPA 3.8.

PROFESSIONAL EXPERIENCE

ZYMO RESEARCH CORPORATION, Irvine, CA

July 2018 - Present

Microbiome Service Operation Manager, December 2020 - Present

- Managed key partnerships and collaborations with biopharmaceutical, academic, clinical research clients accounting for 17% of annual revenue. Prepared and presented quarterly internal performance and financial reports.
- Implemented data-driven strategies to forecast demands and industry trends, allocate resources, and streamline workflows, resulting in a 36% increase in yearly revenue, a 400% boost in processing throughput, and a 40% reduction in costs.
- Established and monitored project milestones and key performance metrics, such as process success rate and customer satisfaction rate, to identify potential issues and ensure project outcome.
- Led a digital transformation initiative with a cross-functional team of six to develop and integrate an e-commerce platform for scientists, enhancing customer experience and receiving strong support from senior leadership.
- Spearheaded global expansion into Germany and South America, adapting to emerging regional market needs.
- Strategized and executed marketing plans, including digital and traditional advertising for application-specific services, capturing previously untapped market share and positioning organization as leader in microbiome research field.

General Manager Operation-Viet Nam, December 2019 - December 2020

- Coordinated and facilitated meetings between legal and finance departments, local attorneys, and local vendors to secure necessary operation and construction permits for manufacturing facility.
- Established effective communication such as weekly cadence meeting to ensure seamless project execution.
- Analyzed and prepared budget and strategic proposals to key stakeholders.

Research Associate, July 2018 - December 2019

- Operated and maintained Next-generation sequencing services with microbiome research focus, delivered high quality with fast turn-around time, ensuring 100% customer satisfactory rate.
- Developed product to simplify shotgun metagenomic library preparation while boosting success rate by 60% for challenging sample types such as cancer tissues, FFPE, environmental samples.

PANGAEA LABORATORY, Tustin, CA

November 2020 - January 2022

Clinical Research Associate - Contractor

- Implemented a high-efficiency workflow for SARS-CoV-2 testing within 1 week, achieving a 24-hour turnaround time.
- Demonstrated initiative by authoring and refining more than 7 standard operating procedure documents for laboratory technician training, clinical sample handling and processing.
- Trained and mentored team of lab technicians in SARS-CoV-2 sample handling and processing.

SKILLS AND QUALIFICATION

- Operations and project management.
- Strategic planning. Risk mitigating. Profit and cost analysis.
- Industry speaker and engagement.
- Next-Generation Sequencing (Illumina, PacBio). xAutomation (Hamilton, Tecan, KingFisher)
- Molecular and microbiology techniques.
- Microsoft suite (Word, Excel, PowerPoint).

ADDITIONAL INFORMATION

- Leadership in Digital Transformation Scholarship.
- Luis Villalobos Endowed Scholarship.
- Zymo Research Special Recognition Award- Emergency Response.
- Undergraduate Research Opportunity Fellowships.

VINCENT GUO, PMP

vg335@georgetown.edu ▪ (703) 298-6860 ▪ <https://www.linkedin.com/in/vincent-jia-guo/>

EDUCATION

GEORGETOWN UNIVERSITY, McDonough School of Business
Master of Business Administration

Washington, DC
May 2026

- ROMBA Fellow (Merit Scholarship)
- Operations and Management Association, Tech Club

HEILONGJIANG UNIVERSITY, School of Information Management
Bachelor of Science, Information Management

Harbin, China
June 2017

EXPERIENCE

VOLKSWAGEN GROUP CHINA/ VOLKSWAGEN NEW MOBILITY SERVICES CO., LTD.
Manager, Operation Projects and Process Management

Beijing, China
June 2022 - July 2024

- Led a portfolio digital project with budget exceeding EURO 1mn+, reducing more than 20% human capital cost from 2021 to 2023 through replacing manual work with 20+ automated processes
- Managed 3 outsourced teams simultaneously as a product owner for IT projects implementation, ensuring monthly iterations aligned with the go-to-market strategy
- Initiated a rating system to adjust projects priority dynamically upon assessing various factors such as ROI, readiness, compliance, dependency, reputation, eliminating poor projects and releasing over 10% annual budgets

Assistant Manager, Operation Projects and Process Management

April 2021 - May 2022

- Oversaw stability of ERP system, which supports over 200,000 portfolio contracts valued at EURO 2bn, ensuring no major incidents on production for 3 years in a row by setting up a 30 mins incidents response mechanism
- Established partnerships and system connection with 5 biggest banks in China for CPG (Central Payment Gateway), enabling company to provide clients with 6 options (the most in market) for disbursement and repayment
- Collaborated with BCG, launching China market strategic projects for digital transformation journey and operation excellence strategy; Won global HQ approval with EURO 2mn+ investment budget
- Initiated digital tools (RPA and OCR), solving 30+ operational blockers and reducing a 30 minutes critical operational process to 20 minutes

Senior Specialist, Operation Projects and Process Management

June 2019 - March 2021

- Consolidated 5 reports using Power BI for monitoring risk costs, benefiting risk, controlling and accounting departments and multiple internal users
- Delivered strategic accounting project for dealer service fee calculation and amortization, resulting in saving EURO 100,000 corporate income tax per year
- Composed a 100-page operation manual book and conducted training for new staff, avoiding 50% potential loss caused by wrong operations

MERCEDES-BENZ GROUP CHINA/ MERCEDES-BENZ LEASING CO., LTD.
Specialist, Fleet Management

Beijing, China
January 2017 - June 2019

- Restructured key quantitative analysis on business performance indicators (including car accidents, maintenance, traffic violations, registration, and parking), building dashboards and reducing 50% time on reports producing
- Deployed a Chat bot for customer self-service, leading to a 20% decrease in inquiries through hotlines and emails
- Launched mobile app for remote asset monitoring, saving 100% travel budget of staff field visits

Intern, HR Marketing and Recruiting

June 2016 - December 2016

- Managed entire intern recruiting cycle and fulfilled 100+ headcounts within 6 months
 - Organized 10+ employer branding events on campus and attracted over 5,000 applications
-

DISTINCTIONS

Technology	Advanced Excel, SQL, Power BI, VBA
Achievement	PMP Certificate, TKT (Teaching English Knowledge Test), Ali Clouding Computing
Leadership	Global DEI Ambassador at Volkswagen
Interests	Travelling around world (visited 11 countries), Flow Yoga (participated 200 classes)

EDUCATION

W. P. Carey School of Business at Arizona State University, Tempe, AZ

Master of Business Administration, Artificial Intelligence

August 2023 – May 2025

- Out for Business MBAs, President

Master of Science in Business Analytics

January 2024 – May 2025

- *Analytical Decision Modeling* - Formulated models to represent complex real-world decision problems and apply readily available spreadsheet tools to these models to gain insights.
- *Enterprise Data Analytics* - Wrote and debugged SQL scripts and utilized visual analytics software to explore key concepts of database and data warehouse practices.

Bachelor of Science in Entrepreneurship

August 2016 – May 2020

- Video Game Development Club, Lead Producer

PROFESSIONAL EXPERIENCE

IMM Auto Service, Tempe, AZ

July 2024 – August 2024

Business Analyst Intern

- Aligned the business with long-term growth objectives by developing a comprehensive business plan, which included market and competitive analyses, and providing actionable recommendations that drove operational improvements.
- Enhanced operational efficiency and reduced costs by evaluating existing processes and supply chain management, identifying inefficiencies, and proposing optimization solutions.

Arizona State University, Tempe, AZ

August 2023 – May 2024

Graduate Assistant – Lab Research

- Contributed to reliable research outcomes by managing the setup and execution of weekly lab experiments, ensuring accurate data collection and coding for two research projects in the Management Department Behavioral Lab.

Automatic Data Processing, Inc. (ADP), Tempe, AZ

June 2022 – June 2023

Tax Consultant

- Minimized the risk of penalties by ensuring compliance with payroll tax regulations through the management and updating of records for a database of over 2,000 clients.
- Enhanced team workload management by revamping the user dashboard, which created a streamlined overview of client database information, including over 40,000 cases.

Sprouts Farmers Market, Chandler, AZ

October 2021 – June 2022

Administrative Coordinator (January 2022 – June 2022)

- Improved operational efficiency by streamlining daily operations including managing store accounting procedures, overseeing a weekly cash flow of \$8,000, and handling timekeeping and payroll for 30-40 employees.
- Streamlined HR processes by collaborating with the store manager and department leaders on hiring, onboarding, and training new employees, as well as managing job/pay changes.

Store Clerk (October 2021 – January 2022)

- Processed customer orders efficiently by scanning items and handling various payment methods, including cash, debit/credit, EBT, and WIC.

CERTIFICATES

Applied Business Data Analytics | Arizona State University

May 2020

SKILLS & ACHIEVEMENTS

Technical Skills: Python, SQL, Tableau, MS PowerBI, MS Word, MS Excel, MS PowerPoint**Fellowships & Awards:** Reaching Out MBA (Fellow), Forté (Fellow), Boals Family Scholarship

AMIR NILI

amir_nili@kenan-flagler.unc.edu
(786) 521-1089
linkedin.com/in/amirnili

EDUCATION

UNIVERSITY OF NORTH CAROLINA, Kenan-Flagler Business School – Chapel Hill, NC May 2025

Master of Business Administration, Full-Time MBA Program

- Maverick MBA Fellowship (full tuition and stipend), ROMBA Fellow, and Consortium Fellow
- Leadership: Pride Club Co-President and Consortium Executive Vice-President

UNIVERSITY OF MARYLAND, COLLEGE PARK – College Park, MD

December 2018

Master of Professional Studies, Industrial Organizational Psychology

BOSTON UNIVERSITY – Boston, MA

May 2015

Bachelor of Arts, Psychology, Minor in Biology

EXPERIENCE

PWC – Charlotte, NC

Summer 2024

Senior Associate Summer Intern

- Led change management workstream for digital transformation of a home building products distributor, delivering change impact assessment, change strategy, communications, and change agent strategy
- Conducted leadership alignment workshops to align leaders on the case for change and change vision

INTERNEWS – Remote/London, UK/Washington, DC

2020-2023

Global NGO which trains journalists, expands news access, and builds resilient media outlets in 100+ countries

People & Culture Manager for Inclusion & Learning (2021-2023); Sr. HR Generalist (2020-2021)

- Developed and executed Internews' DEI strategy, boosting staff racial diversity by 19% and inclusion scores by 22% in 3 years by leveraging data and driving transformational change
- Spearheaded cross-functional teams to execute C-suite's vision of transforming staff compensation and performance management, saving \$500K by implementing equitable pay and progression systems
- Created 2 leadership development programs and 10+ DEI trainings for 400+ global staff members
- Led launch of LGBTQIA+, Parents, and Early Career staff ERGs attracting 200+ global staff members

HILTON WORLDWIDE – McLean, VA

2019

Talent Management Analyst (Contract)

- Revamped Hilton's leadership succession program by leveraging data to tailor learning and mentorship programs, resulting in a 10% increase of retention of rising leaders from underrepresented backgrounds
- Formulated and implemented Oracle HRIS algorithm to recommend high potential leaders to new internal teams & hotels, reducing company's leadership gaps by 12%

PEW RESEARCH CENTER – Washington, DC

2017-2019

Human Resources Associate (2018-2019); Human Resources Coordinator (2017-2018)

- Overhauled recruiting practices resulting in staff racial diversity increasing by 16% in 2 years
- Launched staff engagement program, boosting scores by +10% YoY using feedback-driven changes

URBAN INSTITUTE – Washington, DC

2016-2017

Training Associate

- Facilitated new hire orientation for 200+ employees producing a 98% new-joiners satisfaction score
- Created 30+ job aids and led 20+ technical trainings resulting in seamless adoption of new ERP system

ADDITIONAL

- Certificates: DEI in the Workplace (USF Corp. Training) and Certified D&I Recruiter (AIRS by ADP)
- Interests: Rugby, Photography, Pickleball, Basketball, Reading, Tennis, Traveling
- Volunteering: Blacks in IO – Mentored recent grads on applying to and excelling in IO psych/HR roles

YURUI (RAY) LIU

rliu48@uw.edu | Seattle, WA | (551) 312-3749 | [linkedin.com/in/yurui-liu](https://www.linkedin.com/in/yurui-liu)

EDUCATION

FOSTER SCHOOL OF BUSINESS, UNIVERSITY OF WASHINGTON, Seattle, WA June 2025

Candidate for Master of Business Administration (MBA), Management Science (STEM)

- Honors: Dean's Merit Scholar, Reaching OUT MBA Fellow.
- Consulting project with Microsoft on Generative AI competitive analysis & industry-specific GTM strategy.

CARLETON COLLEGE, Northfield, MN June 2013

Bachelor of Arts, Economics

EXPERIENCE

ADOBE, Lehi, UT Jun – Sep 2024

MBA Intern – Product Manager, Adobe Analytics

- Led collaboration (product, engineering, & design) in discovery & prototyping processes of a Generative-AI-powered chatbot for Adobe Analytics and Customer Journey Analytics (CJA), facilitating adoption with internal stakeholders (product management, product marketing, & UX).
- Conducted comprehensive market research on the machine learning offerings of CJA & competitors, identifying key differentiators and opportunities.
- Designed and executed a customer survey to gather insights on machine learning workflows across industries; analyzed survey results to inform product strategy.
- Developed actionable recommendations for enhancing machine learning modeling capabilities within Adobe CJA.

