Glenn Fishbine

7958 Island Road, Eden Prairie, Minnesota 55347
H: (952) 975-0856 C: (612) 387-7536
glennfish@gmail.com glennfishbine.com

Professional Experience

- IT Management & Architecture
- Strategic Planning & Business Plans
- Software Development
- Optical Systems Development
- Electronic Systems Development
- IPO experience
- Federal compliance (FDA, FBI & NIST)
- Project Management
- Consulting Services
- R&D
- Patent Litigation
- Team Development
- Equity Financing
- Global Operations
- Global Product Development
- Product Introduction

Industry Experience

- Medical Device Manufacturing
- Electronic Systems Manufacturing
- Software Development
- Law Enforcement

Management Experience

- Corporate Operations
- IT Operations
- R&D
- Key Account Management
- Strategy & Marketing

Objective

Executive management with a technology company.

Executive Profile

- Excellent communicator within an organization and with customers
- Broad technology background with manufacturing and international experience
- Excellent start-up and team building experience including manager development
- History of high staff retention rates resulting from my training, coaching, and team building skills

Accomplishments

- Developed a global information systems department from concept to support for 1,500 employees.
- Managed documented cost containments saving the company an average of $1 million per year, each year, for 10 years.
- Migrated the global telecommunications infrastructure from PSTN through MPLS T3 network capabilities with combined voice, data, & video.
- Managed global document management growth from 30gb to 20tb
- Migrated a server environment from 4 servers into a globally distributed computing environment supporting VMWARE, LINUX, and MS O/S supporting 1,500 users.
- Migrated a legacy ERP through two generations of hardware/software upgrade and led the initial implementation efforts of migration to JDE.
- Managed a software engineering group split between the U.S. and Japan producing embedded software systems used in over 2,000 implementations.
- Created customer support groups providing 24/7 services to both internal and external customers.
- Brought a company from concept to market dominating the field of biometric technology. The company, through multiple mergers, now dominates a $500m/year market.
- Performed pre-sales marketing with key clients closing additional $1-3 million/year contracts.

Capabilities Summary:

- Proficient in multiple technologies, including software, biometrics, optics, and electronic manufacturing.
- Excellent **start-up** and **team** building experience.
- Significant **international** experience.
- Startup through IPO experience. Founded Digital Biometrics, Inc. (NASDAQ:DBII, now NYSD:ID) and as its Senior Vice President, led the company through **venture capital**, **IPO**, and an ultimate revenue base of $12,000,000/year.
- International Development of software & hardware. Managed a $6,000,000 annual budget and an international team of over 50 professionals.
- **Board chairman** of a publicly traded company (OTC:EXCT).
- Great communicator. **Published** an investor's guide to **nanotechnology** (John Wiley & Sons, 2002).

Work Experience:

Director, Information Systems, Lake Region Medical, Inc., Chaska, Minnesota. September 1998 to December 2008. A global medical device manufacturing company with $160 million/year in revenue and 1,500 employees.

- Responsible for all aspects of information technology and telecommunications.
- Built and managed an information systems department supporting global operations
- Wrote and implemented I.T. strategic plans aligned with business strategy and implemented governance principles and steering committee
- Developed corporate and departmental policies and standards for global I.T. performance and measurement
- Implemented core I.T. infrastructures, applications support, customer support, including commercial and custom applications for all aspects of corporate operations
- Implemented global cyber security program with zero intrusions/breaches since June 2000 to present.
- Authored and implemented a disaster recovery plan.
- Proposed, negotiated, and managed global I.T. budgets
- Implemented global equipment life-cycle management
- Implemented global I.T. licensing management
- Implemented and managed 24/7 I.T. operations

Managing Director, Paradigm Capital Strategies, Inc., Eden Prairie, Minnesota

November 1997 to September 1998. My independent contracting company.

- Reviewed and worked with over 200 businesses for startup, real estate development, and other financing opportunities.
- Evaluated a 3-D destructive solids reverse engineering system focusing on pre-manufacturing issues, especially overall system accuracy and optical performance.
- Managed the development of a manufacturing plan to bring a prototype holographic camera system from prototype into manufacturing.
- Contract support for IBM Global Consulting Services providing computer security plans and disaster recovery plans for MIS departments including reviews of management infrastructure, network, mainframe, and LAN/WAN environments.
- Developed a total electronic commerce (E-Commerce) system including Internet web design (HTML and CGI) as well as merchant account set-up, catalog management, and order fulfillment.
- Performed reviews of various patents to determine marketability and claims value.

