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National Collegiate Inventors
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Worcester Polytechnic Institute: Speaker Profiles

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McRae C. Banks

Professor of Entrepreneurship and Strategy

McRae C. Banks is Professor of Entrepreneurship and Strategy in the Department of Management, WPI's equivalent of the traditional business school. His B.A. and Ph.D. degrees are from Virginia Tech and his M.A. is from Northwestern University. Prior to his appointment at WPI in 1995, he held academic appointments at Mississippi State University and Radford University.

Professor Banks holds two administrative positions at WPI. As Head of the Department of Management he is the equivalent of the dean of the business school at other universities. He is also the founding (and current) director of the Collaborative for Entrepreneurship & Innovation, WPI's university-wide center for entrepreneurship activity.

Professor Banks has experience as an entrepreneur and manager in entrepreneurial enterprises in both the business and academic sectors. He founded a business in the service sector, and has held managerial and executive positions in small manufacturing and retail organizations. In the academic sector he founded and managed three university centers and served as Acting Director of the Agribusiness Institute (ABI) at Mississippi State University.

Over the years professor Banks has published many papers and won a number of grants and contracts from corporations and foundations for both research and outreach, including the Kauffman Foundation, the Coleman Foundation and the John and Jeanne Hughes Foundation. He has been active in several professional organizations, including the Entrepreneurship Division of ASEE, the Entrepreneurship Division of the Academy of Management, the Corporate Entrepreneurship and Technological Entrepreneurship Divisions of USASBE, and the Society for Advancement of Management, of which he is a past International President.

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Wendy Elliot

Director

Grayhead Associates

Wendy Elliot has more than 20 years of consulting, technology transfer, management, and product development and engineering experience. In her consulting practice Ms Elliott has helped clients: develop and implement new venture business plans; create joint new product development opportunities; design and implement "voice of the customer" studies; identify advanced manufacturing technologies and develop a program for failure analysis; train high-potential managers in the management of R&D and engineering.

Ms Elliott received a BS in Chemical Engineering, and a MS in Biomedical Engineering and Industrial Engineering from Northeastern University; an SM in the Management of Technology from the Sloan School of Management/School of Engineering at MIT. She was a Visiting Scholar at the 304 hospital in Beijing China and is presently a part time Visiting Scholar at MIT where her research focuses on the acquisition and commercialization of technology. Presentations include "Innovation and Entrepreneurship: The Cambridge Model"(Harvard HIID); and Technology Transfer in Telecommunications (MIT Epoch Foundation).

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Jeremy Hitchcock

Co-owner and Chief Financial Officer

Dynamic Network Services

Jeremy Hitchcock is co-owner and Chief Financial Officer of Dynamic Network Services and a recent graduate of WPI. Since 1998, DynDNS.org has provided DNS (domain name services) services to the Internet Community.

Operating only on donations for the first two years, DynDNS.org explored many avenues of financing deciding to forgo outside funding. As CFO, Jeremy is responsible for day-to-day fiscal activity, financial planning, and all other administrative aspects. Employees going without pay, frugal spending, and a bit of luck have allowed the company to continue growing.

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Chad H. Joshi

Founder and Chief Executive Officer

Energen, Inc.

Dr. Chad H. Joshi is the Founder and Chief Executive Officer of Energen, Inc. Since its creation in 1996, Dr. Joshi has built and led a world-class team of dedicated professionals in the development, of precision motion, vibration and fluid control products. Dr. Joshi's successful development strategy has established Energen as a technological leader in the aerospace, defense and scientific markets while building a financially profitable and debt-free business.

Dr. Joshi has 20 years experience in leveraging market-enabling materials technology into marketable products and solutions. Prior to founding Energen, Inc., he was instrumental in the success American Superconductor Corporation where he created and managed a product engineering group. During his tenure, he demonstrated the world's first high temperature superconducting motor with Reliance Electric Co., a new sonar system for the Navy and numerous other devices. Earlier, Dr. Joshi was with Thermo Electron Corporation where he developed innovative metals processing and heat-treating equipment.

Dr. Joshi received his Bachelors degree from Worcester Polytechnic Institute and his Masters and Doctorate degrees from the Massachusetts Institute of Technology. He is the author of over 40 peer-reviewed technical papers and numerous inventions. He is a Registered Professional Engineer in Massachusetts and an active member of IEEE. He serves on the Board of Directors of the Cryogenic Engineering Conference and the Cryogenic Society of America.

