

Presenter Bios



ALL MARKETS
STRATEGY

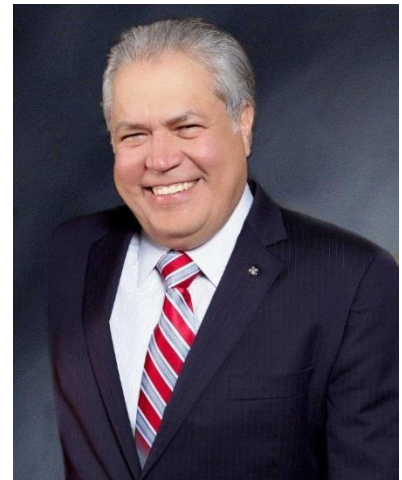
SUMMIT



BIO

PONCE DURAN, JR.

Regional Director
Southern Region, Boy Scouts of America



- **EAGLE SCOUT**
- **DISTINGUISHED EAGLE SCOUT**
- **VIGIL MEMBER – ORDER OF THE ARROW**
- **PROFESSIONAL SCOUTING FOR 37 YEARS**

Regional Director – Southern Region, Boy Scouts of America (Irving, TX)
Responsible for the 90 councils in the 13 southern states

Scout Executive – Circle Ten Council, Boy Scouts of America (Dallas, TX)
Served the 10 counties of North Texas, achieving growth each year and launched a \$90 million campaign.

Scout Executive – Alamo Area Council, Boy Scouts of America (San Antonio, TX)
Served the 7 counties of Central Texas, achieved growth every year and completed a \$10.1 million capital campaign in 14 months.

Scout Executive – Catalina Council, Boy Scouts of America (Tucson, AZ)
The council served southern Arizona, achieved growth each year and turned around indebted council.

National Director of Professional Recruiting – National Council (Irving, TX)
Wrote the National Intern Program and worked with 80 universities across the country.

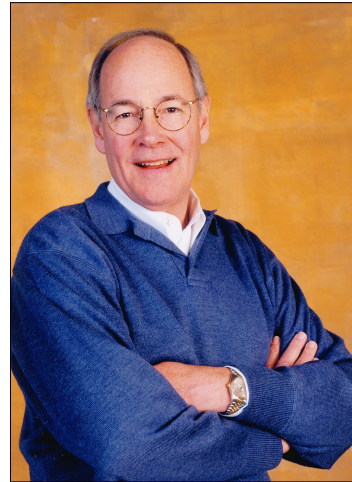
Director of Field Services – San Diego County Council, Boy Scouts of America (San Diego, CA)
Grew the council to the tenth largest in the country.

Director of American Humanics – University of Texas Pan American (Edinburg, TX)
Humanics is a national program founded by Scouting and endorsed by all national youth serving organizations to educate, recruit, and place students in non-profit careers.

District Executive- Rio Grande Council, Boy Scouts of America (Harlingen, TX)
Led nation in percentage membership growth.

➤ **EDUCATION**

Certification in Strategic Perspectives in Non-Profit Management – Harvard University
B.A. in Political Science – University of Texas Pan American (Edinburg, TX)
Master's Degree in Adult Education – Texas A&M Kingsville (Kingsville, TX)



WILLIAM F. "RICK" CRONK

William F. "Rick" Cronk is the retired President of Dreyer's Grand Ice Cream, Inc., the nation's largest manufacturer and distributor of premium and superpremium ice cream brands.

Cronk and his partner, Gary Rogers, purchased Dreyer's in 1977. Over the next twenty-six years, Dreyer's expanded its distribution throughout the United States.

Active with many civic and business organizations, Mr. Cronk dedicates much of his free time to the Boy Scouts of America. He completed his term as the National President (2006-08) and continues serving on the Boy Scouts' National Executive Board. In 2011, he finished his Chairmanship of the World Scout Committee, the executive body responsible for a 38 million member Scout movement in 170 countries. He is also past Chairman of the World Scout Foundation (2005-07) and will continue serving on the WSF Board.

Mr. Cronk received his Bachelor of Science in Business Administration from the Haas Business School at the University of California at Berkeley in 1965, and he participated in the Advanced Management Program at Harvard Business School in 1983. Since 1986, he has been a member of the Haas Business School Advisory Board, serving two terms as chairman; and is also a member of the John Muir Health Board.

Honors and awards include the Bay Area Council, Business Hall of Fame Award (2005); the East Bay Leadership Foundation, Citizen of the Year Award (2002); the Junior Achievement of the Bay Area, Inc., Spirit of Achievement Award (1994); and the University of California, Haas School of Business Alumnus of the Year (1993).

