

EXECUTIVE MANAGEMENT


Earle Steinberg **President & CEO**

As the President and Chief Executive Officer of Thomas Group, Mr. Steinberg charts and leads execution of the firm's operational strategy and growth objectives for the company. Under his leadership, Mr. Steinberg will assess new opportunities for Thomas Group's services and develop new innovative product and service offering strategies.

Mr. Steinberg has over three decades of experience in management consulting and has led numerous organizations in successfully growing and developing practices. Prior to joining Thomas Group, Mr. Steinberg was a partner in the consulting firms of Touche Ross, Coopers and Lybrand, Booz Allen, and AT Kearney. While at AT Kearney, he was the leader of the Americas Operations Practice where, during an eight year period, he won three "Great Client Work" awards, two Intellectual Capital Development awards, two Business Development awards, and in 2005, was awarded the firm's Distinguished Service Award.

Mr. Steinberg has led operations at both Coopers and Lybrand and AT Kearney. His practices were among the most profitable, and he was consistently in the top tier of business developers. At Booz Allen and AT Kearney, Mr. Steinberg developed and commercialized new product offerings in Asset Productivity, Lean Asset Structures, and Network Modeling for Manufacturing and Supply chain.


Mr. Steinberg began his consulting career by founding and growing his own consulting business in 1977. He sold the business to Touche Ross Company, became a partner in the firm, and was part of the Manufacturing/Supply Chain leadership team for the US. While at AT Kearney, Mr. Steinberg founded and developed a new business practice in Procurement and Supply Chain Outsourcing, growing it to \$45 million in revenues. Mr. Steinberg was also president of MRO Services where he managed a customer spend of \$1Bn, and provided leadership and vision through the transfer to EDS and recent ultimate sale to a private owner.

Mr. Steinberg has a BA in Psychology from Boston University and pursued his graduate education at Georgia State University where he obtained an MBA in Operations Management, an MDS in Statistical Theory, and a PhD in Quantitative Methods & Operations Management. He is active in the Houston community and has served as a member of the Executive Committee and Board of Directors of the Houston Symphony. Mr. Steinberg also served in the US Army as a Captain, Army Ranger and Paratrooper, receiving numerous decorations, including Distinguished Flying Cross and Bronze Star. 

Frank Tilley **VP and Interim CFO**

Mr. Tilley is the company's Vice President and Interim Chief Financial Officer. He is a partner in the Fort Worth practice of Tatum, LLC with more than twenty years of experience as Chief Financial Officer and senior management roles in industries ranging from real estate, banking, investment management, and services, to high-tech manufacturing.

Mr. Tilley has been with Tatum for more than four years and, while there, has completed a number of consulting assignments as well as served as interim chief financial officer for ATI Acquisition Company and its subsidiaries, an Arlington, Texas based education company, and as interim chief financial officer of Carreker Corporation, an enterprise software and consulting firm in Dallas, Texas. Prior to joining Tatum, Mr. Tilley served as Director of Finance (principal financial officer) of DiCon Fiberoptics, Inc., a Richmond, California based major manufacturer of passive fiberoptic components for the telecommunications industry. Prior to DiCon, Mr. Tilley served as Chief Financial Officer and Executive Vice President of Sentry Group Services, Inc., a Fort Worth, Texas-based funeral home and cemetery company.


Mr. Tilley earned a Bachelor of Science degree in Industrial Engineering from Texas A&M University in 1969 and also holds a Master of Business Administration degree from Harvard Business School which he received in 1973. He is a Certified Public Accountant licensed in Texas. 

Gary Orosy
Vice President

Mr. Orosy is a thought leader in product and service innovation, and is responsible for refining strategy and leveraging his experience, insight, leadership, and relationships to help grow Thomas Group's global consulting business.

Mr. Orosy specializes in branding, marketing strategy, and business development. He brings a wealth of experience managing a number of the most respected and competitive consumer brands both domestically and internationally.


Mr. Orosy is a graduate of Rutgers College where he earned his BA in Business Administration and Computer Science. His MBA work in Marketing and Finance was completed at the Johnson School, Cornell University. After graduation he began a career in marketing with Procter & Gamble and moved through successively more senior Brand Management positions with Frito-Lay, RJR Nabisco, and Gillette.

Mr. Orosy's career progressed next to consulting most recently as a Vice President and Officer for A.T. Kearney where he led the Consumer and Retail Practice focusing on Enterprise Strategy and Margin Improvement for Fortune 500 clients. In 2006, Gary left consulting to join an innovative Silicon Valley growth company focused on marketing investment management called M-Factor. M-Factor serves clients such as Coca-Cola, Wendy's, Kraft, McDonald's, Avery-Dennison, and Pepperidge Farms to name a few. 