Senior Vice President, Digital Biometrics, Inc., Minnetonka, Minnesota
1985 to November, 1997, (NASDAQ:DBII Now NYSE: ID). A biometric identification company.

- Founded the company in 1985.
- Managed capital formation (seed, private placement, IPO) strategic planning, and business plan development for the early phases of the company including acquisition of venture capital, private placement capital, and the company's IPO. Integrally involved in annual budgeting and planning activities for the company.
- Developed an emerging market and performed the product planning which resulted in the creation of a new and growing industry currently valued at approximately $25,000,000 / year.
- Negotiated, directed, and delivered international technologies transfer programs to Japanese companies, with contract values of up to $5,000,000. Managed Japanese support activities including software & hardware joint development between Japanese and American engineering teams based in the U.S. and Japan.
- Created multiple core corporate departments:

- Created and managed initial marketing and sales activity. Wrote the marketing plan and implemented a coordinated telemarketing and direct sales program as well as strategic partnership alliances.

- Created and managed a hardware engineering group which developed state of the art high resolution electro-optical imaging systems, high resolution gray-scale printing technologies, electronics, cabinetry, including design, prototyping, and hand-offs to manufacturing. Activities produced three generations of world-class systems (approximately 700 installed) as well as multiple generations of ancillary products for varied alternate vertical markets (approximately 1,000 installed). Cost reduction activities typically reduced product costs by 40% from product introduction to end of life.

- Created and managed a software engineering group which developed approximately 1/2 million lines of applications code for image processing, user interfaces, local & wide area networks. Managed a complete re-tooling process when system requirements required transferring embedded assembler based applications to a UNIX based applications environment. Produced system capabilities for managing image data for networks managing typical daily throughputs in excess of 10 gigabytes/day. Granted several patents for this work.

- Created and managed a field service group which provided real time O.S. upgrades, software installations, and system tuning. Operating as a real time call support center, the group also provided on site 2-hour response time 24 hours/day 7 days/week. The group included subcontractors on a local level as well as national contracts with field service organizations including Motorola and Unisys. This field service organization provided significant marketing support including, at one time, use of 100% of the installed base as a reference for future accounts.

- Created and managed a manufacturing group that demonstrated the ability to manufacture, test, and ship up to $1,000,000 of product per month. Structured manufacturing processes to balance third party assembly, final assembly, and true internal manufacturing. Managed Bill of Materials process for 800+ components for each of three generations of systems and consistently reduced manufacturing costs over several generations of products by an average of 20% per year.

- Designed and implemented telecommunication systems for managing secured image data networks with typical daily throughputs in excess of 10 gigabytes/day. Systems included networks covering over 100 linked systems including WANs spanning Los Angeles county, Chicago, Pennsylvania, Scotland, and others. Prototyped hand held fingerprint capture devices using spread-spectrum RF, cellular, and mobile digital radio networks including police band modem RF.

- Negotiated and supported the development of various Federal standards for fingerprint identification and was intimately involved in the ANSI group which ultimately proposed the current standard (ANSI Standard ANSI/NIST-CSL 1-1993).

- Directed the introduction of three generations of product into a highly competitive market resulting in over 700 installations. Each of which was recognized in the industry as the best overall value of its kind. Introduced high-resolution video technology including 1k X 1k area systems and 4k X 8k line scan systems.
- Managed the non-legal aspects of litigation efforts on a patent infringement suit.

Project Manager, Saturn Systems, Inc., Eden Prairie, Minnesota.
1983 to 1985. A software development company.

- Designed, implemented and managed the release of a major graphics software product, "Saturn Graph". The product contributed 20% of the company's revenue in 1985.
- Designed a database management software package, "Saturn Base", and managed the implementation of this software package for D.E.C. systems. At the time of departure to found DBI, over 30 copies were in beta-test sites. The product was expected to contribute 30% of the company's revenue in 1985.

Director, Technical Services, PBS Computing, Roseville, Minnesota
1981 to 1983. A tax preparation company and software development company.

- Managed the development of high-volume data entry systems which were seasonally used to input data for over 100,000 tax returns in support of PBS' tax return preparation system. Project team member on significant accounting packages sold by PBS including a Professional Time and Billing System, an Accounts Receivable System, a General Ledger System, and various other accounting support systems. Responsible for maintaining in-house data processing functions on both PRIME and D.E.C. systems. This involved ensuring user interface capabilities for over 80 system users in a constantly changing hardware and software environment.