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Bill Lane

Managing Editor

Boston Business Journal

Bill Lane is managing editor at the Boston Business Journal, the top all-business newspaper in New England. He's also worked as business editor at the MetroWest Daily News, as editor of Venture Capital & Information Technology in Wellesley, and as regional managing editor for LocalBusiness.com, a national business news service. Bill began his newspaper career in Phoenix, where he covered city and state government for a pair of suburban papers, then wrote about banking and finance for the Phoenix Business Journal. He came to journalism after a career as a commercial pilot, including helping manage a training subsidiary of Lufthansa German airlines. He's written books on aviation and financial planning.

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Dr. Peter L. Levin

President & CEO

DAFCA, Inc.

Peter L. Levin is the President and CEO of DAFCA, Inc, which he co-founded with Miron Abramovici and Chuck Stroud. DAFCA is an electronic design automation (EDA) software tools company, focused on

system-on-chip infrastructure. It recently closed an \$8 million private equity round, led by Kodiak Venture Partners, and syndicated with Bay Partners, 3i US, Vista Ventures and New Venture Partners.

Dr. Levin has served as a consultant to more than half a dozen companies, most recently for Honeywell. He speaks fluent German, and has worked as a professional translator and interpreter.

Peter Levin is the founder, with WPI graduate Arthur Butler, of VNet Software of Worcester, Massachusetts and Hanoi, Viet Nam, which bridges high-end software developers in Viet Nam to customers in the United States. He is an independent director of the linux-based network security company Astaro AG, as well as the operating director of DAFCA.

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Tom Loper

Founder and President

Post Road Ventures, LLC

Tom Loper, founder and president of Post Road Ventures, LLC, brings more than 25 years of operating expertise and an advanced degree in organization development (Ed.D., UMASS, Amherst, '80) to his venture development initiatives. Tom's business career includes general management and other executive level assignments with Avery Dennison, Steelcase, Herman Miller, Inc. and Lifeline Systems, Inc. He has managed start-ups, turn-arounds, mergers, acquisitions and extraordinary strategic shifts in business in several industries. He has also served as Executive Vice President of Mass Ventures, Hadley, MA. further developing his venture funding contacts and skills.

Tom has developed an unusual ability to relate to the complexities of evolving enterprises as they attempt to capitalize on emerging science and technology. Most recently, he helped the founders of Proteodyne, Inc., a laboratory automation company focusing on gene-based drug discovery, to secure \$12million in equity funding at the height of one of the most challenging financing eras in recent memory.

Post Road Ventures, LLC draws upon a rich mix of contacts that Tom Loper has made throughout his career to attend to the extraordinary range of challenges faced by early stage companies.

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Carrie McIndoe

President

Strategic Capital Resources, Inc.

Carrie J. McIndoe is President of Strategic Capital Resources, Inc. a strategic planning and consulting firm which assists early stage companies in obtaining equity financing. As an expert in venture financing she has an expertise in business plan analysis, due diligence and in the private placement of syndicated investment products. She has ten years of experience at NYSE/NASD firms including Kidder, Peabody & Co., Inc., First Winthrop Corporation, Beacon Hill Capital and Harborside Capital.

Ms. McIndoe is a licensed securities broker and a graduate of Boston University with a BS in Business Administration and received a Certificate of Special Studies in Administration and Management from Harvard University Extension School. She was awarded the 1996 Boston University Metropolitan College Alumni Award for Distinguished Service to the Profession. Ms. McIndoe is the President of the BU Metropolitan College Alumni Association and on the Board of the BUA. Additionally, she serves on the Business Advisory Board of Skidmore College. On May 10, 2001 she was awarded the Henry Morgan Award from the Entrepreneurial Management Institute for outstanding performance and founding Business Plan Boot Camp.