Robin Stacey
VP, Human Resources

Robin Stacey is Vice President, Human Resources. Stacey is a creative problem solver with extensive experience across the entire HR spectrum. Her career accomplishments include building HR departments from the ground up and transforming struggling programs. Stacey's professional history consists of work with national and international companies, both public and private, spanning a number of industries. Her proven leadership and management skills have contributed to a track record of success in achieving set objectives. She has expertise in creating executive and employee compensation and stock programs, Profit Sharing Plans, employee relations programs, recruitment programs and managing provider contracts for medical, dental, vision, life insurance and 401K plans.

Prior to Thomas Group, Stacey held management positions at i2 Technologies, Inovis, and Candle Corporation, where she directed both their domestic and international human resource functions, in countries as diverse as Germany, England, India, and Asia Pacific. She has also helped transform and improve the HR departments of companies such as Coca-Cola, Calpont, and CIGNA and banks including Barclays, Firststar and BankPlus.

A native of the Northeast, Stacey received her BA from Hobart and William Smith Colleges in Geneva, NY. She is a member of various industry associations, including Society for Human Resources Management (SHRM) and Dallas Human Resource Management Associations, Inc. (Dallas HR). 


Eric A. Labe
Practice Leader, Healthcare

Eric Labe has over 20 years of senior management experience in Healthcare, Manufacturing and Value Chain Management. Labe is considered a knowledge leader in developing strategy & innovation for diverse multi-stakeholder organizations and delivering synergistic solutions that create step function value. As the Healthcare Practice Leader, Labe is responsible for setting the strategic direction and overseeing the day to day operations of our group including practice marketing, sales, operations and delivery.

In addition to Practice Leader, Labe has held multiple positions with the Thomas Group including Senior Manager and Consultant. During these roles, he has spent considerable time in the field on a number of assignments including managing assessments, architectures, and implementations for multiple companies. Highlights of his most recent engagements include:

- Managing a performance improvement project at a large urban healthcare system:
 - Reduced patient wait times by over 24%
 - Increased revenues in emergency department by 15%
 - Increased overall customer satisfaction by 16 percentage points
- Leading a regional business coalition on developing a healthcare implementation program focused on making the community stakeholders more effective.
 - Delivering \$x00 million of financial saving to a business community coalition focused on
 - Bringing competing parties to the same table
- Leading a diverse group of Healthcare Think Tank leaders to harmonize and direct a healthcare message to the employer market around value based healthcare which will deliver innovative solutions to the market.
- Operationalizing a strategic plan to change the way a major pharmaceutical manufacturer goes to market (market share growth etc.
- Developing leading edge solutions for health plans around patient centered medical home (savings \$X00M)


Before joining Thomas Group in 1997, Labe served as Chief Executive Officer of MediTrac, a disease management company that developed a high-tech solution using wireless technology to create a link between patients, providers, and health plans. He began his career with Bell Industries and held a variety of senior positions with the multi-diverse manufacturing and distribution conglomerate, including General Manager of its Electronics Just in Time Manufacturing & Distribution Division. During his leadership, the division led the entire company in income growth, sales growth, and return on investment.

Labe is a frequent public speaker on the topic of “Making diverse multi-stakeholder organizations flexible and value driven”. Labe is also a member of many boards and organizations including American Diabetes Association, Automotive Industry Action Group, Healthcare Committee, Leadership Detroit XXIX, American College of Healthcare Executives, APICS, Council of Logistics Management and the Detroit Economic Club. Labe holds a degree in Materials and Logistics Management with a minor in Operations Management from Michigan State University. Labe resides in Detroit, MI. 

John Nussrallah **Practice Leader, Transportation & Logistics**

John Nussrallah is practice leader for the Transportation and Logistics operation within Thomas Group. In this role, he is responsible for business development and account management to the global transportation market. Nussrallah has 30 years of experience in the transportation industry with expertise in sales, marketing, and manufacturing strategies that optimize performance; and start-up, turnaround and diversification of business units with strong focus on the bottom line. His strategic thinking, integrity, leadership, and team building bring value to Thomas Group and its clients.

Nussrallah's has held positions as President of Greenbrier's European railcar manufacturing division based in Poland, which served the European Union, and was responsible for all aspects of engineering, manufacturing, sales, and marketing. Prior to his employment with Greenbrier, Nussrallah gained 27 years of experience within the operating departments of Consolidated Rail. During his tenure with Consolidated Rail, he had overall responsibility for over 5000 employees, 2500 locomotives and more than 100,000 railcars.


