

Dean Howard

TAB Twin Cities Central



Dean Howard has an extensive background in all areas of operating and expanding businesses. In addition, Dean has a proven track record in sales and sales management.

Dean purchased a telecommunications company in 1992. At the time it was a father/daughter company with revenues of \$250,000. The company sold and installed refurbished telecommunications equipment manufactured by Avaya. Between 1992 and 2002, under Dean's leadership, Teletek Corporation accomplished the following:

1. Became an authorized Business Partner of Avaya which allowed Teletek to sell new equipment as well as refurbished
2. In his first year as an Avaya Business Partner was recognized for his outstanding first year results.
3. Increased revenues from \$250,000 to \$4,000,000
4. Expanded from 2 employees to 28 employees

As part of Dean's growth strategy, he formed a partnership in 2003 with people experienced in the telecommunications field. In December of 2005 Teletek was sold to its biggest competitor. After the sale Dean oversaw the transition of the two merged companies.

Prior to buying Teletek, Dean spent 12 years in various sales and sales management positions at Northwestern Bell and other telecommunication companies. While at Northwestern Bell, Dean was a member of the Presidents club every year in recognition of his excellent sales results.

Dean's experiences can be of assistance to other business owners as they experience the everyday challenges of owning a business. His experiences in buying and growing a business, forming a partnership, and selling a business and other business experience can be valuable to

other business owners.

Dean Howard has a degree from the University of Minnesota, Duluth.

He was the recipient of the 1997 Suburban Area Suburban Chamber of Commerce Entrepreneur of the Year Award

He is also a Fellow of the Life Office Management Association (LOMA)

Dean has been involved with Dale Carnegie and Toastmasters.

Current TAB Certified Facilitator and Coach

“The reason I am volunteering for the FAB council is threefold:

1-I am a firm believer that the more you put into an organization the more you get out of it.

2-I have been very impressed with the unselfish hours that so many of my colleagues have put in and want to do my part

3-The relationships that I develop within the council will help me improve my business”

Brian Nelson

TAB Delaware Valley



Brian started Nelson Business Enterprises, Inc. (NBE) in November of 2008 with his wife Jean. NBE started as both a Real Estate operation and a business advisory service. NBE purchased The Alternative Board Franchise on March 1, 2009. Since acquiring The Franchise, NBE has increased the membership by over 25 members to its current level of 55 and has grown sales by over 20% and profits by over 100%, while transitioning all of the acquired members to new facilitators over the last 2 years. Brian has been consulting with various companies from \$2 million to over \$100 million with NBE, since the start of business. This work has ranged from acquisition consulting, team development, strategy and financing.

Prior to starting NBE, Brian has held the top management position for SCA's (one of Fortunes 500's largest global organizations) North American Health Care division and was a member of SCA's Global Health Care management team which had responsibility for sales in excess of 1 billion USD with locations around the world. From 2003 – 2008 Brian was in charge of SCA's North American Health Care Operation. This 280 million dollar division has two manufacturing facilities, one in the USA and one in Canada with over 400 employees in two countries. Prior to this role, Brian held the positions CFO for SCA's North American Health Care and Retail divisions.

Earlier in his career, Brian worked at Scott Paper Company from 1994 – 1996. Three months after joining Scott Paper, Al Dunlap joined Scott Paper Company and spent the next year divesting \$2 billion dollars of assets from the company and reducing 1/3 of the workforce. Brian was moved into the joint venture known as Scott Health Care, where he spent one year establishing all the general and administrative areas such as: treasury, tax, legal, payroll,

performance management, accounts receivable and payable and several other areas for this divested joint venture.

Brian's career started at KPMG Peat Marwick 1989 – 1993 while performing both audit and consulting work for companies such as: QVC, Bradford White Water Heaters, Chemical Leaman Tank Lines, Franke, and many others who were in their early stages of development.

These early years and the work at separating Scott Health Care from Scott Paper are the key areas that fostered his entrepreneurial spirit and interest in working with small businesses.

