

**TOD LOOFBOURROW**

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**PROFILE**

Technology executive and entrepreneur experienced at driving category creation, rapid growth, mergers and acquisitions, international operations, software-as-a-service, strategic planning and execution, equity and debt financing.

**EXPERIENCE****AUTHORIA, INC., WALTHAM, MA - 1997-2009**

CEO and Founder of Authoria, a \$38M software-as-a-service (SaaS) leader in the healthcare/benefits and Talent Management space, serving over four million users and delivering over a billion page views a year to Fortune 2000 clients. Authoria helped define the Talent Management space with Gartner and emerged as one of the top three players in a field crowded by over 200 entrants, leading to a successful sale in the Fall of 2008.

**CHAIRMAN AND CEO - 1997-2008, CHAIRMAN - 2009**

Started Authoria in 1997, and grew firm both organically and via acquisition to \$38M in revenues, most of it recurring. Grew firm from niche player in benefits communication in 2004 to one of the top players in the Talent Management space (software-as-a-service for healthcare/benefits communication, recruiting, performance management, and compensation) by 2007. Built leader in software-as-a-service for enterprises serving four million users, the second largest user count in all of SaaS. Converted firm from premise-based software company to 100% software-as-a-service in less than three years. Sold firm in competitive process to private equity firm in Fall 2008. Served as Chairman through May 2009.

Strategy - defined new category with Gartner, and transformed \$18M money-losing premise-based niche software firm in less than three years to \$38M software as a service leader in large, growing space.

M&A - Led acquisitions and integration of AIM, Inc. and Hire.com into Authoria operations.

Operations - built and managed 300 person operation including 3 US locations and a 110 person operation in Bangalore, India of over 2000 total attendees. Lauded by leading industry magazine as "world-class presenter Tod Loofbourrow."

**CEO, FOUNDATION TECHNOLOGIES, INC., BOSTON, MA - 1984-1997**

Founder, Managing Director, and CEO of strategic consulting firm for Fortune 2000 CIOs, specializing in content, rule, and knowledge-based systems for large organizations. Notable customer successes include:

- The first ever Managed Second Surgical Opinion system for managed care, built for Aetna and Medical Intelligence, later sold to McKesson - this became a standard for managed care
- Automobile insurance underwriting system for #1 market-share US auto insurer, leading to a two hundred million dollar annual top line impact for the customer

**EDUCATION**

Oxford University, Exeter College — Graduate Certificate in Modern Political Ideologies, Summer 1983

Harvard University - AB Cum Laude in Social Studies (Economics, Politics, and Philosophy) - 1984. Co-editor in chief, Harvard International Review. John Harvard Scholar.

**SKILLS**

Executive management, startup operations through management of 300 person global enterprise, leadership team development and management, market creation and scaling, public speaking.

Taught graduate business courses at Harvard University for 7 years, creating and teaching courses "Business Models in the Internet Economy," and "Building Expert Systems." Guest lectured at Stanford, MIT Sloan School, Harvard Business School, Babson College, and others. Author or chapter contributor to six books, the first, a 20,000 copy trade bestseller on computer science and robotics at the age of 16.