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Maxwell Morton

Founder and Managing Director

Grayhead Associates

Maxwell R. Morton is a founding partner of Grayhead Associates, a 20 year old management consulting firm specializing in technology entrepreneurship, commercialization and transfer; and the development and implementation of the associated business, marketing, product development and partnering strategies. His clients include entrepreneurs, corporations, universities and government agencies. Previously he was a Vice President and Director of Resource Planning Associates and an Engagement Manager for McKinsey & Company. He is an Adjunct Faculty Member at the Franklin W. Olin Graduate School of Business at Babson College where he created and taught a course on Technology Commercialization; he is also the co-founder and original Chairman of the New England Chapter of the Technology Transfer Society.

Mr. Morton has been a guest lecturer at a variety of institutions such as the: MIT Industrial Liaison Program; Yale School of Organization and Management; American Chemical Society; Commercial

Development Association; Environmental Business Council; Canadian Consulate. He has been published in technical as well as business journals such as "Business Horizons".

Tripp Peake

Managing Partner

Worcester Capital Partners and Long River Ventures, L.P.
Tripp Peake is managing partner of Worcester Capital Partners and Long River Ventures, L.P., venture funds with collectively almost \$30 million under management, investing in early stage technology companies in diverse industries. Prior to forming Long River Ventures, Mr. Peake was a partner with Kestrel Venture Management, a venture capital firm with \$45 million under management in two funds, one in Boston and one based in western Massachusetts. From 1995 through 1998, Mr. Peake was CEO of the Mass Ventures Corporation. Mass Ventures Corporation is a "virtual incubator" company that provides venture development support services to promising, high-growth companies. Mr. Peake holds an undergraduate degree from Dartmouth College and an M.B.A. from Yale University.

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Mitchell Sanders

Founder and President

ECI Biotech, Expressive Constructs, Inc.

Mitchell Sanders, Ph.D. is a leader in the field of protein engineering, purification and assay development. Dr. Sanders has a Ph.D. in biomedical sciences from WPI (1992) and completed post doctoral training at the Whitehead Institute at MIT. Before founding ECI Biotech in 1998, he worked as a Senior Scientist II at Genome Therapeutics in the Pathogen Genetics Program. Dr. Sanders founded the company in 1998 in part by a consulting agreement with Bio-Rad Laboratories.

In the last five years, Dr. Sanders raised seed capital (\$2M), formed strategic \$MM confidential partnerships and as one of the principal investigators secured small business innovative research funding (\$100,000, 1999; \$100,000, 2004). He was honored by the Worcester Business Journal as one of the top CEOs in the region (December 2001).

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Joseph Steig

Business Development Consultant

National Collegiate Inventors and Innovators Alliance

Joseph is a consultant to the NCIIA and leads the Invention to Venture program. He has a background in finance and strategic planning and has worked in a diverse range of industries. Over the last fifteen years, in both a consulting and employee capacity, he has gained significant operational experience helping move companies up the development curve, secure equity financing, and perform successfully against established milestones and objectives. For much of his career he has been closely involved in raising equity capital, particularly at the early stage with individual investors and venture capitalists, and also at a mezzanine stage through larger investment banks and corporate acquisitions. He has extensive technology economic development experience, working with non-profits and universities to identify technology development opportunities and develop regional economic development strategies.

Mr. Steig has held positions in companies and non-profits as President, CFO and VP Business Development. Mr. Steig maintains his own consulting practice, Innovation Path Inc. He holds a B.A. from Hampshire College and has completed graduate studies in accounting, finance and business strategy. Mr. Steig grew up in Vancouver, Canada and makes his home in Massachusetts.

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David J. Thibodeau, Jr.

Principal

Hamilton Brook Smith & Reynolds

David J. Thibodeau, Jr. holds a B.S. in Electrical Engineering from Worcester Polytechnic Institute with high honors and a J.D. degree from Suffolk University Law School, cum laude. He is registered to practice before the United States Patent and Trademark Office and is a member of the Bar in the Commonwealth of Massachusetts and in the states of New Hampshire and Florida.

David has prosecuted patents in the electronics and computer areas, including wireless communications, hardware and software architectures, data networks, telecommunications, and integrated circuits. He has counseled new business ventures in intellectual property matters and has handled patent litigation matters involving cellular telephones and network systems.

Prior to joining the firm, David was Vice President and General Counsel of a wireless communications company and Partner of an intellectual property law firm in Boston. David is an Adjunct Professor of Patent Law at the Franklin Pierce Law Center and has previously served as President of the Boston

Patent Law Association.

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