EDUCATION:

MBA, Drexel University, Philadelphia, PA, 2000

Bachelors of Science, Magna cum Laude, Drexel University, 1991

CCL Leadership Assessment Program

Leadership Interactive Feedback Program, 2002

CPA, Philadelphia, PA, 1992

Why I want to join the FAB Council:

I believe that the FAB council serves an important role to the Franchisee's and TAB by focusing TAB's attention on key areas to continue growth within TAB while also highlighting those areas that should be modified or eliminated. FAB also acts in the strategic capacity of looking forward to what will make TAB more successful in the future. I believe we have a great future as an organization and I would like to contribute where possible. I have benefited from FAB as a Franchisee and feel it is important to give back to the other owners of the Franchise. Given I am a newer Franchisee into the system (less than 3 years) I believe I can add the perspective of a newer franchisee to the group.

Rusty Smith

TAB Houston South-Central



Rusty Smith owns the Houston South-Central franchise for The Alternative Board and is a TAB-certified facilitator and a certified Strategic Business Leadership coach. He grew up in a family-run business in Alabama and moved to Houston in 1981. He has over 25 years of executive business experience leading, managing, building, and growing businesses. At Compaq and Hewlett-Packard he was a division manager responsible for revenues of up to \$1.5B and up to 300 employees. His major areas of expertise include business development, marketing and general management for businesses ranging from startups to very mature operations. Rusty speaks German and has extensive international experience including foreign assignments, managing multinational teams, and managing global businesses. He also has significant merger and acquisition experience.

Rusty is an adjunct professor in the Wolff Center for Entrepreneurship at the Bauer College of Business at the University of Houston, is the President of the Houston Chapter of The Institute of Management Consulting, and is a regular contributor to The Houston Business Journal's Small Business series. He has attained Life Membership in The Greater Houston Partnership where he serves as Chairman of the annual Marketing Excellence Luncheon. He also serves on the Board of Directors of the Smith-Phares Memorial Scholarship Fund. He holds a bachelor's degree in computer science from the University of Alabama and a master's of business administration in marketing from the University of Houston and is proud to be a Life Member of The University of Houston Alumni Association.

Why I want to be on the FAB Council:

I've been a TAB franchisee for over 5 years and have benefitted tremendously from the prior FAB Council members' generous commitment of their time and energy. The willingness of TAB Franchisees to help each other achieve success and the sense of community among the TAB Franchisees makes me proud to be a member of such an outstanding group of individuals. I would be honored to be given the opportunity to serve on the FAB Council to do my part in

strengthening, even further, the TAB opportunity for our current and future TAB Franchise owners.

Deborah T. Zients TAB-Central Maryland



Debbie launched her TAB franchise with one territory in June, 2007. She acquired a contiguous territory in December, 2008. She currently has 28 members. She continues to enjoy facilitation and learning as many new things that she can use to help her members as possible. She plans to start a Key Executive Board in September.

With over 25 years of small business management experience, Debbie's expertise lies in the development of strategies for revenue growth, human resources management, and customer satisfaction. She has developed and led two start-up companies growing them to robust and profitable \$3-4 million businesses. Immediately prior to starting her TAB business, she held senior executive positions in two larger health care organizations.

Debbie has an undergraduate degree from Mt. Holyoke College and an MBA from the Darden School at the University of Virginia. She is a Certified Professional Behavioral Analyst (CPBA), Values Analyst (CPVA), and Certified Trimetrix HD Analyst.

Why I want to rejoin the FAB Council:

“The FAB Council has been a great experience. It has been a difficult couple of years for the Corporate office and the Franchisee community as we have grappled with the effects of a difficult economy both for ourselves and for our members. Nonetheless, we have worked hard as a Council to help focus all our efforts on those things that will make the Franchisees most successful. When we are successful, everyone wins. The FAB committees have been tremendous contributors to the community as a whole. I would like to stand for a second term to provide some additional continuity to the Council and to continue my role as an advocate for the priorities of the Franchisees. Thank you for the opportunity to be of service.”