The father of three sons, Mr. Cronk lives with his wife Janet in Lafayette, California.

Ron A. Oats



Ron Oats is Scout Executive/CEO of the Central Florida Council, Boy Scouts of America, serving more than 50,000 youth members through nearly 10,000 adult leaders and lead by an 85 member Executive Board comprised of many of Central Florida's most influential leaders.

Recognized as an innovative visionary leader, Oats spearheaded in 2010, a local Boy Scout International Service Project to build and renovate two schools in Nairobi, Kenya to celebrate the 100th Anniversary of Scouting in America.

Mr. Oats began his Scouting career over 30 years ago serving children residing in the public housing projects in Miami, Florida. He excelled in this role and quickly rose through the ranks to become Director of Finance and Director of Field Service in Miami. In 1997, he was promoted to Scout Executive/CEO of the Boy Scout operations in Palm Beach County and the seven surrounding counties where he successfully served for five years.

Mr. Oats was promoted in 2002 to Southern Region Deputy Director, responsible for the operations of 93 Boy Scout council offices in thirteen Southern states. Following this assignment, Ron was promoted in 2005 to his current position of Scout Executive of the Central Florida Council, Orlando.

He was recognized by the Orlando Business Journal as one of Central Florida's top fundraising professionals as result of the successful Boy Scout Golden Eagle Dinner Campaign at the Amway Arena, bringing together nearly 1,200 of Central Florida's most influential business, government and civic leaders and he was again recognized by Orlando Business Journal, nominated as one of the most influential business leaders in the non-profit sector in Central Florida.

Ron is active in the community, serving as a BB&T Bank Advisory Board Member, trustee of the African American Chamber; Advisory Board of Florida Citrus Sports Bowl Game; graduate of leadership Orlando (Class 70); member of 100 Black Men of Orlando; member of the CEO Roundtable for Community Based Organizations; graduate of the inaugural 2011 Leadership Orange County Public School District; and member of Sigma Pi Phi-Boule.

Mr. Oats is an avid outdoorsman. He enjoys boating, fishing, quail hunting, golfing and sporting clays shotgun shooting. Ron is married to his wife Eileen, Assistant Principal, Orange County Public Schools. They have two children.

BIO of Lee A. Shaw, Jr.



Lee A. Shaw, Jr.

Director of National Alliances
Marketing Group, Boy Scouts of America

Lee Shaw, Jr. is currently the Director of National Alliances in the Marketing Group at Boy Scouts of America.

Lee began his professional Scouting career as a District Executive in Columbus, Ohio, in 1990. He has held various positions including District Director, Field Director and Chief Operating Officer. In 2004, Lee was named Interim CEO in Columbus, Ohio. In 2005, he resumed his role as COO and served in that capacity until he joined the national organization in Irving Texas, in November, 2008. In his first assignment as the Multicultural Markets Business Development Specialist, Lee focused on organizational diversity. In 2010, Lee assumed a position of Senior Business Development Specialist in the National Alliances Team.

Lee served on the United Way of Central Ohio Education Committee; he was recognized in the Who's Who in Black Columbus (Ohio) publication for his role in community leadership. In 2012, Lee was published in the National Urban Leagues State of Black America publication. He has served on numerous other boards focusing on youth advocacy.

Lee is a United States Army Scholar Athlete of the year recipient; A past Pennsylvania State Commander of the Sons of the American Legion; A member of Kappa Alpha Psi Fraternity, Inc., and a wellness coach. In 2011, he earned his certification as a Technical Trainer from Langevin Learning Services.

Lee is a graduate of Clarion University of Pennsylvania with a Bachelor of Arts degree in Political Science with a minor in History.

Lee is married to Paulla and they have three children; Janel, Drew and Landon.



BIOGRAPHY

**MICHAEL J. DUBOSE
VICE PRESIDENT, SALES
NATIONAL ACCOUNTS**

**U.S. BUSINESS
W. W. GRAINGER, INC.**

Mike Dubose assumed the role of Vice President of National Accounts for Grainger Industrial Supply in June 2010. Grainger is a 10 billion dollar global leader in the MRO Industrial industry. His National & Major Accounts Organization is responsible for managing and accelerating sales growth with all large domestic, multi-site and Global customers in the U.S. representing a portfolio of over 2.3 billion dollars.