NIKE, Shanghai, China 2019 – 2023

Content Innovation Manager, Nike Direct Digital Commerce (2023)

- Led a cross-functional team to refine Nike's consumer-facing product assets (photo, video, copy) through testing and innovation; improved visual asset commercial KPI performance by 36 pts over 1 season.
- Directed research project to revamp Nike apparel's sizing user experience on Tmall using internal data analysis and qualitative consumer research; outcome expected to reduce consumer service spending on sizing inquiry.

Advanced Consumer Research Analyst, Consumer Insights (2020 – 2022)

- Spearheaded qualitative and quantitative consumer research on holistic fitness perception among targeted demographics in China using focus groups, ethnography, and surveys, enabling critical input for buying quantities of women's performance legging product offerings from FY23 onward.
- Delivered social listening analyses on marketing campaigns (Olympics 2021) and corporate emergency responses (BCI Xinjiang cotton incident), with the latter motivating leadership to withhold all marketing communication during Nike brand's recovery journey between March and July 2021 in China.
- Surfaced key friction points across shopping journeys by integrating Nike internal data sources with Natural Language Processing (NLP) models, lifting offline shopping experience Net Promoter Scores (NPS) by 16 pts.

Digital Content / LTCC Data Analyst, Consumer Direct Sciences (2019 – 2020)

- Optimized Nike's digital marketing content (.com, WeChat Mini Program, Nike App, Nike Run Club / Training Club, and SNKRS) performance in Greater China by overseeing content A/B testing programs and hosting quarterly testing workshops with Digital Brand team; increased Nike App home content clickthrough rate by 57 pts YoY.
- Guided evergreen marketing campaigns (LTCCs) on Running, Yoga, and Air Max through KPI setting, monthly learning agenda creation, data analyses, and insight reporting, lifting number of members interacting with yoga content in China by 35% over 2 seasons.

SKILLS AND ACTIVITIES

- Adobe Analytics, Google Analytics, Databricks, Salesforce, Marketo, S-Plus, STATA, SQL
- Mandarin (Native), French (Intermediate)
- Nike Pride Network, running (1:35 half-marathon finisher), traveling (60+ countries)

ANTHONY CERVALLI

Atlanta, GA • (678) 504-9313 • anthony.cervalli@gatech.edu • www.linkedin.com/in/anthony-cervalli

EDUCATION

GEORGIA INSTITUTE OF TECHNOLOGY, Scheller College of Business
Master of Business Administration (MBA)

Atlanta, GA
May 2026

- Concentrations: Management, Strategy & Innovation
- Reaching Out MBA Fellow

UNIVERSITY OF NORTH GEORGIA
Bachelor of Science in Biology

Dahlonega, GA
May 2021

- Dean's List - Spring 2019, Summer 2019, Spring 2020, Fall 2020, Spring 2021
- President, Thoreau Sauntering Society - August 2019 - May 2021

EXPERIENCE

CENTERS FOR DISEASE CONTROL AND PREVENTION (CDC) VIA ORISE
ORISE Fellow in Newborn Screening and Molecular Biology

Atlanta, GA
October 2022-July 2024

- Created, validated, and distributed Proficiency Testing (PT) and Quality Control (QC) materials for multiple newborn screening disorders to support over 230 domestic and international Newborn Screening Labs
- Led several projects that analyzed the stability of PT/QC materials made by CDC to satisfy International Standards Organization (ISO) requirements, developed a genotyping qPCR assay, optimized a DNA quantitation assay to increase robustness, and programmed robotics instruments to cut prep time by 50% and improve assay reproducibility
- Planned appropriate timelines and managed material/reagent budgets of less than \$3,500 for all approved projects and assay validations
- Analyzed data sets consisting of over 10,000 entries generated from PT/QC materials or studies utilizing RStudio; such data could be used to certify material lots for distribution globally
- Crafted appropriate documentation following study completion, such as thorough technical reports to summarize study data and findings or standard operating procedures (SOP) outlining the methods to conduct and interpret an assay

ATLAS GENOMICS
Molecular Technologist

Senolia, GA
October 2021-May 2022

- Coordinated testing schedules with fellow labratorians and studio executives for over 400 cast and staff on the set of AMC's *The Walking Dead* and several other productions throughout metropolitan Atlanta
- Collected samples, extracted nucleic acid, prepared PCR reagents, and reported preliminary results for an average of 4,000 tests weekly
- Collaborated with fellow labratorians to ensure tests were conducted and results are reported with urgency to maintain timely turnaround and prevent spread of COVID-19
- Inventoried nearly 30 reagents weekly and sustained stock of preset assay elements, such as reagent plates and pipette tips

CRYOLIFE
Microbiology Technician II

Kennesaw, GA
July 2021-September 2021

- Performed pre- and post-harvesting treatment of an average of 55 cardiovascular samples per week to certify sterility for transplantation
- Monitored environmental conditions of over 20 clean rooms throughout multiple departments in the company to maintain ISO compliance

ADDITIONAL INFORMATION

Volunteer Experience: Atlanta Science Festival Volunteer, March 2024; CDC Laboratory Science Symposium Planning Volunteer, September 2023- March 2024; CDC Disease Detective Camp Volunteer, July 2023

Research Experience: Co-headed independent research project analyzing the effect of human disturbance on the health of American Toads (*Anaxyrus americanus*) in the Northeast Georgia area, Spring 2019-July 2021; Research volunteer with UNG Biology department studying the effect of habitat clearing on southern two-lined salamanders, Spring 2019 - Spring 2021

Professional Awards: Recipient of 5 Year Service Award from Publix Supermarkets, June 2020, Supplemental Instruction Dynamic Duo Award, 2019

ANDREA RENÉ HANSGEN

ahansgen@iu.edu | 937.219.8197 | linkedin.com/in/andrea-hansgen/

EXPERIENCE

Danone, White Plains, NY (Hybrid) | June 2024 - August 2024 **Brand Management Summer Intern**

- Analyze consumer data and insights to produce a strategic recommendation for a new innovative consumer food product launch with competitive advantages and a strong right to win estimated to earn eight-figure-dollar sales in year one.
- Leverage tools such as Circana, consumer focus groups, retail store visits, cross-functional partners, and flavor house and strategic consultant briefings to inform an analytically sound and creative product concept.

Kaplan, Fort Lauderdale, FL (Remote) | August 2021 – May 2023 **Social Media Specialist**

- Create and execute the social media strategy for a team of 500 brand ambassadors resulting in “heard from someone I follow on social media,” being the second highest driver of brand discovery.
- Mentored an ambassador one-on-one on the best practices for content creation, influencing, and personal branding leading to this individual securing 30+ paid brand deals post-graduation.
- Liaise with teams throughout the broader organization to create cohesive strategies effectively integrating campus marketing messaging with overarching company goals.

The Lesbian Bar Project, New York, NY (Remote) | April 2021 – August 2021 (Contract) **Social Media Coordinator**

- Created and led social media presence for a documentary film which grew in following from 2K to 27K, reaching one billion organic impressions, and landing the production of an ongoing streaming series deal with Roku.

Artemis Center, Dayton, OH | December 2020 – August 2021 **Development Associate & Volunteer Coordinator**

- Develop cohesive marketing efforts across all digital and tangible channels to drive donations and domestic violence awareness for a leading area non-profit garnering positive reception from major donors, board members, and community leaders.
- Manage a team of volunteers as they perform crucial functions for organizational success while providing feedback and customizing management strategy to each team member’s strengths and weaknesses, increasing retention and volunteer referrals.

EDUCATION

Indiana University Kelley School of Business | *Master of Business Administration Candidate* | GMAT: 700

- Reaching Out MBA Fellow ◦ Champion the LGBTQ+ community on campus and beyond
- Kelley Direct Pride Association | *Vice-President of Marketing and Communications* ◦ Increased membership and event attendance by 400% ◦ Garnered enhanced financial and structural support from administration to improve programming.
- Women in Business | *Director of Marketing and Social Media* ◦ Successfully rolled out a cohesive rebrand that increased engagement with WiB-generated content.
- Kelley Graduate Diversity Champions Network ◦ Facilitated student-led interview process to bring on new DEIB-focused administrative officers for the business school.
- Kelley on Campus Case Competition | *Finalist* August 2023 ◦ Recommended a new pricing model projected to increase household penetration and drive revenue to \$78M for a home improvement service offered by an Ohio-based small business.

University of Dayton | May 2020 *Bachelor of Arts, English Literature, Minor in Women’s and Gender Studies, Certificate in Human Sexuality Studies* | GPA: 3.42

- Peers Advocating for Violence Education | Theta Phi Alpha Sorority | Student Government Association | Studio Theatre
- Research Publication: *The Myth of Queer Agony: Homoeroticism the Media and Censorship*, published October 2021 in LURe Journal

ADDITIONAL

Reaching Out MBA

Out Women in Business Conference Organizer and Session Director: Breaking the Lose-Lose Loop: The Experience of Queer Women in Female Dominated, Male Dominated, and Transitioning Spaces | March 2024 | Los Angeles, CA
ROMBA Perspectives Speaker: Baby Dyke is All Grown Up | October 2023 | Chicago, IL

Theta Phi Alpha Sorority

Co-Chair of Alumni Advisory Board, Epsilon Chapter September 2022 – Present | Cincinnati, OH
Alumni Advisory Board Member at Large, Alpha Psi Chapter February 2021 – August 2021 | Dayton, OH

Volunteerism *LGBTQ*: Closet TRANSformation | *Animal Welfare*: The League of Animal Welfare | *Grief Support*: Fernside Center for Grieving Children | *Poverty Alleviation*: Kenzie’s Closet, The Freestore Foodbank, St. Vincent DePaul, House of Bread, Shelter House, Family Promise, Dayton Inspires

Personal Attended twenty concerts in eight states since graduating from university.

KEXIN SONG

845-453-2264 · Songk26@darden.virginia.edu · [LinkedIn.com/in/kexin-song](https://www.linkedin.com/in/kexin-song)

EDUCATION

University of Virginia Darden School of Business – Charlottesville, VA

May 2026

Candidate for Master of Business Administration (MBA)

- GMAT: 750
- Scholarships: Oculus Fellow (Full Tuition, 4 selected/class); ROMBA Fellow (2 selected/class)

Vassar College – Poughkeepsie, NY

May 2019

Bachelor of Arts in Economics and Japanese

- GPA: 3.89/4.00
- Honors: General Honors; Honors in Economics and Japanese; Phi Beta Kappa; Tananbaum Leadership Fellow

PROFESSIONAL EXPERIENCE

The Carlyle Group – Washington, D.C.

2022 - 2023

Compliance Analyst, Global Private Credit

- Collaborated with 50+ investment analysts across the Global Private Credit platform (Direct Lending, Opportunistic Credit, and Infrastructure Credit) and conducted conflict clearance review of 2000+ deal materials for U.S., London, and Hong Kong teams; ensured 100% compliance with regulatory requirements and fund governance guidance
- Proposed and initiated the creation of a new Conflict Tracker to facilitate C-suite Conflict Committee meetings during disagreeing occasions between liquid and illiquid credit teams; produced 40+ compliance memos to accelerate C-level decision making
- Evaluated 500+ experts from network vendors based on fund compliance policies; chaperoned 50+ expert calls on topics covering pharmaceutical, aerospace, energy, farming, and entertainment; documented calls to support potential regulatory exams
- Onboarded new third-party legal vendor team independently by hosting weekly calls to help them align with the firm's standard and understand business priorities; successfully onboarded them in 6 weeks that improved the team's efficiency by 20%
- Led cross-functional collaboration in a 10-person team (Investment and Technology providers) to conduct time sensitive compliance research on new AI deal-sourcing tool; led to approval two months ahead of deadline

Morgan Stanley – New York, NY

Investment Management Compliance Consultant, Private Credit & Equity

2022

Investment Management Compliance Analyst, Private Credit & Equity

2020 - 2021

- Completed 1200+ pages of U.S. SEC Form ADV annual amendment and the National Futures Association (NFA) exemptions filing for eight Morgan Stanley investment advisor entities
- Led a cross-functional team on urgent compliance project beyond regular duties, by identifying the right global stakeholders and influencing them to commit to project needs; recommended procedural changes resulting in potential cost savings up to \$50k
- Independently drafted a new prescriptive SOP on NFA exemptions filing process to accelerate future filings and reduce potential errors; published in Morgan Stanley's policy and procedure database for 150+ analysts to reference
- Initiated due diligence research on selected climate groups and provided insightful reports to the Head of Sustainability Compliance Office to select organizations for potential sponsorship with Morgan Stanley's ESG endeavors
- Mentored and coached 2 summer and first-year analysts over 2-10 months, through weekly 1-1 coaching sessions that fostered their growth and development; supported summer analyst's conversion to full time program

Enterprise Compliance Analyst, Compliance Risk Assessment

2019 - 2020

- Surveyed 50+ global business units under Federal Reserve's mandate; analyzed large datasets on each business unit's compliance strengths and risks; calculated risk profiles, identified compliance trends, and provided recommendations to senior management that directly influenced MS's compliance resource allocation plan
- Served as the team's contact for the Global Technologies team, drafted and iterated on an interactive Tableau reporting dashboard for senior management and significantly enhanced the process of reporting

