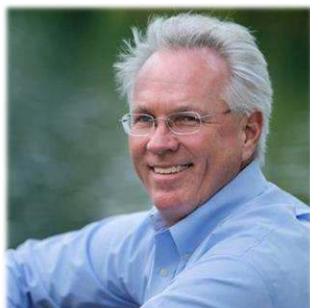


TOM GARRITY BIOGRAPHY**TOM GARRITY**

Tom is the managing partner of Compass Point Consulting, LLC. He is a family business strategist specializing in growth and transition strategies. Services include organizational development, strategic planning, succession planning, exit planning, and family business governance.

He also has extensive experience in meeting facilitation and board talent assessment and recruitment. He started the company in 2003. Tom has a hands-on coaching style and stays engaged with clients for at least 12 months, ensuring implementation of the plans he has helped design.

He brings his clients over 20 years of experience as an executive leader with middle market companies and nearly 15 years as a coach to the same. Tom's industry experience includes industrial manufacturing, food processing, construction, contracting, technology, and professional services. Tom is a Gravitas Impact 7 Attributes of Agile Growth® Certified Coach and also a Certified Exit Planning Advisor with the Exit Planning Institute.

When not in the trenches with clients, Tom enjoys golf, tennis, hanging out with his family, and a fall afternoon watching college football.

Executive Summary:

Tom Garrity began his career with a family business that grew from \$20 million to well north of \$200 million during his 11-year tenure, where he was responsible for building out the east coast distribution network, and then as a territory sales manager. He moved on to become the president and CEO of two different, privately-held manufacturing companies and has core competencies in start-up strategy, business development, executive management, finance, government contracting, and family business governance.

Industry Specialties

- Building/Construction
- Executive Coaching
- Government
- Manufacturing/Production
- Professional Services
- Food Processing Manufacturing
- Contract Manufacturing
- Contractors

Coaching Specialties

- Strategic planning
- Leadership team development
- Succession planning
- Family business governance

Specific Expertise

- Business strategy
- Sales & marketing
- Meeting facilitation
- Leadership assessment
- Aligning family members in the family business
- Board development and recruiting

Current

- Managing Partner, Compass Point Consulting LLC
- Board Member - Forum for Ethics in the Workplace
- Board Member – HoverTech International
- President's Council, DeSales University

Past

- Chairman of the Board, Lehigh Valley Economic Development Corporation
- President, Demco Automation
- President, Universal Fabric Structures
- Sales Manager, Larson Manufacturing Company
- Board Member, Small Business Council of Greater Lehigh Valley Chamber of Commerce

Education

- B.S. Commercial Economics, South Dakota State University
- Certified 7 Attributes of Agile Growth® Coach
- Certified Exit Planning Institute® Coach
- Certified Value Builder® Coach