Prior to joining Grainger, Mr. Dubose was the Regional Vice President for Staples, a global office supply leader. In this role, he was responsible for leading the team that acquired all national and global business for the United States at Staples. He has held leadership positions at Corporate Express, Alliant Foodservice & Baxter Travenol, where he served as Division President, Regional Vice President and Group Vice President over the last 29 years.

Mr. Dubose earned his degrees in Music and Business Administration from Florida A & M University, with further graduate MBA work at the University of South Alabama.

In addition, he serves as the Chairman of the Board for the National Sales Network (NSN), Board of Directors Member for Boy Scouts of America, Chairman of the Board for the Community Achievement Center of Atlanta, and Vice President of the Kappa Alpha Psi Fraternity National Foundation, Inc.

He has received numerous business achievement awards and community awards over the years. He has also been featured in articles in *Black Enterprise Magazine*, *Ebony Magazine* and the *Kappa Alpha Psi National Journal*.



Robert Utsey is Senior Vice President for Skanska USA Building, based in Orlando, Florida, responsible for business development and corporate training initiatives for the Florida and Georgia markets. He has been a Skanska leader for 15 years, following a successful career in manufacturing, distribution and specialty retailing. A Florida native and graduate of the University of Florida, Utsey has been very involved in building community in the Central Florida area through various organizations, including board appointments and chairmanships at the Boys and Girls Clubs, Central Florida Council of Boy Scouts of America and The Arnold Palmer Invitational PGA Tour event in Orlando. He is actively involved in Leadership Florida and serves as a board officer at the Orlando Economic Development Commission.

For the Skanska organization, Robert has been part of the team that has developed successful client collaborations to build some of the most prominent facilities in the region, including Nemours Children's Hospital, Verizon Finance Center of Excellence, Orlando Utilities Commission Headquarters, Florida Advanced Manufacturing and Research Center, Parrish Medical Center, Port Canaveral Terminal 6 and Welcome Center, and projects at the University of Florida that include UF Health Shands Cancer and Cardiovascular Neuroscience Hospitals, Reitz Student Union expansion, Clinical Translational Research Building and the new Chemistry Building, to name a few.

Robert is also the Chairman of Skanska's Global Client Relations Group, which networks Skanska's worldwide business units with clients across 5 continents.

Robert resides in Longwood, Florida with Lisa, his wife of 28 years. They have two children, Maggie, a graduate of the University of Florida, and Alex, a senior business major at UF.

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Skanska USA is one of the largest, most financially sound construction and development networks in the country, serving a broad range of industries including healthcare, education, sports, data centers, government, aviation, transportation, power, energy, water/wastewater and commercial. Headquartered in New York with 39 offices across the country, Skanska USA employs more than 8,300 employees committed to sustainable construction and development and an injury-free workplace. Skanska USA Building, which specializes in building construction, and Skanska USA Civil, which focuses on civil infrastructure, generated \$5.8 billion in revenue in 2012, representing 30 percent of Skanska's global construction revenue. Development units Skanska USA Commercial Development, which invests in and develops office and multi-family projects in select U.S. markets, and Skanska Infrastructure Development North America, which develops public-private partnerships, are both leaders in their selected markets. Global revenue of parent company Skanska AB, headquartered in Stockholm and listed on the Stockholm Stock Exchange, totaled \$19.5 billion in 2012. Skanska shares are publically traded in the U.S. on the OTC market under the symbol SKBSY through a Level I American Depository Receipt program.

Douglas L. Hollis
Business Owner
Hollis Enterprises



Doug Hollis is the past owner/operator of multiple McDonald's restaurants in Central Florida, employing several hundred people. He was a McDonald's franchisee for over 25 years, operating restaurants across the U.S. from Philadelphia, PA, to Portland, OR, to Central Florida.

Doug was also a 3-term President of the McDonald's Central Florida Owner/Operator Association, which oversees all Marketing, Advertising and Operational strategies for more than 180 restaurants in Central Florida.

In addition to his restaurant experience, Doug has worked at the corporate level for several Fortune 500 companies, including IBM and Xerox. His charitable efforts include: school partnerships, mentoring and consulting with small business owners on a one to one personal basis, as well as through various Business Associations, Community Development Corporations (CDC's) and other Community based organizations, in addition to Board duties with the Central Florida Boys Scouts and Central Florida Urban League.

Currently, Doug is serving as Executive Vice President for Impaq Worldwide Corporation, a Management Consulting Company specializing in Information Technology and Business & Financial Services. Primary responsibilities include Business & Strategic Planning, Business Development and Financial Management.