ADDITIONAL INFORMATION

- **Languages:** English and Mandarin (Native), Japanese (Advanced)
- **Computer:** MS Office (Word, Excel, PowerPoint, SharePoint); Tableau; CRM tools
- **Activities:** "Crispy Feminist Comedy": Collaborated with 7 staff members and hosted the very first feminist-based Mandarin stand-up comedy show in D.C. with 200+ audiences; worked on front-to-end planning, marketing, and logistics

- **Interests:** Stand-up Comedy (on gender topics), Community Building, Photograph, Biking

ALEX HEDGE

301-580-7710, ahedge@wharton.upenn.edu

EDUCATION

THE WHARTON SCHOOL, UNIVERSITY OF PENNSYLVANIA

Philadelphia, PA

Master of Business Administration Candidate; Major in Strategic Management

2024 - 2026

- Recipient of ROMBA Fellowship; awarded to one student at the Wharton School for leadership in the LGBTQ+ community
- Member of Out for Business Club, Tennis Club, Techno and House Club, and Family Business Club
- GMAT: 770/800 (99th percentile)

UNIVERSITY OF MICHIGAN

Ann Arbor, MI

Bachelor of Science; Majors in Data Science and Statistics

2016 - 2020

- Cumulative GPA: 3.83/4.00
- VP of Client Acquisition at BOND Consulting Group (student-led consulting group)
- VP of Recruiting at Zell Early-Stage Fund (student-led VC investment fund)
- Studied abroad in Singapore and interned abroad in Hong Kong, Summer 2018

EXPERIENCE

CAPITAL ONE – TRAVEL

New York, NY

Sr. Business Analyst, Product (1 year)

2023 - 2024

- Coordinated with tech partners at Hopper Cloud (our merchant of record) and Capital One's internal legal/risk/compliance, design, marketing, PR, and servicing partners, launching test of new product "Change your flight for any reason"
- Conducted a series of experiments on "Price Freeze" product involving changes to product terms and UX, quadrupling product profitability over seven-month period and eliminating 100% of fraudulent purchases
- Analyzed go-to-market options and devised recommendation proposal for expansion of "Cancel for any reason" product to flights on Spirit and Frontier, gaining buy-in from Hopper partners and ultimately increasing product profitability by 17%
- Earned top ratings and won 3 team MVP awards and 2 organization-wide MVP awards for outstanding performance

CAPITAL ONE – AUTO FINANCE

New York, NY

Sr. Business Analyst, Corporate Strategy (1 year)

2022 - 2023

- Formulated GTM strategy for launch of e-commerce facilitator "Navigator Platform", including pricing, sales strategy, competitive analysis, profitability analysis, and launch strategy; received division-wide recognition for my contributions
- Researched new opportunity associated with recent Navigator Platform launch -- including revenue opportunities, market sizing, competitive analysis, and second order impacts -- and convinced Managing VP to add it to his prioritization roadmap
- Conducted deep dive on how Capital One's data needs changed with launch of recent new product; my recommendation to develop more advanced data infrastructure led to formation of new division to create and manage my proposed system

Business Analyst, Analytics (1.5 years)

2021 - 2022

- Managed product zone optimization process for sales team of niche auto product, interfacing with over 250 Capital One sales representatives to satisfy sales needs while maximizing key stakeholders; project resulted in 10% increase in sales volume
- Strategized new opportunities for credit policy improvement for auto product using SQL and Python; project drove >50% increase in NPV-positive loan originations and earned division-wide recognition
- Oversaw health of Auto Finance loans comprising >\$300M in originations and evaluated concerning valuations trends, recommending over 1.5 years a series of projects that each drove +2-5% increases in NPV/loan

STRATEGY& (PART OF THE PWC NETWORK)

Chicago, IL

Associate Intern – Deals Strategy

2019

- Determined optimal acquisition targets by developing screening criteria based on client strategy and 7 key acquisition metrics, paring down list of 1700+ companies/assets in target industry to create ranked list of 22 best acquisition targets
- Conducted industry research and expert interviews to discover M&A growth avenues across several high growth markets, recommending switch to patient engagement and analytics platform market (~21% CAGR), which was adopted by client
- Rated top of class and received return offer for full time position as Deals Strategy Associate

ADDITIONAL INFORMATION

- **Interests:** Michigan football, travel (most recently went to Barcelona), Citi-biking, swimming, and card/board games
- **Volunteering:** Junior Board of Directors for InReach, a nonprofit increasing access to safe, verified resources for the LGBTQ+ community in North America; Mentor and Peer Facilitator for Out for Undergrad Business Conference 2022-24
- **Positions:** Head of Diversity Events Recruiting at Capital One

EDUCATION

FORDHAM UNIVERSITY, GABELLI SCHOOL OF BUSINESS

MBA, Expected May 2026

New York, NY
2024-2026

- ROMBA Fellow
- Dean's Scholarship recipient
- Graduate Assistant in Business Ethics & Law

SKIDMORE COLLEGE

BA, Environmental Science, Minor in Studio Art

Saratoga Springs, NY
2016-2020

- NCAA Division III Lacrosse Team, 2016-2020, MVP award 2020
- Dean's List Honors, Spring 2019, Fall 2020, Spring 2020
- Thoroughbred Society Award - for maintaining a 3.68 GPA or higher while on a varsity team, Spring 2019, Fall 2020, Spring 2020
- Liberty League Academic Honor Roll, Spring 2020

DANISH INSTITUTE FOR STUDY ABROAD

5-month study abroad semester in Sustainability & Sustainable Energy Systems

Copenhagen, Denmark
Fall 2018

EXPERIENCE

ENVIRONMENTAL RESOURCES MANAGEMENT (ERM)

Ewing, NJ

ERM is a #1 ranked environmental management, risk & sustainability consulting firm

Consultant

May 2024 - July 2024

- Directed cross-functional teams and project budgets for several Fortune 500 clients across industries such as pharmaceuticals, chemical manufacturing, and oil & gas, demonstrating strong operational oversight and client management skills
- Led project mobilizations for chemical remedial actions and high-risk construction including remediation of \$3M yacht paint manufacturing facility
- Advised and maintained regulatory compliance of sites through detailed technical reports and communication with the NJ Department of Environmental Protection. Resulted in full compliance for several high interest legacy sites dating back to 1880

Consulting Senior Associate

Oct 2022 - May 2024

- Selected over two senior staff, based on demonstrated analytical and supervisory skills, to lead a high-risk radiological investigation at U.S. protected maritime facility, overseeing a \$3.7M backlog and coordinating five contractor teams for a top 100 revenue key client
- Analyzed groundwater and soil contamination data for substation in northern NJ. Discoveries precipitated 3-month, \$800,000 project phase for prominent energy company. Contributions demonstrated strong analytical and data monitoring skills
- Developed and proposed remedial action strategies for contaminated site in Somerville, NJ, leading to additional project phase of work at a 15% reduced cost to the client, showcasing strategic thinking and cost management.

J.S. HELD

Hoboken, NJ

J.S. Held is an 1,800-employee environmental & risk management consulting firm

Environmental Scientist II

Nov 2021 – Oct 2022

- Managed \$8M industrial cleanup in Newark, NJ, including responding to emergency oil spill under both state and federal regulations. Effective handling avoided estimated \$200,000 in future remediation costs for client
- Led and completed several due diligence investigations in Philadelphia area, earning high commendation from client and ultimately netting one of firm's largest client accounts

Environmental Scientist I

Dec 2020 - Nov 2021

- Mediated \$1M in financial assurance from seller for client buying an industrial site in NJ after discovering further soil contamination from chemical data examination
- Managed budget and execution of \$180,000 remedial chemical injection project. Project finished on-time and under budget with effective implementation remediating contaminated groundwater, serving as case study for future projects
- Achieved promotion within one year of joining firm, recognized for advanced technical compliance management, team collaboration, and organizational skills

SKIDMORE COLLEGE

Biology Lab Technician, Research Assistant, and Teaching Assistant

Saratoga Springs, NY
Sept 2018 - May 2020

- Taught and prepared labs for Organismal Biology students alongside head of department
- Researched cell biology of model plant to assess endomembrane system, producing 3D images of organelles via laser microscopy on dual grant with Cornell University

ADDITIONAL

Interests:

- Endurance trail runner - ran two trail half marathons in the Catskills, placing 13th overall in 2023
- Youth lacrosse - coached and officiated girls' lacrosse (ages 7-18) in volunteer and paid positions since 2016
- Avid water sports athlete - surfer, skim-boarder, and snorkeler
- Sample Maker and Knitwear Editor for Purl Soho since 2018

Technical Skills: Proficient in Microsoft Excel, Microsoft Suite, Adobe Suite, Power BI, data analysis

Arinze Obiezue

arinzeo@stanford.edu | www.linkedin.com/in/arinzeobiezue

EDUCATION

STANFORD GRADUATE SCHOOL OF BUSINESS

Master of Business Administration (MBA) Candidate

Stanford, CA

Sep 2024 - Jun 2026

- Fellowships: BOLD Fellow, ROMBA Fellow | Pre-MBA: Dorm Room Fund (DRF) Summer Investor, Pear VC Pre-MBA Program

SCHWARZMAN COLLEGE, TSINGHUA UNIVERSITY

Master of Management Science, Global Affairs

Beijing, China

Aug 2021 - Jun 2022

One of 150 scholars from 40+ countries selected for this elite graduate program (~4% admit) by Blackstone's Stephen Schwarzman at Asia's #1 university

- Grade: 3.75/4.0 | Fellowship: China Oceanwide Fellow | Focus: AI Policy | Extracurricular: Founder, Pride@ Schwarzman

AFRICAN LEADERSHIP COLLEGE (ALC) — accredited by Glasgow Caledonian University

Pamplemousses, Mauritius

BA (Hons) Business Management

Jan 2016 - Feb 2020

Joined the highly selective (3% admit) inaugural class of the "Harvard of Africa" focused on training the next generation of African entrepreneurial leaders

- Grade: First Class Honours, summa cum laude | Class Rank: 1st – Valedictorian | Awards: 100% Merit Scholarship; Best Business Student Award; Best Business Dissertation Prize; ALC Leadership Award | Extracurricular: Founder & President at ALC Pride Society; Co-founder & Case Manager at ALC Consulting Club; Treasurer at ALC Alumni Association

EXPERIENCE

THE FUND FOR AFRICA'S FUTURE (FUTURE AFRICA) | top early-stage VC invested in 2 of Africa's 6 unicorns

Lagos, Nigeria

Investment Analyst

Oct 2023 – present

- Investments: Led due diligence and wrote investment memos for pre-seed investments worth \$2M+ (10% of the fund) into four startups FoodCourt (foodtech; selected by Y-Combinator), AgRails (climate/AI), Lori (logistics), and Juiceme (fintech)
- Portfolio Management: Built and managed the firm's virtual community of 150+ founders and industry advisors; Managed the tracking and reporting of strategic updates to both GPs and LPs on key metrics from the fund's 108 portfolio startups
- Program Ops: Co-developed the investment thesis for 'Accelerate Africa'—the fund's accelerator organised with USAID—with the fund's Founding Partner; Co-Led the accelerator's selection process, achieving a 1.3% selection rate from 750+ startup applications
- Recruiting: Redesigned and managed the end-to-end recruitment of the firm's VC fellows, analysts, and executive assistant—a process typically led by the Partners and Principals;

KENGA MEDIA | an independent media startup documenting African Gen Z culture and insights

Nairobi, Kenya

Co-Founder, CEO & Publisher

Mar 2022 – July 2024

- Strategy, Partnerships & Fundraising: Secured brand partnerships with Spotify, MTN, Boomplay; Led GTM for Kenga Magazine reaching 40K+ readers in 70+ countries leading to recognitions by RIVET, CNBC Africa, Applied Arts Magazine, and The Skoll Foundation; Raised \$3K in grants from RIVET and Rockefeller Philanthropy Advisors (via Africa No Filter)
- Events & Community: Organised sponsored exhibition of 10 fashion labels and 18 visual artists from Nigeria, Ghana, and Kenya that created KES 400,000+ of value for exhibitors; Managing a network of 200+ top Gen Z African artists, writers, and designers

EARLYADMIT (acquired) | a marketplace for graduate school admissions coaching

Utah, USA

Co-Founder & Chief Product Officer

Jul 2020 – Aug 2021

- Product Management: Designed the company's brand and launched the top-selling coaching product that currently makes up >80% of total revenue; Launched and hosted *The Early Admit Podcast* on MBA application tips, reaching 2,300+ monthly listeners in 23 countries
- Marketing & Sales: Co-led social media marketing for the 2021 application bootcamp, leading to \$50K+ in ticket sales

META/FACEBOOK

London, UK

Content Designer

Apr 2020 – Jul 2021

- UI & UX: Designed the new product experience that used rate-limit features to reduce suspicious login attempts by 7% on Facebook and IG; Co-led the content design and taxonomy standardisation for Facebook's content safety/warning labels
- Diversity & Inclusion: Authored new product standards on accessibility and comprehensibility that were adopted by Meta's Content Design org; Co-founded the 20-member Black@Design EMEA group for the London, Dublin, and Tel Aviv offices

Content Design Intern (received FTE return offer)

