

James Thie

Partner

EXPERIENCE SNAPSHOT

INDUSTRY

- Financial Services
- Software Development
- Non Profit
- Consulting

TECHNICAL SPECIALIZATION

- Business Management
- IT Management
- Operations Management
- Strategic Planning
- Portfolio Management

www.entarams.com
sales@entarams.com

BACKGROUND

Jim Thie has worked in the technology field for almost 30 years. Prior to joining Entara as President, Mr. Thie was Vice President and Global Chief Information Officer for Habitat for Humanity International – a top 10 international non-profit with \$1.1 billion in revenue. Before joining Habitat, Mr. Thie was Vice President and Chief Information Officer for Ultimate Software – a top provider in mid-market payroll. Mr. Thie also held positions at Encore Development, an e-business and systems integration company, and CA, Inc., an international advanced technology company. Finally, Mr. Thie was a senior executive at one of the nation's leading financial institutions. In this capacity he served as Senior Vice President and Chief Operating Officer of the brokerage business. He has extensive operations and information systems management background and is experienced in strategic planning and implementation. Mr. Thie has a broad knowledge of information systems, operations, and call center management.

PROFESSIONAL EXPERIENCE

Habitat for Humanity, International, Americus, GA **CIO & VP of Information Systems**

Set overall global IT strategy/direction, establish industry-recognized practices and implement key fundamental processes. Directed Application Services, Help Desk, Network Services and 7x24 Operations. Supervised 60 staff members and \$11 million budget.

The Ultimate Software Group, Inc., Weston, FL **CIO & VP of Information Technology Group**

Established overall IT strategy/direction, establish industry-recognized practices and implement key fundamental processes including project management methodology and change control. Oversaw existing facility and coordinated new office complex construction. Directed Internal Systems, including Help Desk, Application Engineering, Network Engineering and 7 x 24 x 365 Operations. Delivered reliable systems and managed expenses. Developed Hosted ASP Solution, chaired Information Security Committee and supervised 30 staff members and \$10 million budget.

Encore Development, Fort Lauderdale, FL **General Manager**

Built a start-up office and defined/developed Encore's market presence in South Florida. Provided customized technical solutions to companies, including America's largest private diversified automotive company, apparel vendors and software companies. Directed application development, sales management, new business development and personnel recruiting. Supervised 30 consultants and managed office P&L. Generated over \$2M in new service revenue in six months. Obtained a \$1M/month revenue run-rate.

James Thie

Partner

CA, Inc., Fort Lauderdale, FL

Senior Manager

- Directed new business development and managed clients, including Royal Caribbean, Office Depot, Publix, Raymond James, Ocwen Federal Bank, AT&T, CitiCorp, GTE, KeyCorp, Walt Disney World, and NCR.

KeyCorp, Cleveland, OH

Senior Manager

- Developed/implemented two call centers servicing national private banking and brokerage customer base including 100,000 external and 500 internal clients.
- Established private banking operational organization supporting 320 bank officers.
- Generated \$7.6M during first five months for KeyCorp by developing mutual fund asset allocation product, KeyCorp's first-to-market product.
- Was COO of the Brokerage Firm.
- Directed corporate-wide development of comprehensive customer database, guiding development and implementation of corporate-wide data strategies.
- Managed personal trust operations, including back-office operations, fund accounting and PC/LAN development supporting 800 users in multiple locations. Oversaw ongoing regulatory/external audits and common fund Annual Reports. Supervised offices in 6 cities with 180 staff and \$6M budget.
- Supported human resources and legal/bank operations by directing the Information Systems Organization. Managed bank merger, acquisition and divestiture system activity. Oversaw 27 full-time information system professionals and 40 consultants working with \$2.4M budget.
- Supported human resources and legal/bank operations by directing the Information Systems Organization. Managed bank merger, acquisition and divestiture system activity. Oversaw 27 full-time information system professionals and 40 consultants working with \$2.4M budget. Created strategic information systems plan and implemented associated systems enabling more effective and efficient delivery of information.

COMPANY AFFILIATIONS

2008 – Present	Entara Technology Group <i>Partner</i>
2005 – 2008	Habitat for Humanity International <i>Vice President & Global Chief Information Officer</i>
2001 – 2004	Ultimate Software <i>Vice President & Chief Information Officer</i>
1999 – 2001	Encore Development <i>General Manager</i>
1996 – 1999	REALOGIC/Computer Associates <i>Consulting Manager</i>
1981 – 1996	Key Bank <i>Senior Vice President</i>

EDUCATION

1986	Baldwin-Wallace College Berea, OH <i>MBA</i>
1981	Bowling Green State University Bowling Green, OH <i>BS, Business Administration</i>