Nussrallah holds a BBA in Industrial Management from Cleveland State University, Cleveland, OH, and an Executive MBA from Northwestern University, Kellogg School of Management in Evanston, IL. He has served on the Boards of American Railway Car Institute, University of Denver's Intermodal Transportation Institute, and National Grain Trade Council; was a member of the Board of Trustees for John W. Barriger III National Railroad Library; Executive Committee and Governing Board member of Railway Progress Institute; and on the Development Council for Baylor Medical Center at Grapevine. Nussrallah also belongs to numerous transportation associations and resides in Fort Worth, TX. 

Mark Ozenick
Practice Leader, Aerospace

Mark Ozenick is responsible for leading the company's efforts in developing and providing client solutions for Thomas Group clientele in the Aerospace and Defense and Private Equity markets. Ozenick is an accomplished senior executive and leader possessing a diverse and multi-disciplined background in general management, operations, sales and marketing. His experience spans 30 years in start-up, existing enterprise, pre & post merger/acquisition and turnaround operations in the business aviation flight services and aerospace manufacturing sectors.

During his career, Ozenick has increased shareholder value through his leadership style planning, and implementing operations management solutions to remove barriers, increase productivity, and improve cultures that ultimately improved enterprise performance.


Most recently, Ozenick was Chief Operating Officer of Los Angeles – based Elite Aviation, a provider of private jet management and charter services to high net worth individuals. Of note, Ozenick was Founder, President and CEO of HeliFlite Shares, the nation's first successful helicopter fractional ownership and management company. Ozenick has held executive management positions with American Eurocopter, Dyncorp International, Lucas Industries PLC, and LTV Aerospace and Defense Company.

Ozenick is a graduate of The American University, Washington, D.C., holds an Airman's Certificate (private pilot, SEL), is Chairman Emeritus of The Montessori Academy, Arlington, Texas, and is a member of the board of directors for the North Texas Commission (NTC). Ozenick is a member of numerous industry associations, including the National Business Aviation Association, International Flight Services Association (IFSA), Association of Corporate Growth, and NATA. 

Thad Wolfe
Practice Leader, Air Force

Thad Wolfe is the Practice Leader for the United States Air Force. He is responsible for business growth within the Air Force. Prior to joining the Thomas Group, Mr. Wolfe was Senior Vice President and Corporate Account Manager for the North American Aerospace Defense Command (NORAD) and United States Northern Command (USNORTHCOM); General Manager, Enterprise Security Solutions Business Unit, and Director of the AEROSPACENTER for Science Applications International Corporation (SAIC).

Mr. Wolfe is involved with outside boards completing service on the national Board of Directors of The Retired Officers Association and as Chairman of the Air Force Association's Veterans and Retirees Council. He served as CEO and Vice Chairman of the Board of the Western Research Institute where he also led the Policy, Nominations, and Governance Committee of that Board. Thad served on the Board of Advisors of the Ruchelshaus Institute for Environment and Natural Resources Research and Policy. He is currently on the Board of World Energy Solutions.

Mr. Wolfe is a graduate of the United States Air Force Academy with a Bachelor of Science degree and a graduate of the University of Wyoming with a Master of Science in Electrical Engineering. He is a graduate of the National War College and the Harvard Program for Leaders of National and International Security. He completed military service as a Lt. General and Vice Commander of Air Combat Command. 

Tom Zych
Practice Leader, Army/Navy

Tom Zych is the Practice Leader for Army / Navy. He is responsible for delivering value to customers through implementation teams, and for business growth. Zych works directly with the Thomas Group management team to execute the company's vision in the continuous effort to deliver value to its customers, shareholders, and employees. After joining Thomas Group in 1996 as a Resultant, he became a Results Manager in 1999, and was named President of Government Operations in February 2007. Under Zych's leadership, Thomas Group helped the US Navy improve their capability to man, train and equip ready forces on time and at the best cost. He also led implementation teams in domestic and international companies, including General Motors, Robert Bosch, Meitor Heavy Vehicle Systems, and Cyprus Amax Minerals.

Prior to Thomas Group, Mr. Zych served as President of Air System Components, a leading manufacturer of comfort control systems/equipment for commercial buildings. He also has held management positions at The Trane Company, an American Standard Division, in Business Development, Product Management, Marketing, and Sales Management. Mr. Zych received a Bachelor's in Engineering from the University of Illinois. 