Jun 2019 – Sep 2019

- Product: Conducted qualitative user research and improved user comprehension of the identity checkpoint on Calibra, Meta's blockchain product, by 11%;
- Community: Selected as the solo intern representative of the London office in townhall with Mark Zuckerberg; First-ever intern invited by Black@Facebook group as a panelist for an in-office session aimed at helping students learn more about jobs at Facebook

ADDITIONAL INFORMATION

COMMUNITY: Startup Pitch Judge, [Africa Technology Expo](#) • Board Member, [Queer African Network](#) • Judge, [Princess Diana Awards](#)

INTERESTS: Gaming • LGBTQ+ initiatives • Mentorship • Consumer psychology • Reading biographies • Building Notion databases

MARQUEZ BYRD

Chicago, IL 60000
(918) 852-7987 | marquez.byrd@ChicagoBooth.edu

EDUCATION

THE UNIVERSITY OF CHICAGO BOOTH SCHOOL OF BUSINESS

Master of Business Administration

Chicago, IL
Sep 2024 – Jun 2026

- Awarded ROMBA Merit-Based Fellowship
- Concentrations in Finance and Accounting

UNIVERSITY OF OKLAHOMA

Bachelor of Science in Mechanical Engineering | GPA: 3.6/4.0

Norman, OK
Aug 2014 – May 2019

- Scholarships: Robert and Helen Grey Trippet Foundation, OU Alumni of Tulsa, Tomorrow's Engineer
- Study abroad: Blaise Pascal University, France (Summer 2015); Semester at Sea (Fall 2017)
- Internships: Michelin (Spring/Summer 2017); Samsung Austin Semiconductor (Summer 2018)

EXPERIENCE

Morgan Stanley

Equity Research Associate (Oil Field Services)

New York, NY

Jan 2024 – July 2024

Equity Research Junior Analyst II

Jan 2023 – Dec 2023

Equity Research Junior Analyst I

Jan 2022 – Dec 2022

- Selected as 1 of 8 out of ~300 to join Morgan Stanley's Experienced Professionals Program, and placed on oil field services equity research team covering 13 stocks such as SLB, BKR, and HAL
- Elevated to be company wide research contacted for oil field services industry
- Provided in-depth research of covered companies to institutional clients, aiding their investment process
- Developed a predictive model forecasting oil and gas well inflation/deflation trends in company pricing achieving an ~90% correlation to company estimates, leading to increased earnings predictions
- Co-authored a bi-annual "Shale Survey" and "Offshore Drilling Digest" report detailing globe oil trends and well counts forecast used across Morgan Stanley's investor base to help inform investment decisions
- Managed direct reports who composed a weekly oil and gas industry report of domestic and international macro data, read by institutional clients weekly

ACCENTURE

Technology Specialist – SAP SuccessFactors

New York, NY

Nov 2024 – Jan 2022

Technology Senior Analyst

Nov 2020 – Nov 2021

Technology Analyst

June 2019 – Nov 2020

- Implemented SAP SuccessFactors, a leading global HR platform, through collaborative efforts with clients across different industries and geographies
- Led a team of developers through the implementation of 9 new data integrations, including ADP company payroll system, resulting in an on-time system launch and successful payroll processing
- Performed stakeholder analysis across business units in 15+ countries to evaluate impact, influence, and adoption complexity of proposed system design and functionality
- Served as reporting lead for a chemical company, responsible for creating reports to be used across +15 countries by senior management to conduct HR business such as running payroll
- Co-leader, analyst action team employee resource group, tasked with boosting engagement across New York analysts through curated events such as career talks and wine socials

ADDITIONAL

- **MBA Organizations:** Management Leadership of Tomorrow (MLT) MBA Professional Development Fellow and ROMBA
- **Skills and Certifications:** Financial Modeling, Equity Research, Excel, SIE, Series 63, Series 86, and Series 87
- **OU LGBTQ+ Alumni Association, Treasurer** Sept 2020 – Sept 2022
 - Increased club endowment by 18%, surpassing \$100k for first time in club history
 - Facilitated the scholarship review process from promotion to final selection
- **Interests:** Avid traveler (25+ countries), theatre (performed in 12 shows), gymnast (training for 1 year), Media and Film

SARAH CORBISHLEY

(786) 350-8264 • Washington, DC • sarah.corbishley@gwu.edu • [LinkedIn address](#)

EDUCATION

THE GEORGE WASHINGTON UNIVERSITY, School of Business Master of Business Administration (Global MBA)

Washington, DC
Expected May 2025

- Certificate in Strategic Management
- Forté Fellow; Reaching Out MBA Fellow
- President, GWSB Out for Business 2024

AMERICAN UNIVERSITY, School of International Studies Bachelor of Arts, International Studies & Public Health

Washington, DC
May 2020

- American University Study Abroad Nairobi, Kenya 2019

EXPERIENCE

GUIDEHOUSE

Washington, DC

Senior Consultant Intern, Strategy & Innovation – Health Segment

June 2024 – August 2024

Supported a joint venture go-live and integration for two major regional hospital systems

- Analyzed service lines by volume, revenue, and overall market position to provide market and submarket definitions, service line mapping, and identify key areas for prioritization and expansion
- Supported the cross-enterprise integration management office for 40+ workstreams by creating and improving tools to bolster tracking, dashboarding, and communication channels
- Conducted a black box managed care synergy identification analysis and a price transparency analysis to provide an aggregated rates and reimbursement summary
- Researched private equity trends from 700+ private equity firms in healthcare to identify business development opportunities and develop an internal go-to-market strategy
- Provided drafting support for two business development proposals concerning major health systems' strategic planning and implementation support

TRIA FEDERAL

Washington, DC

Consultant II

January 2023 – June 2023

Prev. Consultant I, Associate Consultant

September 2020 – December 2022

- Managed contract compliance management workstream of 5 employees to create enterprise-wide guidance, implement legislative mandates, mitigate potential loss of revenue due to negligence
- Designed and executed a process, tracking system, and weekly metrics dashboard for responding to over 150 high profile congressional inquiries to improve the speed and quality of responses
- Co-led the standup of a client's government audit response process for 150+ findings by developing project management tools, strategizing deliverables, cross-training contract and client employees
- Advised client organization through major structural transformations by supporting new process designs, policy development, and program implementation to standardize operations in over 100 clinical facilities

WINNING STRATEGIES WASHINGTON

Washington, DC

Government Affairs Intern

September 2019 – December 2019

- Tracked congressional hearings regarding healthcare, national security, and employment issues to summarize key points and provide specific details of interest for principals and clients
- Conducted legislative and industry research to inform clients about major policy and trade trends; wrote daily trade reports and weekly impeachment recaps

RELEVANT PROJECTS

- **Project #1:** Consulting Abroad Project Bayer AG – (*Developed a refreshed promotion strategy for two mature medical products in the United States and Latin America in coordination with the Bayer Sustainability Excellence team over the course of five months*), Germany 2024

ADDITIONAL INFORMATION

Accomplishments: Certified Revenue Cycle Representative (CRCR), Healthcare Financial Management Association, 2022

Community: Served on Tria Federal's Diversity & Inclusion Task Force; Treasurer & Director of Community Outreach, GWSB Out for Business 2023

LUCAS CAO

615 South Main Street, Building 1-326 - A • Ann Arbor, MI 48104
lucascao@umich.edu • 780.680.7094 • [linkedin.com/in/lucas-cmt](https://www.linkedin.com/in/lucas-cmt)

EDUCATION	UNIVERSITY OF MICHIGAN Stephen M. Ross School of Business Master of Business Administration, May 2026 <ul style="list-style-type: none">• Awarded: Reaching Out MBA (ROMBA) Fellowship.• GMAT FE Score: 745 (100th percentile).• Member: Consulting Club, Energy Club, Pickleball Club, Outdoor Club, Out for Business, and Ross Student Ambassador.	Ann Arbor, MI
	UNIVERSITY OF ALBERTA Bachelor of Science, June 2019 <ul style="list-style-type: none">• Major: Mechanical Engineering.• GPA: 3.8/4.0.• Completed an 8-month full-time internship with ATCO Group in project management.	Edmonton, Canada
EXPERIENCE 2017-2023	IMPERIAL OIL/EXXONMOBIL Rail Operations Planner, 2022-2023 <ul style="list-style-type: none">• Led a cross-functional team to automate and optimize operational processes, resulting in a 13% throughput increase at Imperial Oil's biggest rail facility.• Facilitated discussions with internal stakeholders across five business functions, suppliers, and leadership, that launched over 20 initiatives to improve efficiency and boost capacity.• Modeled capacity requirement for long-term capital projects, leading to early contract renegotiation that saved \$240K per year.	Edmonton, Canada
	Supply Scheduler – Canada Rail, 2020-2022 <ul style="list-style-type: none">• Managed \$750MM worth of energy supply annually, a threefold increase compared to the role's initial responsibilities, by coordinating stakeholders from five facilities across Canada as well as international support staffs.• Leveraged spare logistics capacity to generate additional revenue by transporting and spot-selling \$35MM of fuels monthly, in collaboration with trading and sales teams.• Negotiated purchase of incremental volume from key producer to cover unplanned outages at other refineries, earning an extra \$1.1MM in margins in 2021.• Executed trial to blend and transport renewable biofuels, generating key insights and contributing to a record-breaking year for export, surpassing previous annual record by 5%.• Mentored three new employees in-person in Buenos Aires over one month, fostering team cohesion and ensuring a smooth transition of responsibilities.	Calgary, Canada
	Supply Scheduler – Eastern Rail, 2019-2020 <ul style="list-style-type: none">• Designed KPIs and implemented processes to control spending with third-party service providers, reducing operating expenses by \$1.8MM per year.• Redesigned supply chains to optimize costs and capacity in response to a 50% demand collapse from COVID-19 disruptions, saving \$1.4MM over three months.• Persuaded leadership to invest in de-bottlenecking North America's highest throughput terminal despite challenging economic outlooks, yielding \$340K in net profits annually.	Calgary, Canada
	Coop Student, Supply and Trading, 2017-2018 <ul style="list-style-type: none">• Maintained 95% fuel supply reliability over six months despite a 40% unplanned pipeline capacity reduction, strengthening supply chain resiliency in Ontario.	Calgary, Canada
ADDITIONAL	<ul style="list-style-type: none">• As Co-President for Students for Learning, led and mentored a team of 40 volunteer tutors, providing over 250 hours of free tutoring monthly.• As VP Finance of Students for Learning, reduced barriers to education by developing on-site tutoring program at two underprivileged high schools.• Traveled to Colombia, Argentina, Brazil, Kenya, Türkiye, Oman, Vietnam, Indonesia, and Taiwan in 2023 – 2024.• Surfer and scuba diver – certified Rescue Diver.• Fluent in Vietnamese and intermediate in Spanish – learning since 2018.	

PARTH SINGH

Durham, NC | 281-939-8970 | parth.singh@duke.edu

EDUCATION

Duke University, Fuqua School of Business

Master of Business Administration, concentrating in Health Science Management and Strategy/Data Analytics

GRE: 334/340 (Q166 V168) Fellowships: ROMBA Fellow and Peace Corps Coverdell Fellow.

Durham, NC

May 2026

University of Michigan, Stephen M. Ross School of Business

Bachelor of Business Administration, Management and Strategy

GPA: 3.5/4.0. ACT: 34/36. Graduated with Honors & Distinction while working 2 jobs to pay for school.

Awarded Carson Public Policy Scholar, Teach For America Rising Leader, Ross Social Innovation Challenge Winner.

Leadership: Diversity Peer Educator – taught courses to 80 staff, developed Bias Incident Protocol for 9k students and organized DEI career fair. Co-Founder of Beyond Bounds – startup to help 12k students develop life visions & set goals.

Ann Arbor, MI

May 2016

EXPERIENCE

V.A.S.T (Social Impact Consulting & Impact Investing Firm)

Co-Founder, Management Consultant & Director of Finance and Operations

Lucknow, UP, India

2022 – 2024

- Led consulting engagement with Disaster Management Authority to digitize operations and incorporate AI, reducing overhead costs by \$61M over 10 years; built 20 Emergency Squads reducing response times by 80% for 17M people.
- Orchestrated a clean energy transformation for the largest real estate developer in the state, evaluating emission reduction prospects and crafting operational frameworks resulting in \$35M in savings.
- Raised \$2M through grants & donations to invest in a leading healthcare provider's entry into a new market. Analyzed public health data using multivariate regression analysis to assess risks & opportunities.
- Built a team of 8 staff members and 500 volunteers to provide digital, financial, public health, environmental, community development & disaster management consulting services.

AmeriCorps

Assistant Program Director + DEI & Disaster Services Lead

Sacramento, CA

2020 – 2022

- Conducted outreach to WA, MT, OR, CA, and NV, gathering requirements and developing 26 national service projects addressing tax assistance, hunger relief, & housing for 15M people.
- Managed \$250k budget & portfolio of \$7M in grants; achieved budget variance of <5% and reduced costs by 15%.
- Led 45 AmeriCorps members to build US's first COVID mobile vaccination unit to distribute 300k+ vaccinations. Invited by White House to present strategies to increase vaccine accessibility.
- Organized 24 Food Distributions and mobilized 250+ volunteers to distribute 15M pounds of food to 195k families.
- Revamped DEI strategy by creating employee resources groups, diversifying recruitment channels, facilitating DEI trainings for 280 Corps Members, and increasing retention rates by 20% by fostering a inclusive environment.

