

James L. Spearman

Executive Summary: Experienced Senior Executive/Board Member with strong management, leadership, business development and corporate governance expertise. Seeking opportunities with expanded influence in business management/development, corporate governance, healthcare and/or equity/finance sectors.

Experience:

- 2016-present **Rockland Technimed, LTD.** – Mahwah, NJ. A leading-edge technology biopharma start-up with a patented metabolic-activated theranostic as its flagship product. Key applications include diagnostic imaging, therapeutic treatment of: ischemic/traumatic and oncology indications, along with artificial intelligence IP creation in these clinical application sectors. **Vice Chairman of the Board, President & COO** – expanded clinical applications & strategic roadmap, refreshed all corporate documentation and investor materials package including PPM, located and secured a partner for successive rounds of capital fund-raising, led multiple investor calls, thought-partner to the past President (retired), Board Members and current CEO/Chairman, positioned the company for FDA clinical trials.
- 2017 to 2018 **Merry X-ray Corporation** – San Diego, CA. The largest distributor of x-ray equipment in the US that successfully transformed into a comprehensive equipment & service company **President, Consensys Imaging Service a division of MXR & Chief Marketing Officer**
- ❑ C-Suite staff member: strategic advisor to the CEO and given Chief Marketing Officer responsibility for all of Merry X-ray, built a marketing function from scratch.
 - ❑ Successfully guided M&A strategy that resulted in two strategic acquisitions within the first six months, one of which was fully integrated into Consensys.
 - ❑ Strategic coach to the CEO: HR/talent-development/organizational design, legal, marketing/branding, M&A, operations, CRM, regulatory compliance and integration.
- 2012 to 2017 **Consensys Imaging Service, Inc. (formerly Unisyn Medical Technologies)** – Cary, IL. One of 18 Galen Partners, private-equity healthcare portfolio companies. Galen is a small to mid-cap strategic equity investor in more than 70 healthcare companies since 1990. **President & CEO/Board Director** – Consensys is a high-quality, world-class, diagnostic imaging, field service/equipment maintenance provider with a national foot-print. A true viable alternative to OEM service. Consensys holds both ISO 9001:2008 & ISO 13485:2016
- ❑ Led the business through an asset sale transaction with GE Healthcare in 2013 (re-branded under new company name and logo; cross-country relocation of corporate head-quarters from Golden, CO to Cary, IL; new G&A team including a CFO)
 - ❑ Led the business through its initial and three successive annual quality audits resulting in zero findings, seven total ISO 13485 (medical device-specific/FDA-compliant) external audits with zero findings, a first-ever for any Galen portfolio company.
 - ❑ Successful prosecution of two U.S. Patent applications, patents awarded 2014 & 2016
 - ❑ Obtained U.S. Registered Trademark status for the Consensys Imaging Service brand
 - ❑ Removed \$762k in annual revenue from unprofitable customers while still delivering positive growth on the top-line and exceeding the EBITDA target in the first year.
 - ❑ Negotiated strategic partnerships to become the national service provider for three OEMs (Samsung, Swissray, Avinger - product service during the initial warranty period)
 - ❑ Corporate Finance initiatives: resulted in clean audits (McGladrey), DSO average of 32 days, secured a line of credit after running the business for two years without one
 - ❑ Resolved two legacy litigation cases with no trial or settlement pay-outs...no new cases
 - ❑ Creation of 14 new trade-secrets/intellectual property via staff leadership development
 - ❑ Customer Sat & Ops Excellence performance maintained above 98.66% for 5+ years
 - ❑ Successfully transacted the business in 2017 to MXR after a great 5-year run