Doug earned his Bachelor's Degree in Economics from City University of New York and an MBA from New York University's Stern Graduate School of Business.



Scouting Resume

Lionel R. Jellins – District Chairman

W. L. Davis District, Sam Houston Area Council
3502 South MacGregor Way, Houston, Texas 77021

(713) 748-8767 (home) (713) 269-1205 (cell)

Lionel@Jellins.net (home)

Lionel.R.Jellins@ExxonMobil.Com (work)

Biography

Mr. Jellins is a 38 year employee of ExxonMobil Corporation, and currently Manager, Global Procurement IT Ventures and Operations. In this capacity he is responsible for corporate investments in technology for use by ExxonMobil's Global Procurement Organization. He has also held positions in engineering, marketing, and procurement, and has been a member of management since 1993.

Educational Experience

- **Bachelor of Engineering Science**
Georgia Institute of Technology - 1977
- **Masters of Business Administration**
University of Houston - 1993

Scouting Biography

A member of Leadership Houston Inc., Mr. Jellins has been active as a volunteer for the Boy Scouts of America since 1978 and has served as a Tiger Parent, Wolf, Bear, Tiger, and Webelos Den Leader, Assistant Cubmaster, Cubmaster, Assistant Scoutmaster, Scoutmaster, Unit Commissioner, Roundtable Commissioner, District Vice-Chairman, District Chairman. Council Board of Directors, and a Member of Council Executive Committee. He currently serves as Vice Chairman for Membership within the Sam Houston Area Council, and as Scoutmaster for Boy Scout Troop 212 at St. James Episcopal Church which he restarted in 2007 and has produced 14 Eagle Scouts, including 10 in 2013. In 2012, Mr. Jellins was asked to present to the Boy Scouts of America National Convention on the topic of Scouting in the African American Community.

He is the recipient of the Wood Badge Leadership Award (three beads), Silver Beaver Award, two District Awards of Merit, and numerous other awards. He has served on a training staff for Wood Badge Courses, and has taught two summers at the Philmont Training Center. In 2010, Mr. Jellins founded the Sam Houston Area Council Committee for African American Scouting, which has been instrumental in growing the number of African American Scouts in the Sam Houston Area Council.

Community service interests are primarily related to serving youth through organizations interested in providing positive role models and direction. As an inner city resident, he is

especially aware of how poverty and neglect can leave children ill equipped to deal with the complex society within which we live.

Mr. Jellins is married to Charic Michelle Daniels, and has two Eagle Scout sons Daniel (age 18) and Mathew (age 20). Interests include computers, sports, cooking, reading, cycling, and camping.

Youth Scouting Experience

<u>Program</u>	<u>Location</u>	<u>Period</u>	<u>Rank Attained</u>
Cub Scout	Atlanta Area Council	1963-1965	Wolf
Boy Scout	Atlanta Area Council	1966	Tenderfoot

Adult Scouting Experience

<u>Council</u>	<u>District</u>	<u>Unit</u>	<u>Period</u>
Sam Houston Area Council	East Harris District	Pack 101, Troop 101	1977 - 1980
Sam Houston Area Council	East Harris District	Troop 377	1978 - 1980
Denver Area Council		Unit Commissioner	1980 - 1981
Sam Houston Area Council	W. L. Davis District	Pack 242, Troop 242	1999 – 2006
Sam Houston Area Council		Board of Directors	2001 – Present
Sam Houston Area Council	W. L. Davis District	Scoutmaster, Troop 212	2006 – Present
Sam Houston Area Council		Executive Committee	

Unit Scouting Service

<u>Position</u>	<u>Unit</u>	<u>From</u>	<u>To</u>
Webelos Den Leader	Pack 101	September 1977	June 1979
Cubmaster	Pack 101	September 1978	June 1979
Assistant Scoutmaster	Troop 101	September 1979	June 1980
Assistant Scoutmaster	Troop 377	September 1979	June 1980
Tiger Cub Parent	Pack 3242	October 1999	June 1999
Webelos Den Leader Coach	Pack 3242	October 1999	June 2000
Wolf Den Leader	Pack 3242	October 2000	June 2001
Asstistant Cubmaster / Den Leader Coach	Pack 3242	October 2001	June 2002
Bear Den Leader	Pack 3242	October 2002	June 2003
Webelos Den Leader	Pack 3242	October 2004	Feb. 2005
Assistant Scoutmaster	Troop 242	March 2003	Feb. 2006
Webelos Den Leader	Pack 3242	October 2006	Feb. 2007
Scoutmaster	Troop 212	Feb. 2007	Present