Peace Corps

Community & Youth Development Specialist

Tiznit, Morocco

2019 – 2020

- Created community & economic development project focusing on English, life skills development, and job readiness for 22k youth. Founded Youth Club with 300+ members, started library, and secured \$35K for youth-focused non-profits.
- Awarded "Warden of the South" for evacuating 50 Volunteers during Covid-19 by coordinating with local police.

World Bank Group

Strategic Partnerships Manager, Rural Enterprise Development Program

New Delhi, India

2017 – 2019

- Conducted impact assessments, investment mapping, and feasibility study in partnership with 3 state authorities to develop strategy and goals of \$200M proposed fund estimated to accelerate farmer income generation by 50%.
- Designed 600 new self-help groups & mobilized 1k volunteers in 30 districts to reach ~10M people in rural India.

Intel Corporation

Strategy Analyst, Strategic Business Development Team

Hillsboro, OR

2016 – 2017

- Led strategic sales and operations planning for \$345M data center, IOT & cloud business and automated forecasting process, resulting in \$12M of cost savings and 30% increase in planning accuracy.
- Awarded 4 Intel Recognitions for creating a "Warm Line" a new tool for reporting harassment & bias incidents

ADDITIONAL INFORMATION

Languages: Hindi (native), Punjabi (intermediate), Moroccan Arabic (intermediate).

Technical Skills: Excel, PowerPoint, Word, Access, R, Tableau, Power BI, Asana, Oracle Database, SAS, SAP, Salesforce, Trello.

Interests: Education – UN English Opens Door Program Teacher in Chile for 600 students from Jan-Sep 2019, Avid Motorcyclist –

longest drive 1,500 Miles of US HW 101; Hiking– favorites include 4-day trek in Montana Beartooth Mountains, climbing active volcano Villarica in Andes in Chile, 7-day trek of Iceland's Laugavegur Trail; Crisis Response Advocate for the Houston Area Women's

Center – worked on over 200 domestic violence and sexual assault cases.

KAISHIK GUNDU

kvg12@georgetown.edu • (571) 274-3953 • [linkedin.com/in/kaishik-gundu](https://www.linkedin.com/in/kaishik-gundu)

EDUCATION

GEORGETOWN UNIVERSITY, McDonough School of Business

Washington, DC

Master of Business Administration, STEM Designated Management Science Major

May 2025

- ROMBA Fellow, National Black MBA DC Chapter Fellow, Merit Scholarship
- Vice President of Technology, Student Government Association and Vice President, South Asian Business Alliance
- Graduate Research Assistant, Growth and Sustainability Strategy, Department of Economics
- Graduate Teaching Assistant, Customer Analytics and Business Forecasting, Department of Business Analytics
- Member of Georgetown Operations and Consulting Club; Design, Experience, Innovate Club; Tennis Club

NATIONAL INSTITUTE OF TECHNOLOGY KURUKSHETRA

Kurukshetra, India

Bachelor of Technology, Electronics and Communication Engineering

May 2018

- Established the Innovation and Incubation Center and secured \$10K initial funding for 3 student-led technical startup ideas.
 - Intern at Tata Motors (Restructured Engine Quality check process), Intern at Vizag Steel Plant (Communications Enhancement)
-

EXPERIENCE

AMAZON

Fall River-Massachusetts, US

Pathways Operation Manager Intern (Operations Consultant)

May 2024 - August 2024

- **Process Optimization:** Introduced new area readiness and end-of-shift procedures, reducing unnecessary truck placements by 56%, resulting in an annual savings of \$490K across 10 Amazon Fulfillment Centers (FC).
- **Data Analytics and Insights:** Conducted a cost-benefit analysis to justify and procure a new sorting machine at a fulfillment center, improving operational efficiency at the site by 25% and decreased the package processing time by 18%.
- **Continuous Improvement:** Developed an advanced staffing tool by analyzing demand and package flow trends, optimizing workforce placement, leading to a reduction in 9870 reprocessed packages per day across 10 Amazon FC.
- **Influential Leadership:** Collaborated directly with 8 different verticals (Finance, HR, Operations, Equipment, Transportation Logistics, Learning, Software Engineering) to implement the above changes across various sites at Amazon.

ACCENTURE

Hyderabad, India

Senior Analyst, Digital Transformation

February 2021 - July 2023

Analyst, Digital Transformation

September 2018 – January 2021

- **Growth Strategy:** Spearheaded the technical architecture and development of streaming product development using CDNs and user streaming analytics that generated \$46M in revenue and grew the customer base by 500K in 20 months.
- **Client Engagement:** Collaborated with 5 cross-functional teams to translate client requirements into technical specifications, to implement a new chatbot feature, increasing end-user engagement by 90% and reducing the query response time by 55%.
- **Project Management:** Managed 4 stakeholders' teams in the internal systems re-development, resulting in 8+ new features, a reduction of 20% in save/load time, and 15% operation time using collaborative tools like JIRA and KANBAN.
- **Business Development:** Achieved a 73% revenue increase and a 43% surge in user engagement by integrating 3 streaming services into the client's SaaS platform by leading a cross-functional team of 12 members leveraging advanced API technology.
- **Digital Transformation:** Analyzed, presented, and implemented a cloud migration solution to an energy client leveraging AWS, Azure, and Google Cloud, saving \$30M in operations cost and utilizing DevOps methodologies for seamless migration.
- **Performance Improvement:** Revolutionized embedded chipset evaluation, saving \$1M in labor costs by designing and implementing Python-based automation and setting a new industry benchmark score for performance and efficiency.
- **Data-Driven Innovation:** Engineered a solution to test cyber security risks, expediting flaw detection capability by 40% and saving 6 hours of daily testing, resulting in \$50K savings after analyzing the team's time-to-effort and effort-to-cost ratio.

OH MY DOG! – Tech Enabled Pet and Pet Products Selling Firm

Andhra Pradesh, India

Co-Founder

December 2020 - July 2023

- **Entrepreneurial Spirit:** Launched a startup addressing quality and customer service gaps in southern India's pet industry, selling 190+ global standard-certified pets in 2 years utilizing CRM Technologies, chatbots, and data analytics.
 - **Cost Optimization:** Integrated Supply Chain Costing and Mapping for strategic pricing restructuring, resulting in a 101% YOY profit surge, and boosting Customer Lifetime Value by 20% by executing an exhaustive financial analysis.
 - **Marketing Strategy:** Recognized and partnered with influencers for product endorsements, resulting in a 25% increase in brand visibility, 20% rise in sales within targeted demographics and 60% increase in community engagement within 2 years.
-

DISTINCTIONS

Technical Skills:

Python, R, Tableau, SQL, Power BI, Microsoft Excel, PowerPoint, Six Sigma Green Belt, PMP

Achievements:

Kuchipudi Dancer- 500+ performances across India, Purple Belt Holder- Karate Shotokan Style

Leadership:

Accenture Toastmasters VP; VP of Event Management for Cultural Fest in Undergrad University

Hobbies:

Poetry, Comics Design, Sports Enthusiast (Cricket, Carrom), Video Games, Travel, Bike Trips.

ROBERT OSEN

(626) 422-8015 • linkedin.com/in/robertosen • rsosen@wisc.edu

PROFILE

With a diverse career spanning public relations and sales, I honed my skills in driving business success and cultivating strong client relationships. I've excelled in VIP celebrity relations, organized notable events, and adapted to new challenges during a recent internship in marketing medical devices. My exceptional communication skills and talent for identifying and meeting customer needs have been pivotal in my success. Moving forward, I aim to leverage my adaptability and experience in marketing as a Brand Manager.

EDUCATION

University of Wisconsin-Madison, Wisconsin School of Business, Madison, WI 09/23 - Present
Master of Business Administration Candidate, Marketing Specialization

- Recipient of Dean's Full Merit Scholarship
- Reaching Out MBA (ROMBA) Fellow (1 of 2 selected)
- Out4Business Co-President
- Graduate Business Association, Communications Chair

University of California at Los Angeles (UCLA), Westwood, California 2011 - 2015
Bachelor of Arts in Design | Media Arts

PROFESSIONAL EXPERIENCE

University of Wisconsin-Madison, Wisconsin School of Business, Madison, WI 08/24-Present
Teaching Assistant

- Support 90 total graduate and undergraduate students in the Digital Brand Building course, taught by adjunct Professor Rob Master, current Global SVP of Media and Communications at SharkNinja, and former Senior Advisor at McKinsey.
- Hold weekly office hours, manage grading, prepare lectures, coordinate disability accommodations, and provide individual student support to enhance understanding and success in the course.

Boston Scientific, Arden Hills, Minnesota 05/24-08/24
Product Manager - 12 week internship

- Developed price floors and operating income strategies for the global electrophysiology (EP) device portfolio, including radio frequency (RF), cryoablation (cryo), and pulsed field ablation (PFA), aimed at increasing gross margins by 10% by 2030.
- Analyzed global sales data from EMEA, APAC, LACA, and US regions, creating pivot tables and driving insights from over \$500M in revenue.
- Led a global summer project to improve the EP business profitability by collaborating with cross-functional teams to analyze market dynamics, pricing, and reimbursement structures, identifying opportunities for product bundling, COGS improvements, price uplifts, and margin enhancements.

Away Travel, Venice, California 2021-2023
Supervisor

- Generated \$1,000,000+ in personal sales during employment. Consistently among the top 3 sellers for the store.
- Managed a team of ten employees who produced an average monthly sales of \$500,000.
- Coordinated with customers in person and online to identify individual needs and provided positive solutions. Deployed superb active listening skills complemented by proven skills in facilitating consultative sales discussions.

Jimmy Choo, Beverly Hills, California 2019-2020
Public Relations Manager

- Delivered a 20% increase in number of product placements (300+) on celebrities including Beyonce, Jennifer Lopez, Leonardo DiCaprio during 2020 Awards season and into COVID-19 Stay at Home order.
- Wrote approximately 13 press releases per week and pitched to networks of 200+ international media outlets.
- Managed \$21k quarterly budget for purchasing new inventory product from wholesale team.

Salvatore Ferragamo, Beverly Hills, California 2015-2019
Public Relations Coordinator

- Led client relations of 100+ VIP celebrity clients at the flagship Beverly Hills store.
- Scouted and pitched new talent for brand opportunities, including Ethan Peck and Suki Waterhouse for sunglasses and fragrance campaigns.
- Organized events such as Elle Magazine x Ferragamo: Young Hollywood Rising Party, and The Wall Street Journal x Julia Roberts' Talents and Legends dinner.
- Collaborated with each of The Hollywood Reporter's 25 Most Powerful Stylists in Hollywood 2019

ADDITIONAL INFORMATION

Software and Tools: Word Processing, PowerPoint, Excel, Adobe Creative Suite (Photoshop, Illustrator, InDesign, AfterEffects), SAP Inventory Management, D365, Launchmetrics, Cision Analytics.

Certificates: University of Virginia, Darden School of Business Financial Accounting Fundamentals (Coursera)

ROBERT OSEN

(626) 422-8015 • linkedin.com/in/robertosen • rsosen@wisc.edu

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Certificates: University of Virginia, Darden School of Business Financial Accounting Fundamentals (Coursera)

KJ JUETT

kjuett@utexas.edu

(401) 626-7405

linkedin.com/in/kjnjuett11/

EDUCATION

THE UNIVERSITY OF TEXAS AT AUSTIN, McCombs School of Business, Austin, TX **May 2026**

Master of Business Administration, Concentration in Marketing

- Forte Fellow, ROMBA Fellow, Consortium Fellow

THE UNIVERSITY OF TEXAS AT AUSTIN, MOODY COLLEGE OF COMMUNICATION, Austin, TX **May 2026**

Master of Arts in Advertising

- Media Chair of Advertising Graduate Council

DUKE UNIVERSITY, TRINITY COLLEGE, Durham, NC **May 2020**

Bachelor in Visual and Media Studies (Concentration in Art of the Moving Image)

EXPERIENCE

DUKE UNIVERSITY, Durham, NC

Recent alumni hired to bring alumni visions to life, bridging student-alumni gap with career readiness **2021 - 2023**

Catalyst Fellow, Program Coordinator (2021 - 2023)

- Created and led hour-long debriefs with students, analyzing individual Strengths Profile assessment results
- Set action-oriented goals focusing on program objectives to engage 300 students annually
- Offered tailored debriefs to 10 diverse student organizations with custom partnership kit and debrief plan
- Trained 25+ facilitators providing tailored Strengths Profile debrief materials to ensure effective student engagement
- Hosted 3-4 annual events highlighting Duke Alumni panelists with curriculum centered around program objectives

Marketing Lead (2022 - 2022)

- Led 3-person team through launch of brand identity design and piece 40 signage coordination engaging 500 students
- Composed 2-month long marketing plan including promotional video featuring event hosts, 20 story sized images featuring panelists, moderators and facilitators, and 5 direct emails to registered attendees

Scriptwriter and Editor, Alliance for Inclusive Identity Computing and Education (2022 - 2022)

- Scripted five, Diversity, Education, Inclusion, and Justice shorts (DEI-J) in calendar school year for university students with an average of 100 views
- Edited animation segments in Adobe After Effects, adding captions to finalize videos in Adobe Premiere Pro

#IAMVANESSAGUILLEN DOCUMENTARY, UNIVISION, Remote **2022 - 2022**

Social Impact Intern

- Researched 10 festivals related to women's health and empowerment of military members and veterans for weekly submission on Film Freeway with unique cover letters for each application
- Developed film partnership kit for 10 community partners to communicate community to simplify screening requests and demonstrate need for film to key stakeholders

BIOSKRYB GENOMICS, Durham, NC **2021 - 2021**

Office Assistant

- Managed employee onboarding, technical support and asset tracking for a 25-person team
- Designed all external marketing emails and updated website with incoming news articles weekly
- Managed an average of 20 office and lab orders per week to oversee all external shipping to customers

ADDITIONAL

- **Work Eligibility: Eligible to work in the US without restrictions**

MEREDITH TIERNEY-BEED

Washington, D.C. | mertiern@iu.edu | (240) 476-4913 | LinkedIn: [linkedin.com/in/tierney-beed/](https://www.linkedin.com/in/tierney-beed/)

EDUCATION

INDIANA UNIVERSITY KELLEY SCHOOL OF BUSINESS

Bloomington, IN
2025

Master of Business Administration, Strategy and Leadership. **GPA:** 3.98/4.00.