- 2012 to 2013 **Unisyn Medical Technologies** – Golden, CO (A Galen Partners portfolio company)
VP Service Operations – P&L leader of the service division
- ❑ Established rigor in performance management, operational excellence & profitability-focused change leadership. 30% PM completion went to 100% in the first six months.
 - ❑ Created a 2-hr, in-residence Customer Intimacy communications course for the Service Division. Its adoption in implementation was mandated company-wide by the CEO.
 - ❑ Exceeded all financial and quality metrics after just six months in the role.
 - ❑ Developed existing staff and augmented the team by hiring two key leaders externally.
 - ❑ Elected CEO & Board Director after successful asset sale to GE Healthcare, 2013.
- 2001 to 2012 **GE Healthcare Wauwatosa, WI**
 2011 to 2012 **Zone Commercial Operations Manager (Denver)** – Business Ops leader for the \$1.2B West Zone Commercial Team (36 discrete healthcare businesses), US/CAN Staff Member.
- ❑ Launched integration initiatives & Op-Mechs to align all 36 P&Ls to one strategic vision.
 - ❑ Strategic partner & stand-in for GM, resulting in predictable, profitable quarterly results.
 - ❑ Management Award for Expertise: led a LEAN Six/Sigma Kaizen (2011) - improved real-time US/CAN financial visibility from ~\$1.2B (18%) to ~\$5.5B (75%). It was immediately funded as a permanent IT-solution and GE Healthcare is still running on it as of 2020.
- 2007 to 2010 **West Region Director, Diagnostic Imaging Service (Denver)** – P&L/field services Ultrasound Leader, 80+ FTEs, three Region Managers, serving 16 states in the western U.S., a \$35M P&L, then a combined seven imaging service businesses in 2009
- ❑ Led integration of my \$35M, 80+ FTE West Ultrasound Service business into DI division
 - ❑ Exceeded revenue, OM (with 1.47x leverage) and customer loyalty targets
 - ❑ Delivered 12%V Rev, 13%V OM (up from 8%/8% in 2006) in the first year
 - ❑ Exceeded employee satisfaction goal, 40 vs. 35 (up 18 pts from 22 in just two quarters).
 - ❑ Chosen for external GMED ISO13485 audit (2008) resulting in zero non-conformities
 - ❑ Worst-to-first in national operational metrics performance the first year in the role
- 2004 to 2007 **Manager, Service Performance & Leadership Programs (Waukesha)**. National service leadership training manager for the \$2B U.S. field service business, delivering leadership development programs supporting 2200 field engineers & 95+ Directors. Functional owner: customer loyalty program (NPS) 20,000+ customer surveys/yr, Regulatory operational owner – Field Modification Instruction (FMI) team and all US field service metrics/KPIs.
- ❑ First-ever graduate of the SEP Program, returned 3-yrs later to lead it as Manager.
 - ❑ Achieved 60% diversity of leadership pipeline for new Director-level field leaders. Numerous program graduates went on to become global GE Executives.
 - ❑ LEAN: value-stream mapped a \$2B business, first-ever in a transactional environment
 - ❑ Led a Kaizen to create a forward-looking metrics dashboard (DVMT). 33 data-sources consolidated to one, 97% reduction of admin tasks, GEHC ran this platform for >8 years
 - ❑ Formally trained as a Value-Stream Manager under a Japanese LEAN Sensei and ultimately led 17 Kaizen events resulting in over \$100 million in cost savings.

Early Career: Mine Safety Appliances (Pittsburgh, PA) – lab chemist; **Bayer Corporation** (Pittsburgh, PA) industrial chemical field sales rep; **Morton Industrial Coatings** (Batavia, IL) national sales manager; **Interstate Steel** (Des Plaines, IL) national product development manager/national accounts manager; **GE Healthcare** (Waukesha, WI) – Service Manager.

Education: **Keller Grad School of Management** – Oakbrook, IL; MBA (Concentration in Management) **Carnegie Mellon University**, Pittsburgh, PA; B.S., Chemistry
Harvard Business School – Boston, MA
 One of 85 college juniors nationwide to attend the annual Summer Venture in Management

Other: Certified Instructor: Miller-Heiman Strategic Selling Skills & GE Change Acceleration Process (CAP). Executive Board member & President of GEHC's African American Forum, SixSigma Green-Belt, Published thought-leader. German language fluent. Law Enforcement: community service since 2004 as a part-time sworn patrol officer with four different agencies and certified in both Colorado & Illinois (active/current).