

# Thomas D. Steiner

Tom Steiner is the Managing Partner of Baldwin Bell Green. In 2001, Mr. Steiner founded the management consulting firm that would become Baldwin Bell Green. In 1994 Mr. Steiner founded Mitchell Madison Group which was sold in 1999 for \$500 million. Prior to that, Mr. Steiner was a partner of McKinsey & Company and AT Kearney.

Mr. Steiner has pioneered research into industry evolution, initially in financial services with a focus on the impact of technology on the speed of the evolution. This perspective has been expanded to manufacturing media, communications and other industries. Mr. Steiner has also worked with a number of educational institutions and firms on educational issues including three private schools, a global manufacturer seeking to enhance life-long learning for its employees, major ventures developing online learning, and an affiliate relationship with a Harvard/MIT based organization focused on intergenerational education, preparation and wealth transfer.

Mr. Steiner has been a management consultant for the past 30 years managing and directing a broad range of strategy, organization, operations and information technology engagements for financial institutions, manufacturing, technology and telecommunications firms. Mr. Steiner's focus has been on the impact of technology on the economics of individual firms and on the profitability of industries. He has dealt with approximately 90 firms in more than 20 countries on a wide range of general management issues.

Mr. Steiner is the author of *Technology and Banking: Creating Value and Destroying Profits* published by The Wall Street Journal (Dow-Jones Irwin). A modified edition focusing on UK banking was published by the Financial Times under the title *The Banking Revolution: Salvation or Slaughter*.

Over the past several years, Mr. Steiner has used his expertise to generate ideas for, establish and fund a number of business ventures across several industry sectors. Some of these have since been monetized. Most recently Mr. Steiner has worked with a cyber security consulting firm on its marketing and strategy. He also worked on a plan to fund and sell a cyber security firm to a major consulting and technology services firm.

He is an honors graduate of Dartmouth College and a member of Phi Beta Kappa. He has a JD degree from Harvard Law School and practiced law for three years in New York. Mr. Steiner also received an MBA degree from Harvard Business School where he was a George F. Baker Scholar. Mr. Steiner currently serves on the Board of Trustees for The Berkshire School.

# Maureen E. Ferguson

Maureen Ferguson is a Partner of Baldwin Bell Green. Ms. Ferguson functions at the Chief Operating Officer of Baldwin Bell Green focusing on management of the firm. She conceptualizes and suggests ideas for sister company Baldwin Bell Capital as well as understanding the capitalization, tax, financing and legal issues for the firm and its investments.

Ms. Ferguson has extensive experience in management consulting and as an executive in financial institutions. At Goldman Sachs, she was a Vice President of the Planning Department and chief strategist for the Operations and Technology group. She worked closely with the top management team to establish the strategic agenda for the firm.

At Paine Webber, Ms. Ferguson was a Senior Vice President in the Strategic Planning Department reporting to the CFO.

At Chemical Bank, she was Vice President in the Investment Bank and worked to create Chemical's Private Equity group.

Ms. Ferguson was an Engagement Manager at McKinsey specializing in financial institutions and technology.

Ms. Ferguson also worked as an Assistant Treasurer at JP Morgan specializing in financial institutions and real estate.

Ms. Ferguson also functions as the Chief Operating Officer of Baldwin Bell Green. She also manages a portfolio of investments, particularly in real estate. She holds a BA from Princeton University and an MBA from Harvard Business School where she was a Baker Scholar. Ms. Ferguson chairs and manages the Irish Cultural Exchange Fund at the Gulf Coast Foundation. Ms. Ferguson is on the board of several not-for-profit organizations, and is currently the Chair of the Governance Committee of the Sarasota Ballet.

# Steven E. Runin

Steve Runin is a Partner of Baldwin Bell Green.

Mr. Runin has served clients in the financial services, industrial, telecommunications and technology industries. In the financial services sector, Mr. Runin has served many leading commercial banks, asset management firms and insurance providers.

Mr. Runin has also served several institutions on educational and training related issues including developing a strategy for an online university course provider, improving efficiency at an education services start-up, conducting a competitive assessment and developing a long-term strategy for a private school, working with a provider of training to the construction industry, developing an internal life-long learning program for the employees of a major global manufacturer, and preparing a strategic plan for a provider of online IT learning programs.

A management consultant for over 35 years, Mr. Runin has managed a variety of strategy, organization and operations engagements, focusing primarily on the impact of technology on industries. He has recently conducted corporate and business unit strategy assignments for several asset management, securities and banking institutions. He has conducted a range of engagements focusing on cost management including addressing areas such as aggressive sourcing, expense MIS, and procurement organization design.

He was a Partner from the inception of Mitchell Madison Group where he served a range of clients on consulting engagements. He was also the MMG partner responsible for managing the firm's infrastructure and systems, including a real estate portfolio for 17 offices across 14 countries – a role he also plays for Baldwin Bell Green. Prior to Mitchell Madison Group, Mr. Runin was a consultant with McKinsey & Company and A.T. Kearney.

Mr. Runin has been involved in several investments for sister company Baldwin Bell Capital in screening opportunities, advising venture management, and serving on Boards.

Mr. Runin received an MBA degree from the Marshall School of Business of the University of Southern California and a joint BA degree in Film and Political Science from the Newhouse School of Public Communications and the Maxwell School of Public Administration at Syracuse University.