Consultant to NEC Corporation, Tokyo, Japan
1981 to 1982

- Directed a technology transfer project for NEC in Tokyo, Japan. With project responsibility for 11 Japanese technical staff, this involved the translation of an American Crime Analysis System, developed earlier for the Law Enforcement Assistance Administration. Redesigned the system to function in the Japanese environment including new sub-systems for unique Japanese functionality including Computer Assisted Dispatch, Organized Gang Cash Tracking, as well as other specialized automated criminal justice functions.

About 250 copies of this system were placed by NEC. Provided marketing and sales support for NEC's Automated Fingerprint Identification System resulting in NEC's first AFIS sale in the United States.

MIS Director, Minnesota Crime Prevention Center, Inc., Minneapolis, Minnesota
1976 to 1981, a non-profit law enforcement support company

- Directed the systems division managing seven software engineers. The company developed various hardware and software products for the law enforcement community. Nationally renowned projects include a $1 million project for the City of Minneapolis as well as numerous other projects for various cities, counties and states.

Education:

BA University of New Mexico, Political Science & Economics. Graduated Summa Cum Laude, 1974

MA University of Minnesota, Political Science, 1976

Technical Skills

Hardware:

Working experience with at least 10 classes of computer systems, mainframe through process control. Directed hardware design of optical systems. Directed hardware design of high speed imaging systems. Directed hardware design of embedded microprocessor systems. Directed hardware design of power control systems. Directed hardware design of mechanical systems. Directed certification activities for UL, FCC, CE, and FBI.

Software:

Working experience with a dozen classes of operating systems, mainframe through process control. Directed software design of embedded micro-kernels. Directed software design under UNIX. Directed software design of numerous device drivers, stepper controllers, image processing systems, etc. Directed software engineering development under IEEE standards, including implementation of standards within an existing software group.

Working experience with multiple programming languages (C, FORTRAN, PL/1, COBOL, BAL, MACRO-11, JavaScript, E-CODE, QADVM). Directed and selected languages for specific applications and managed the retooling of departments in shifting from one language to another. Familiar with implementation methods from micro-code up to WAN environments.

Special Technology Skills:

Biometrics:

Development of various biometric systems and integration capabilities including fingerprint, voice recognition, face recognition, and others.

Imaging Devices:

Various image capture technologies including frame grabber, slit-scan, RS-170, vidicon, CCD, and CMOS imagers, including optical design. Familiar with full range of imaging devices from 8 bit to 24 bit as well as area and line-scan technology resolutions from 128 X 128 to 8k X 12k.

Image Processing:

Designed and implemented various unique algorithms for image processing and image enhancement.

Image Output:

Designed and implemented various output devices including 400 & 500 & 1200 dpi gray-scale electrophotographic systems.

Patents:

4,792,226 Optical fingerprinting system

4,811,414 Method for generating computer enhanced fingerprint images

4,933,976 System for generating rolled fingerprint images

D325,196 Cabinet for optical imaging of fingerprints

5,222,152 Portable fingerprint scanning apparatus for identification verification

5,230,025 Method and apparatus for fingerprint image processing

5,249,370 Method and apparatus for capturing skin print images

D346,158 Cabinet housing for optical imaging of fingerprints

D348,445 Hand held fingerprint scanner for imaging and capturing a photographic image

D351,144 Handheld finger print scanner for imaging and capturing a photographic image

5,467,403 Portable fingerprint scanning apparatus for identification verification

5,781,647 Gambling chip recognition system

6,038,332 Method and apparatus for capturing the image of a palm

Publications:

2004 – **Children of Usher**, Gom Publishing, Columbus, Ohio

2002 – **The Investor's Guide to Nanotechnology & Micromachines**, John Wiley & Sons, NY

1987 - "ARTIFACTS", paper prepared for the FBI and NBS, co-author

1988 - "Line Pairs Per Inch in Electrophotography", paper prepared for the FBI and NIST

1980 - "The Display of Geographic Information in Crime Analysis", chapter 16 in CRIME: A Spatial Perspective; Daniel E. Georges-Abeyie and Keith D. Harries, Editors

1984 - "Device Independent Computer Graphics", VAX/RSTS Professional. Reproduced by ROGERS CABLE, 1985 as a video presentation for the ACM.

1979 - "Display Techniques Facilitating Research in Metropolitan Areas...", Proceedings of the Harvard Symposium on Computer Graphics.

1979 - "Crime Impact Statements...", Proceedings of the Criminal Justice Statistics Association

1977 - "Bifurcation theory and the modeling of criminal behavior" proceedings of the American Society of Criminology.

1977 - **Crime in Minneapolis**, Governor's Commission on Crime Prevention and Control, chapters 6, 7, 8, 9, 10