- 1st Place, Kelley on Campus Consulting Case Competition (35 teams), featured on [Poets&Quants](#).
- President and Founder, Kelley Direct Pride Association; Awarded inaugural Reaching Out MBA Fellowship for Kelley Direct and 2024 ROMBA Conference Organizer.

EARLHAM COLLEGE

Richmond, IN
2018

Bachelor of Arts, Sociology and Anthropology, Spanish and Hispanic Studies. **GPA:** 3.93/4.00.

- Leadership: Manager, Ethnographic Research Lab; Captain, NCAA DIII Women's Volleyball; Intern, U.S. Department of State in New Delhi; Vice President, Sexual Health Peer Educators; Publicist, Student-Athlete Advisory Committee.
- Awards: Sociology and Anthropology Faculty Award; Departmental and College Honors; HCAC All-Sportsmanship Award.

PROFESSIONAL EXPERIENCE

JOHNS HOPKINS BLOOMBERG SCHOOL OF PUBLIC HEALTH

Baltimore, MD

Communications Associate, Health Policy Research Scholars

Sep 2024 – Current

- Lead communications strategy for Robert Wood Johnson Foundation's flagship national health equity program, supporting diverse doctoral students in advancing health policy research and driving systemic change.
- Collaborate with faculty and scholars to craft compelling content across digital platforms to elevate program visibility, recruit diverse candidates, and showcase scholar achievements in tackling health disparities through targeted campaigns.

JOHNS HOPKINS CAREY BUSINESS SCHOOL

Baltimore, MD

Manager for Center and Initiative Relations

Aug 2023 – Aug 2024

- Initiated and led a competitive analysis for the Dean, resulting in a strategic presentation that secured three industry partnerships and a \$1M donation for women's business initiatives.
- Created marketing plans to launch innovative research centers in health, human capital, and AI, managing a \$350K budget.
- Orchestrated the first external event at the Johns Hopkins Bloomberg Center, hosting 250 CHROs for the launch of an initiative.
- Formulated joint responses with executive stakeholders to an executive order and \$3M in state funding, advancing pioneering Health AI research.

Reputation Marketing Manager

Sep 2021 – Aug 2023

- Spearheaded 13 high-profile C-Suite speaking events, enhancing brand visibility and strengthening alumni network by engaging 30,000+ stakeholders and conducting briefings with CEOs and C-Level leaders from major corporations such as BD, Merck, Hallmark Media, McCormick, Transamerica, AIG Re, and Coca-Cola.
- Cultivated strategic brand partnerships, notably with the Washington Post, achieving over 4M impressions and surpassing campaign targets by 64%, enhancing awareness of Flexible MBA program and corporate employer reimbursement partnerships.
- Initiated the development of the first-ever digital dean's impact report, conducting comprehensive research and advocating for its creation; managed stakeholder meetings across 10 teams to gather stories and craft a compelling narrative.

YWCA SOUTHERN ARIZONA

Tucson, AZ

Marketing and Community Relations Manager

Jan 2021 – Sep 2021

- Managed and allocated \$9M in grant funding, impacting 1.3K+ small business owners and domestic violence (DV) survivors.
- Drove monthly grant reporting to the City of Tucson, playing key role in securing additional \$500K in earned revenue.
- Directed 15 high-level philanthropy events, culminating in securing a \$1M donation, the largest in the organization's history.
- Created content marketing strategies, including bilingual video for DV awareness showcased at Capitol Hill events.

Donor Communication Coordinator

Mar 2020 – Jan 2021

- Organized large-scale, non-partisan voter and census educational campaigns, aligning with three national organizations to engage over 11K mothers in Arizona through a diversified multi-channel strategy.
- Led the strategic implementation of a novel case management system, streamlining operational processes and donor communications, culminating in an 88% surge in year-end donations.

AMERICORPS VISTA

Tucson, AZ

Communications and Development Coordinator

Feb 2019 – Feb 2020

- Executed CRM implementation and innovated a donor engagement strategy, catalyzing a 42% increase in year-end donations.
- Developed a marketing plan for the Tucson Community Schools Initiative, involving multiple organizations, school districts and government agencies, securing two long-term partnerships and increasing financial commitments to the initiative by 21%.

ADDITIONAL INFORMATION

- **Languages:** English (native), Spanish (fluent).
- **Freelance:** Brand Strategist for LifeRamp, enhancing ed-tech startup branding. Marketing Designer for Ocean Plastics Leadership Network, creating visual assets for UN-aligned initiatives and country dialogues to reduce ocean plastics.
- **Global:** Diverse communication skills from lived experience in Russia, Namibia, Mexico, Paraguay, Japan, Egypt, India, Spain.
- **IT:** Adobe Creative Suite, Office 365, Mailchimp, Hootsuite, HubSpot, Canva, CRM platforms, Smartsheet, Asana, AI Prompting, A/B Testing, Google Analytics 4 (GA4), Nikon DSLR, Notion, WordPress, Squarespace, Drupal.

JACK R. BUETTNER

Minneapolis, MN • (608) 206-9977 • buett087@umn.edu

EDUCATION

- UNIVERSITY OF MINNESOTA, Minneapolis, MN
Carlson School of Management
Candidate for **Master of Business Administration** May 2026
Emphasis: **Strategic Management**
ROMBA Fellow
- Humphrey School of Public Affairs
Candidate for **Master of Public Policy** May 2026
Emphasis: **Public & Nonprofit Leadership & Management**
- COLORADO COLLEGE, Colorado Springs, CO
Bachelor of Arts – Sociology May 2018

EXPERIENCE

- CHIEF EXECUTIVES FOR CORPORATE PURPOSE (CECP), New York, NY
Advisory Team Intern May 2024 - August 2024
- Produced and refined corporate social responsibility-related content for Accelerator webinar series with intended purpose of upskilling CSR decisionmakers at F1000 companies
 - Recruited executives at 50 prospective F500 companies, researching company CSR reports, crafting individualized messages and invitations to join CECP Affiliate network to deliver on budgetary goals
 - Developed DEI Toolkit for launch in Fall 2024; toolkit provides actionable steps for c-suite leaders to bolster DEI initiatives within companies and drive return on people strategy
- CARLETON COLLEGE, Northfield, MN
Senior Assistant Dean of Admissions June 2023 - July 2023
Assistant Dean of Admissions August 2021 - May 2023
- Managed recruitment territory of 25K prospects and 1K applicants per year from across United States, with in-person and virtual outreach to students, parents, and counselors
 - Led the Diversity Outreach & Access Team, planning underrepresented student recruitment strategies; increased domestic BIPOC student enrollment to all-time high 40%
 - Directed QuestBridge recruitment process, reviewing applications and selecting record 20 candidates for full ride aid packages (\$1.6m in financial aid annually); served as institutional contact
 - Facilitated travel subsidy program for prospective and admitted low-income students, oversaw time-sensitive travel, in-person events, and reimbursement process; budget of \$50k per year
 - Coordinated review of over 200 visual and performing arts portfolios as part of application process by faculty members, provide training and communication, including deadline reminders
- WHITMAN COLLEGE, Walla Walla, WA
Admission Officer July 2019 - July 2021
- Trained and oversaw team of 7 Senior Admission Interns, responsible for recruiting, hiring, training and ongoing coaching and management during summer and academic year
 - Managed Alumni Interviewing Program, organizing 100 in-person interviews for prospects with local alumni across the U.S., including developing and driving completion of candidate feedback form
 - Liaised across departments with swim and golf teams, communicating with coaches about enrollment goals, recruit status, and roster priorities, and representing coaches' interests in admissions committee

LEADERSHIP & COMMUNITY INVOLVEMENT

- University Singers, Chorus Member August 2023 - May 2024
- MN Ice LGBTQ+ Masters Swim Team, Swimmer October 2021 - Present
- Madison Metropolitan School District, AVID Tutor January 2019 - May 2019
- Planned Parenthood of the Rocky Mountains, Research Intern January 2018

JOSEPH ANDERSON

Evanston, IL | (716) 529-8533 | joe.anderson@kellogg.northwestern.edu

EDUCATION

- 2024-Present **KELLOGG SCHOOL OF MANAGEMENT | NORTHWESTERN UNIVERSITY** Evanston, IL
Candidate for Master of Business Administration degree, June 2026
- Majors: Finance, Economics, Operations, and Managerial Analytics
 - Selected Leadership Positions: ROMBA Fellow, Assistant Resident Director
- 2016-2020 **SCHOOL OF INDUSTRIAL AND LABOR RELATIONS | CORNELL UNIVERSITY** Ithaca, NY
Bachelor of Science
- Major: Industrial and Labor Relations, Minor: Law & Society, GPA: 3.87
 - Leadership Positions: President, Student Assembly; President, Haven: Cornell's LGBTQ Student Union; Executive Vice Chair, University Assembly; Senior Resident Advisor; High Road Economic Development Fellow

EXPERIENCE

- 2022-2024 **HSBC** Chicago, IL
Vice President & Program Manager – Climate and Sustainability Risk, Feb. 2023 – Sept. 2024
- Led 5 regulatory review exams, assigning responsibilities to 20+ global stakeholders across lines of business, responding to 100+ information requests and developing 30 presentations for regulators that will enhance the existing federal regulatory principles on climate risk.
 - Conducted a gap analysis to accelerate preparedness for SEC and California climate disclosure rules, identifying 14 potential gaps in compliance, and developed mitigation plans, resulting in a potential savings of \$10M.
 - Submitted 20 comments regarding state and federal regulations on climate and ESG risk partnering with industry associations, reducing risk of internal policy adjustments resulting in 1500+ manpower hours saved.
 - Generated a potential in \$10M+ in ESG business as part of enhanced due diligence review of 100+ client, project finance, and capital market deals, ensuring client decarbonization transition plans aligned to bank standards and connected deal teams to relevant experts to explore opportunities to mitigate sustainability risk.
 - Created guidance for key performance metrics on sustainability-linked loans and other sustainable finance products, ensuring avoidance of greenwashing violation findings from regulators, estimated to save \$25M+.
 - Launched a program to embed 20+ sustainable supply chain metrics, collaborating with procurement team to create a carbon accounting system and mitigation questionnaire, generating a carbon-usage reduction of 35%.
- Assistant Vice President & Business Consultant – Consulting Services, June 2022 – Feb. 2023***
- Managed organizational restructuring of entire operations function, developing the cost restructuring model and a new organizational design along with leading enterprise communications and change management, centralized 1500+ employees within a single regional operations organization realizing nearly \$4M in savings.
 - Led regional procurement transformation, developing project execution plan, engaging 12 risk areas, 200+ vendors, and regulators to automate the risk review process and consolidating spend management to \$75M.
- 2021-2022 **DELOITTE CONSULTING** Chicago, IL
Business Analyst, Jan. 2021 – June 2022
- Executed change strategy and training deployment, leading a team of 4 for an enterprise-wide payroll, procurement, and finance transformation impacting 12,000+ employees globally resulting in 95%+ adoption rate amongst users, consolidation of 6 cloud systems, and 20+ streamlined processes.
 - Served as Deputy Lead & Chief of Staff on the Diversity, Equity, and Inclusion financial services industry team, overseeing a team of 10 and leading sales material development for 20+ client pursuits, securing \$2M+ in sales.
- 2020-2020 **LESLIE DANKES BURKE FOR STATE SENATE** Ithaca, NY
Communications Director, Aug. 2020 – Dec. 2020
- Developed communications strategy encompassing print and digital media platforms resulting in a month-to-month growth of followers and post engagement, growing following by 350%+ across 3 platforms.
 - Led day-to-day media relations by coordinated submission of 50+ Letters to the Editor, acted as point of contact for 20+ members of the press, and drafted 50+ press releases to boost candidate brand.

ADDITIONAL DATA

- Volunteered with NYPACE, providing consulting support and mentorship to underrepresented entrepreneurs.
- Served as the Great Lakes Chapter Co-Chair for the InReach Junior Board, recruiting members, curating professional development opportunities, fundraising, and conducting outreach to local LGBTQ+ organizations.
- Volunteered as Tech Committee member for Out in Finance, onboarding recruits and re-designing of website.
- Provided grants to economic development non-profits part of Chicago Community Trust's Young Leaders Fund.