District and Council Scouting Service

<u>Position</u>	<u>Council / District</u>	<u>From</u>	<u>To</u>
Unit Commissioner	SHAC – East Harris	September 1979	June 1980
Unit Commissioner	Denver Area Council	September 1980	June 1981
District Vice-Chair	SHAC – W. L. Davis	September 1999	December 2000
District Chairman	SHAC – W. L. Davis	January 2001	December 2003
Roundtable Comm.	SHAC – W. L. Davis	January 2004	December 2006
Board of Directors	SHAC	2001	Present
Executive Committee	SHAC	2013	Present
Vice Chair – Membership	SHAC	2014	Present

District and Council Experience, Other

<u>Program</u>	<u>Participation</u>	<u>Program</u>	<u>Dates</u>
Council Pow-Wow	Attended	Cub Scouts	1978
District Cub Day Camp	Program Director	Cub Scouts	1979
University of Scouting	Attended	Boy Scouts	1979, 1980
Scoutmaster Fundamentals	Staff	Boy Scouts	1979
East Harris District Camporee	Staff	Boy Scouts	1979, 1980
Wood Badge, SC-145	Attended	Boy Scouts	1980
District Friends of Scouting	Chairman	Boy Scouts	2000
Webelos Woods	Staff	Cub Scouts	2000
Council Key Leaders Conference	Attended	Council	2000, 2001
Council Pow-Wow	Staff	Cub Scouts	2001
Council Membership Task Force	Staff	All Programs	2001
Council Computer Systems Task Force	Staff	All Programs	2002
Wood Badge, SR 575	Staff	All Programs	2005
National Training Center	Faculty	All Programs	2004-6
2010 National Scout Jamboree	ASM		2010

Awards and Recognition

<u>Award</u>	<u>District / Council</u>	<u>Date</u>
District Award of Merit	East Harris / SHAC	1979
Den Leader Training Award	East Harris / SHAC	1979
Scouter Training Award	East Harris / SHAC	1980
Wood Badge, SC-145	SHAC	1980
Cub Scouter Award	W. L. Davis / SHAC	2001
District Award of Merit	W. L. Davis / SHAC	2002
District Committee Key	W. L. Davis / SHAC	2003
Webelos Den Leader Award	W. L. Davis / SHAC	2003
Silver Beaver	SHAC	2004
William D Boyce	Restarted Troop 212	2006
Cubmaster Award	W. L. Davis / SHAC	2007
Boy Scout Leader's Training	W. L. Davis / SHAC	2007
James E. West Fellow	SHAC	2010
Unit Leader Award of Merit	W. L. Davis / SHAC	2014

Community Experience – Non Scouting

- **Leadership Houston** – Member since 1986. Community organization of non-profit and business leaders. Includes several City Council members, etc.
- **Little League Coach** - 2001 – 2004, East End Little League, Coach / Manager
- **Crossroads – Community Partnership for Youth** – Past President, Board Member. A United Way Agency that coordinates volunteer for the Harris County Juvenile Probation Department
- **Alliance for Constructivist Education** – Founding Member, Former Treasurer. Supports the University of Houston Charter School of Technology
- **Trinity Lutheran Church** – Member since 2002. Past Chairman, Board of Directors, Past Chairman, Board of Elders. Presently serves by opening multiple services on a monthly basis.



Jeff Isaac's Bio

In 1988, Jeff graduated from Alabama State University. In the same year, he started his 28 year career with the Boy Scouts as a District Executive at the Tukabatchee Area Council, Montgomery, AL. In 1997, he became DFS at the Chickasaw Council in Memphis, TN, and in 2003, became Scout Executive at the Tall Pines Council in Flint, MI. Jeff Isaac is currently Scout Executive/CEO of the Gulf Stream Council, Palm Beach Gardens, FL.

Praheme's Bio



Praheme is an American storyteller (writer, director and producer) based in Richmond, Virginia. He realized his interest for the arts as a child and continued to pursue his passion at Howard University, earning a BA in Film Production in 2006. While at Howard, Praheme was inducted into Alpha Phi Alpha fraternity, Phi Sigma Pi National Honors Fraternity, and was selected as 2005 Mr. School of Communications.

Praheme was a member of Troop 491 of Providence Park Baptist Church (Richmond, VA) from age 7-15. His parents were very active in the Troop. His older brother Joseph Ricks II is an Eagle Scout of Troop 491, as well as his cousin Charles Cameron, