

Raymond A. (Tony) Allen, III

Managing Partner, The IMPACT Group

Mr. Allen is a Managing Partner of The IMPACT Group, a consultancy that works with a diverse clientele of international organizations in the development and deployment of strategy and operational performance improvement. In this role he brings 25 years of global strategic and operational management experience to this collaboration of experienced senior executives from diverse industry backgrounds. IMPACT has conducted more than 100 projects with clients in 20 countries on 6 continents providing business transformation consulting to a wide variety of clientele from start-ups to Fortune 50 companies. As a results oriented leader, he has assisted clients develop and deploy strategies that result in profitable accelerated growth for both product and service businesses. His strengths include strategy development/deployment, project/program management, leadership and business development.

Prior to joining The IMPACT Group, he joined the public company Tenera Inc. in 1996 as Vice President of Operations responsible for developing a strategy to return the company to profitability that involved restructuring the operations of the company's commercial products and services divisions serving the transportation and power industries. A key element of this strategy included the formation of Spear Technologies, Inc., which he co-founded in 1997, acquired venture capital to fund and served as Chief Operating Officer, Vice President of Operations and a Member of the Board of Directors. In the two-year period that followed, Spear became the leading supplier of Enterprise Asset Management Software to the Public Transportation Industry.

From 1984 to 1996, Mr. Allen was employed by ABB Environmental Services, Inc (ABB). He began his career at ABB Environmental Services as a project scientist at the beginning of the environmental reform era and rose quickly through the scientist and project management ranks to become a vice president and an officer with the company. While at ABB he served as Program and General Manager where he successfully won, negotiated and managed contracts with values up to \$175 million. In 1991, Mr. Allen was appointed Vice President of Operations and was responsible for the start-up and management of a multi-office region that grew to \$45 million in sales in 4 years. In 1995, he was appointed Senior Vice President of Strategy and Management Systems. In this position he developed company-wide strategy and improved company-wide profitability through the implementation of state-of-the-art project management process and control systems.

From 1981 to 1984, Mr. Allen was an independent consultant to the chemical, agricultural, and paper industries. He was educated at the University of Maine and studied Business Management at the Swedish Institute of Management, Darden School of Business at the University of Virginia and the Fuqua School at Duke University. He is also a graduate from the Center for Creative Leadership. Mr. Allen has been a member of the Board of Directors for the Connecticut Technology Council since 2001 and currently is the First Vice Chairman. He also served as Chairman for Cub Scout Pack 127 of Granby, Connecticut from 1998 to 2002.