MADDIE McMURRAY

503-791-6796 • maddie.mcmurray@emory.edu • <http://www.linkedin.com/in/madeleine-mcmurray> • she/they

EDUCATION

EMORY UNIVERSITY, GOIZUETA BUSINESS SCHOOL

May 2026

M.B.A.

WHITTIER COLLEGE

May 2018

B.A. Environmental Studies & Business Administration (Magna Cum Laude)

3.8

Part-Time Paid Work: Whittier College First-Year Mentor, Whittier Outreach High School Mentor

- **Leadership Positions:** Inaugural Senate Representative for Environmental Action Committee, President of Ionian Society (non-panhellenic sorority); Co-Captain of Whittier Swim & Dive NCAA DIII team

EXPERIENCE

LAMBDA LABS, INC | Series C startup

San Diego, CA

INTERIM RECRUITING OPERATIONS LEAD

2023 to 2024

- Optimized headcount analytics by 50% to track Lambda's hiring health, generated data to be shared with Board Members as Lambda team sought to 1.5x employee headcount in 2024
- Spearheaded company headcount reconciliation project, meeting with C-Suite team to strategize on current headcount and desired headcount for remainder of year to assess Recruiting Team strategy for 2024-2025

RECRUITING COORDINATOR

- Liaised with 5 cross-departmental teams to develop stronger online presence for Lambda on LinkedIn, built out Life pages, and created copy for page sections to raise Life page engagement by 11% in Q4 of 2023
- Organized Lambda's recruiting operations across 70 external job posts, expanded 5 interviewer pools, and advised on interview process amendments to avoid bottlenecks and reduce time-to-hire metrics

CONSCIOUSLY, INC | Strategy & Content Marketing Consultancy

San Diego, CA

UX DESIGNER

2023 to 2024

- Designed a global search results page and other social media advertisement materials for the Black Wealth Data Center, boosted unique site visits by 287% and user profile creation by 120% in 6 months
- Consulted accessibility guidelines for web, mobile, and tablet views of website with use of third-party accessibility verifiers, ensured web product and downloads met or exceeded accessibility thresholds and improved site performance

FLOCK FREIGHT | Series D SaaS startup

San Diego, CA

TALENT ACQUISITION SPECIALIST / COORDINATOR

2021 to 2022

- Collaborated with Engineering Managers to lead and track A/B testing, increased final interview offer rate 7x, reduced aborted final interviews by 92%, and saved 11.5 engineering hours/hire
- Employed Agile principles to build scalable user journeys through scheduling software, accommodated 344 candidates/month in Q3 2022, and conducted ongoing usability testing for user feedback

LA JOLLA INSTITUTE FOR IMMUNOLOGY | Biotech nonprofit

San Diego, CA

ENVIRONMENTAL HEALTH & SAFETY COORDINATOR

2018 to 2021

- Implemented cloud-based chemical tracking program for 24 laboratories to streamline reporting on 7,000+ chemicals, saved an average of 20 hours/year/lab on documentation, disposed of expired chemicals, and shortened inspector reviews
- Planned and deployed a new employee database to better report personnel training, medical surveillance, and other offerings to remain compliant with Institute, State, and Federal policies, resulted in 15% raise in reporting efficiency

ADDITIONAL INFORMATION

Out in Tech | LGBTQIA+ nonprofit

UX RESEARCHER, HIRING PRACTICES TEAM MEMBER

2023

- Conducted in-depth interviews and surveys to promote research findings on improved recruitment and retention of LGBTQIA+ employees, provided 8 researched-backed opportunities for companies to strengthen acts of allyship in hiring

La Jolla Institute for Immunology

2020 - 2021

INAUGURAL TEAM LEAD, INCLUSION TEAM

- Volunteered to establish and lead Inclusion Team and liaised with other Equity team leads
- Devised a budget template for paid internships at the Institute intended for underrepresented high school students interested in STEM careers, intended to oversee a budget of \$20,000 for 3-4 interns per summer

AWARDS: Recognized as Top 3 HR Team in San Diego by San Diego Human Resources Forum

INTERESTS: Cycling, baking, board & card games, and hanging out with my cat Tip Toe

SAMUEL LIN

408-582-3828

szl@tepper.cmu.edu

linkedin.com/in/samuellin2016

EDUCATION

CARNEGIE MELLON UNIVERSITY, TEPPER SCHOOL OF BUSINESS

Pittsburgh, PA

Master of Business Administration – MBA

GRE: 334/340 (Verbal: 99th percentile)

5/26

- Concentrations: AI in Business, Strategy and Economics
- Memberships: Tepper Consulting Club, Out and Allied, Asian Business Association
- **Honors:** ROMBA Fellow, Merit Scholarship Recipient, 1st Place Winner: Tepper-Home Depot Case Competition

NATIONAL TAIWAN UNIVERSITY

Taipei, TW

International Chinese Language Program (ICLP)

ACTFL OPI: Advanced High (Chinese)

8/24

- **Honors:** E-Newspaper Student Editor-in-Chief, Huayu Scholarship Recipient and Orientation Speaker, Student Ambassador

POMONA COLLEGE

Claremont, CA

Bachelor of Arts in Economics, Minor in Asian Studies

5/20

- Leadership and Activities: hearhere Journal of Christian Thought Co-Founding Editor-in-Chief, first love Christian Fellowship Founding Co-President, Associated Students of Pomona College (ASPC) Inaugural Director of Operations
- Membership: QuestBridge, Asian-American Mentorship Program, Pomona College Sponsor Program

EXPERIENCE

UNIQLO USA

9/20 - 9/23

General Manager (9/22 - 9/23)

Bellevue, WA

- **Large-Scale Growth:** Fast-tracked to General Manager of Washington's highest revenue store after successfully completing a highly selective management training program (3% acceptance rate) and transforming Glendale Galleria from one of the lowest to highest-performing stores, achieving an over 25% sales increase and over 50% improvement in customer satisfaction
- **C-Suite Stakeholder Management:** Spearheaded a cross-functional initiative with senior executives and mall management to redesign and expand the store stockroom, resulting in a 120% increase in storage capacity and 20% reduction in personnel costs
- **Data Analysis and Insight Generation:** Leveraged sales data to optimize demand forecasting and inventory management in collaboration with corporate inventory and merchandising teams, increasing profit by 25% and reducing logistics cost by 20%

Store Manager (9/21 - 9/22)

Glendale, CA

- **Leadership and Team Development:** Directed strategic hiring initiatives, expanding team size by 55% overall and resulting in a 35% increase in full-time staff; developed and coached 20+ associates into supervisory and management positions within one year
- **Innovation:** Increased sales of feminine hygiene products by 24% through pioneering innovative in-store displays; recognized by UNIQLO's global CEO and adopted as a best practice across UNIQLO stores worldwide
- **Cross-Functional Organizational Leadership:** Spearheaded a team of 10+ LA-area store managers to optimize inventory levels region-wide, resulting in a 10% increase in overall sales and over \$250k+ reduction in waste

Manager Candidate (9/20 - 9/21)

Costa Mesa, CA

- **Strategic Planning:** Led a team of 60+ in collaboration with senior management to develop and execute strategic plans, resulting in consistent overperformance of monthly and annual sales targets by over 10%, and reducing employee turnover by over 30%
- **Community and Thought Leadership:** Partnered with local NGOs to deliver high-impact initiatives like free shopping events for underprivileged communities; achieved 100% increase in participation, enhancing store's ESG profile among key stockholders

Store Management Intern (06/19 - 8/19)

Los Angeles, CA

- **Change Management:** Spearheaded a summer-long consulting project to enhance inventory management, reducing missing SKU percentage from 4.3% to 0.4% and cutting missing sales opportunities by 15%; selected to present results to the CEO

MILK AND HONEY

9/16 - 5/20

Co-Founder and Head Manager (9/16 - 5/20)

Claremont, CA

Entrepreneurship

- Co-founded and scaled the first student-managed boba tea café at the Claremont Colleges; spearheaded a strategic partnership with the student government, thus institutionalizing the venture and securing sustainable operations that continue to grow
- Served over 40,000 customers and generated \$80,000+ in revenue to date, achieving over 150% YoY growth by developing and executing annual strategic plans, building a robust student talent pipeline, and standardizing operational procedures

ADDITIONAL INFORMATION

- Skills: Data Analytics (SQL, Python, Excel), Financial Analysis and Modeling, Academic Writing and Presentation, AI/ML tools
- Languages: Mandarin Chinese (C1, full professional working proficiency), Korean (B1, limited working proficiency)
- Publication: Engineering Riboswitches in Vivo Using Dual Genetic Selection and Fluorescence-Activated Cell Sorting (ACS 8/2018)
- Interests: Pickleball, Taiwanese politics and foreign relations, volunteer travel agent for friends and family (Google Flights expert)

US Citizen

Randarious Cooper

randarioucl4@gmail.com • 682-760-2879 • <https://www.linkedin.com/in/randarioucl/>

Executive Summary

Visionary Product Owner with over 4 years of experience transforming complex ideas into actionable product strategies that drive significant business growth. Expert in agile methodologies, with a proven ability to lead cross-functional teams in the development and execution of innovative, customer-focused products. Strong background in financial services and payment platforms, with a keen ability to leverage data-driven insights to exceed business objectives. Pursuing an MBA with a STEM focus, blending advanced technical knowledge with strategic business acumen to create value at the intersection of technology and finance.

Education

The George Washington University School of Business

Washington, DC

Masters in Business Administration, STEM '25

Relevant Courses: Accounting, Finance, Marketing, Data Analysis & Decision Making

University of Mississippi

Oxford, MS

BBA in Marketing and Strategic Communication

Relevant Courses: Accounting, Finance, Marketing Strategy, Integrated Marketing Communication

Experience

Federal Express Corporation (FedEx)

Dallas, TX

Product Owner

Sep 2021 – present

- Transformed a stagnant \$35M internal financial product into a top-performing asset by strategically realigning resources, driving a 20% increase in customer claim resolution within 6 months.
- Pioneered a feedback loop with end-users, leading to a continuous improvement cycle that boosted user satisfaction by 15% and reduced churn.
- Architected the product roadmap and backlog, ensuring alignment with strategic business goals and consistently delivering on key milestones.
- Influenced executive decision-making through compelling data-driven presentations, securing buy-in for strategic initiatives that increased product adoption.

Federal Express Corporation (FedEx)

Memphis, TN

Associate Marketing Specialist

Jun 2020 – Aug 2021

- Optimized a \$2M marketing budget, reducing unnecessary spend by 30% while maintaining high-impact marketing activities, leading to a 50% increase in performance across key segments.
- Engineered and executed targeted marketing strategies that resulted in a 50% surge in engagement at OnSite locations, directly contributing to a \$4B classified project.
- Synthesized complex market data into actionable insights, informing strategic decisions that enhanced the competitiveness of FedEx's offerings.
- Collaborated with cross-functional teams to refine messaging strategies, boosting engagement by 10% and driving brand loyalty.

JACOB C. RATLIFF

Asheville, NC | jacob@jacobratliff.com | 704.562.3405 | [linkedin.com/in/jacob-ratliff](https://www.linkedin.com/in/jacob-ratliff)

EDUCATION

Indiana University, Kelley School of Business, Bloomington, IN Fall 2026
Master of Business Administration, Strategy and Leadership

Warren Wilson College, Asheville, NC December 2018
Bachelor of Arts in English, with Honors GPA 3.82/4.00

EXPERIENCE

AlexanderHancock Associates, Greensboro, NC December 2022 – Current
Partner & Senior Consultant

- **Strategic Training & Consulting:** Collaborated with Fortune 500 Companies to develop and implement strategic training programs, managing end-to-end project timelines to ensure timely delivery and successful execution. Empowered managers to effectively manage performance, driving both team productivity and long-term organizational change.
- **Program Evaluation & Data-Driven Insights:** Designed and executed comprehensive program evaluations, including pre- and post-program surveys, to measure progress and program effectiveness. Analyzed data to provide actionable insights and detailed reports to senior management and HR business partners, ensuring continuous improvement and sustained behavioral change.
- **Consultative Sales & Business Strategy:** Partnered with learning & development professionals to identify core business challenges, align on strategic objectives, and develop a roadmap for achieving those goals. Utilized a business-first lens to drive strategic agendas and enhance operational performance.
- **Leadership & Collaborative Team Management:** Directed a team of six highly-skilled trainers and facilitators, ensuring effective team collaboration and alignment with client needs. Fostered an environment of innovation and continuous improvement to deliver high-impact training solutions.

Jacob Ratliff Coaching and Consulting, Asheville, NC December 2018 – Current
Digital Marketing Consultant

- **Strategic Content Development:** Built and grew a successful coaching and consulting business by developing and executing a strategic content approach. Leveraged SEO data and market trends to craft content strategies that effectively engaged ideal clients, ensuring a consistent flow of new business.
- **Data-Driven Strategy & Implementation:** Conducted in-depth analysis of customer behavior, sales metrics, and market trends to design and implement marketing strategies tailored to small business owners. Utilized data visualization tools to present actionable insights and strategic recommendations, driving informed decision-making and achieving measurable business growth.
- **Client-Focused Coaching & Relationship Management:** Established and nurtured long-term relationships with clients, guiding them to achieve their business objectives through a results-oriented, coaching-based approach. Provided continuous support and strategic advice, ensuring client success and sustained business performance.

