

Glenn Fishbine

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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 operational status supporting 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.

- Director, Information Systems, September 1998 to December 2008. Lake Region Medical, Inc., a medical device manufacturing company with \$160 million/year in revenue. Responsible for all aspects of information technology and telecommunications. Managed two dozen professionals at multiple sites with an annual budget in excess of \$3 million.
- Senior Vice President and board member, 1985 to November, 1997, Digital Biometrics, Inc. (NASDAQ:DBII, now NYSE:ID)
 - Founded the company in 1985.
 - Managed capital formation, 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. Budget responsibility in excess of \$15 million.
 - Created multiple core corporate departments.
 - Created and managed initial marketing and sales activity.
 - Created and managed the hardware and software engineering groups.
 - Created and managed the field service group, which provided 2-hour response time 24-7 in the continental U.S.
 - Created and managed the manufacturing group.
 - Negotiated, directed, and delivered international technology transfer programs to Japanese companies.
 - Managed the non-legal aspects of litigation efforts on a patent infringement suit.
- Project Manager, 1983 to 1985, Saturn Systems, Inc.
Designed, implemented, and managed the release of graphics and database software products.
- Director, Technical Services, 1981 to 1983, PBS Computing
Responsible for maintaining in-house data processing functions on both PRIME and D.E.C. systems.
- Consultant to NEC Corporation, 1981 to 1982, Tokyo, Japan
Directed a technology transfer project for NEC in Tokyo, Japan.
- MIS Director, 1976 to 1981, Minnesota Crime Prevention Center, Inc.
Directed systems development for custom software for law enforcement.

Education

BA University of New Mexico, 1973, Political Science and Economics

Graduated Summa Cum Laude

MA University of Minnesota, 1976, Political Science

U.S. Patents

4,792,226	4,811,414	4,933,976	D325,196	5,222,152
5,230,025	5,249,370	D346,158	D348,445	D351,144
5,467,403	5,781,647	6,038,332		

References

At <http://www.Linkedin.com> and upon request