EDUCATION

UNIVERSITY OF NORTH CAROLINA, Kenan-Flagler Business School – Chapel Hill, NC May 2026**Master of Business Administration**, Full-Time MBA Program

- Concentrations in Consulting, Corporate Finance, Capital Markets and Investments.
- MBA Scholarship – Full tuition; ROMBA Fellowship.

NATIONAL ECONOMICS UNIVERSITY (NEU) – Hanoi, Vietnam July 2013**Bachelor's Degree**, Corporate Finance

- Awarded the NEU's Certificate of Merit for Excellent Students (10% of students received).

CFA PROGRAM – CFA Institute 2022-Present**CFA level III candidate**, Aug 2024 exam

- Passed CFA Level I and Level II exams (top 10% globally for both).
- Awarded the Women's Scholarship (twice) and the Access Scholarship from CFA Institute.

EXPERIENCE

SANG GROUP – Ho Chi Minh, Vietnam 2023-2024*A social enterprise that provides laundry services and job opportunities for around 20 Deaf individuals***Finance Director**

- Improved financial efficiency by controlling expenses for 5 laundry stores across 3 provinces in Vietnam, resulting in a 20% cost reduction.
- Orchestrated the deployment of Odoo ERP by leading IT vendors in systemizing sales processes to boost sales productivity by 50%.

ONE MOUNT GROUP – Hanoi, Vietnam 2020-2023*Vietnam's largest technological ecosystem - \$1B valuation***Senior Financial Controller**

- Directed the development of an in-house procurement and expense management system, leading cross-functional Finance and Technology teams to achieve \$1M savings in implementation costs.
- Led cross-functional Finance and Data teams to automate financial reporting processes using advanced data analysis techniques, resulting in a 30% reduction in reporting time.
- Spearheaded a business transformation initiative by developing an advanced automatic Google Sheets staff cost planning model with real-time forecasting, slashing processing time of HR department by 60%.

ECOBA VIETNAM – Hanoi, Vietnam 2019-2020*VNR500, Top-10 reputable building contractors in Vietnam - \$200M asset value***Senior Management Accountant**

- Led a 7-month SAP deployment project by collaborating with Deloitte consulting team to systematize all critical financial processes, increasing 50% operational efficiency.
- Standardized 60 financial processes, created functional specifications for 10 automated financial reports, and conducted organization-wide user training.

SAMSUNG ELECTRONICS VIETNAM – Bac Ninh, Vietnam 2014-2019*World's 2nd largest cell phone manufacturer***Assistant Manager**

- Influenced the CFO's critical investment decisions by providing in-depth analysis of cell phone factory production performance (\$18B annual revenue, 30K+ employees), achieving a 10% cost reduction.
- Supervised cross-functional Finance and IT teams to develop and implement an in-house budget management system, resulting in improved workflows and a 50% decrease in processing time.

ADDITIONAL

- Work Authorization: USA – 3-year OPT starting May 2026 (STEM Designation).
- Technical skills: Advanced Excel and Google Sheets, SAP, PowerPoint, SQL, Data visualization tools.

EDUCATION**FORDHAM UNIVERSITY, GABELLI SCHOOL OF BUSINESS**

New York, NY

MBA, Expected May 2026

2024-2026

- ROMBA Fellow
- Dean's Scholarship recipient
- Graduate Assistant in Business Ethics & Law

SKIDMORE COLLEGE

Saratoga Springs, NY

BA, Environmental Science, Minor in Studio Art

2016-2020

- NCAA Division III Lacrosse Team, 2016-2020, MVP award 2020
- Dean's List Honors, Spring 2019, Fall 2020, Spring 2020
- Thoroughbred Society Award - for maintaining a 3.68 GPA or higher while on a varsity team, Spring 2019, Fall 2020, Spring 2020
- Liberty League Academic Honor Roll, Spring 2020

DANISH INSTITUTE FOR STUDY ABROAD

Copenhagen, Denmark

5-month study abroad semester in Sustainability & Sustainable Energy Systems

Fall 2018

EXPERIENCE**ENVIRONMENTAL RESOURCES MANAGEMENT (ERM)**

Ewing, NJ

*ERM is a #1 ranked environmental management, risk & sustainability consulting firm***Consultant**

May 2024 - July 2024

- Directed cross-functional teams and project budgets for several Fortune 500 clients across industries such as pharmaceuticals, chemical manufacturing, and oil & gas, demonstrating strong operational oversight and client management skills
- Led project mobilizations for chemical remedial actions and high-risk construction including remediation of \$3M yacht paint manufacturing facility
- Advised and maintained regulatory compliance of sites through detailed technical reports and communication with the NJ Department of Environmental Protection. Resulted in full compliance for several high interest legacy sites dating back to 1880

Consulting Senior Associate

Oct 2022 - May 2024

- Selected over two senior staff, based on demonstrated analytical and supervisory skills, to lead a high-risk radiological investigation at U.S. protected maritime facility, overseeing a \$3.7M backlog and coordinating five contractor teams for a top 100 revenue key client
- Analyzed groundwater and soil contamination data for substation in northern NJ. Discoveries precipitated 3-month, \$800,000 project phase for prominent energy company. Contributions demonstrated strong analytical and data monitoring skills
- Developed and proposed remedial action strategies for contaminated site in Somerville, NJ, leading to additional project phase of work at a 15% reduced cost to the client, showcasing strategic thinking and cost management.

J.S. HELD

Hoboken, NJ

*J.S. Held is an 1,800-employee environmental & risk management consulting firm***Environmental Scientist II**

Nov 2021 – Oct 2022

- Managed \$8M industrial cleanup in Newark, NJ, including responding to emergency oil spill under both state and federal regulations. Effective handling avoided estimated \$200,000 in future remediation costs for client
- Led and completed several due diligence investigations in Philadelphia area, earning high commendation from client and ultimately netting one of firm's largest client accounts

Environmental Scientist I

Dec 2020 - Nov 2021

- Mediated \$1M in financial assurance from seller for client buying an industrial site in NJ after discovering further soil contamination from chemical data examination
- Managed budget and execution of \$180,000 remedial chemical injection project. Project finished on-time and under budget with effective implementation remediating contaminated groundwater, serving as case study for future projects
- Achieved promotion within one year of joining firm, recognized for advanced technical compliance management, team collaboration, and organizational skills

SKIDMORE COLLEGE

Saratoga Springs, NY

Biology Lab Technician, Research Assistant, and Teaching Assistant

Sept 2018 - May 2020

- Taught and prepared labs for Organismal Biology students alongside head of department
- Researched cell biology of model plant to assess endomembrane system, producing 3D images of organelles via laser microscopy on dual grant with Cornell University

ADDITIONAL

- Endurance trail runner - ran two trail half marathons in the Catskills, placing 13th overall in 2023
- Youth lacrosse - coached and officiated girls' lacrosse (ages 7-18) in volunteer and paid positions since 2016
- Avid water sports athlete - surfer, skim-boarder, and snorkeler
- Sample Maker and Knitwear Editor for Purl Soho since 2018

Technical Skills: Proficient in Microsoft Excel, Microsoft Suite, Adobe Suite, Power BI, data analysis

Justine NARAVAL

<https://www.linkedin.com/in/justinenaraval/>
justine.naraval@insead.edu / justinenaraval@gmail.com
+63 917 593 9180 / +33 775 777 301

EDUCATION

INSEAD MBA Class of July 2025 <ul style="list-style-type: none">Reaching Out LGBT Fellowship Awardee	Fontainebleau, France 2024 - 2025
De La Salle University BS in Management of Financial Institutions <ul style="list-style-type: none">Dean's Honors List (SY 2014-2015)	Manila, Philippines 2012 - 2016
University of British Columbia Summer Exchange Program <ul style="list-style-type: none">Relevant Courseworks: Organizational Behavior, Marketing	Vancouver, Canada 2015

EXPERIENCE

Shopee <i>Largest e-commerce platform in Southeast Asia & Taiwan</i> Seller Strategy Lead - Account Management <ul style="list-style-type: none">Led and managed a team to strategize performance metrics and optimize workflows for ~250 full-time Relationship Managers (RMs), responsible for growing sellers with a total monthly Gross Merchandise Value of US\$275 millionStrategized and constructed a gamified prioritization model, boosting worker productivity by 15% and enhancing operational efficiency for Relationship ManagersLaunched a rewards program to engage sellers, generating a +12% return on investment and a 70% program adoption rateFine-tuned Shopee's co-investment program to aid profitability, reducing costs by US\$4 million/year while maintaining revenue growth	Manila, Philippines 2022 - 2024
Globe Telecom <i>Major telecommunications provider in the Philippines</i> Digital Growth Manager - Total Consumer Business: Broadband & Mobile <ul style="list-style-type: none">Steered a team to refine back-end data & build dashboards for senior leadership team; reduced data extraction costs by 40%Defined key metrics and directed data operations for the Globe App with a Monthly Gross Merchandise Value of US\$30 million Product Portfolio Manager - Consumer Broadband (Promoted from Associate) <ul style="list-style-type: none">Launched and developed >10 new consumer-facing products, resulting in +27% incremental revenue (US\$24 million)Spurred growth of GCash (Digital Wallet App) as a loading channel from 6% to 28% revenue share through exclusive offers coupled with pervasive go-to-market activitiesConducted over 50+ analyses to surface data-driven insights, quantify opportunities from product gaps, justify return on investment, and communicate results to leadership team	Manila, Philippines 2020 - 2021 2018 - 2020
Uber <i>Global ridesharing company</i> Partnerships Specialist (Promoted from Assistant) <ul style="list-style-type: none">Built and maintained relationships with top revenue-driving business clients (Monthly Revenue = US\$60 thousand)Executed an on-campus school campaign, resulted to ~3,300 incremental trips taken within one dayCreated process for handling ~200 monthly partnership requests by implementing a CRM Tool, decreasing response time by 2 days	Manila, Philippines 2016 - 2018

VOLUNTEER EXPERIENCE

Flyweight Boxing (Boutique fitness studio) Business Assistant <ul style="list-style-type: none">Developed new pricing strategies and established a virtual ecosystem, pivoting business to an online fitness program during COVID-19	Manila, Philippines 2018 - 2021
Campus Services Team (College Organization) Head of Projects <ul style="list-style-type: none">Led planning and implementation of Animo BIZ, an initiative to let students open businesses inside campus (still operational today); facilitated opening of over 40 businesses	Manila, Philippines 2013 - 2015

ADDITIONAL INFORMATION

Sports & Fitness: Competed in amateur boxing tournaments
LGBTQ+: Organized first Uber Pride event in the Philippines
Travel: Embarked on remote island expeditions in Palau (Oceania) and the Philippines
Languages: English (Fluent), Filipino (Fluent), Cebuano (Native)
Nationality / Work Authorization: Philippines

David Wu

Boston, MA | 617-981-9685 | dwu2515@bu.edu | linkedin.com/in/david-wu2515

EDUCATION

MBA Expected May 2026
Boston University Questrom School of Business; Boston, MA

MS Digital Technology Expected May 2026
Boston University Questrom School of Business; Boston MA

BS Industrial Engineering December 2019
Purdue University, West Lafayette IN

WORK EXPERIENCE

AAA; St Louis, MO November 2021 to August 2024
DevOps Engineer

- Developed an internal REST API integrated with frontend interface to handle customer request, leading to a 95% reduction in network capacity usage.
- Analyzed data structure differences between Missouri's legacy system and new cloud database, migrating 190,000 policies, improving both agent satisfaction by 60% and data accessibility.
- Oversaw, delegated, and resolved 500 defects found during User Acceptance Testing, ensuring timely project delivery and maintaining high-quality standards.
- Identified and rectified 20,000 policies with data inconsistencies before reaching production, saving \$250,000 in costs.
- Mentored team members with diverse software development skills through technical coaching and constructive feedback, fostering professional growth and enhancing team performance by 33%.
- Awarded Internal Live Legendary Silver from leadership for planning end to end testing of cloud upgrade, achieving 99% premium match.

Capgemini; Chicago, IL February 2020 to October 2021
Consultant

- Collaborated with offshore teams to optimize testing and implementation process for weekly client change request, ensuring efficient and effective project delivery.
- Delivered technical support, solutions, and training to 3 global insurance enterprises, with 100% client satisfaction.
- Orchestrated orientation sessions with 30 new hires, clearly outlining goals and responsibilities to ensure a smooth transition and alignment with organizational goals.

Yu Lab; West Lafayette, IN August 2018 to December 2019
Research Assistant

- Performed statistical analysis of 300+ hours of audio data to determine correlations between communications metrics and patient care.
- Identified 19 behavior features statistically correlated with surgeons' nontechnical skill during robotic-assisted surgery; features were used to predict actions that promote teamwork and patient safety scores with 70% accuracy.
- Authored "Objective Nontechnical Skills Measurement Using Sensor-Based Behavior Metrics in Surgical Teams," published in The Journal of the Human Factors and Ergonomics Society, cited 11 times by other researchers.

SKILLS

Technical: Java, Python, SQL, Guidewire Cloud

Language: Mandarin (Fluent)

Interest: Coaching Muay Thai, Cooking, Reading (Fantasy, Professional Development)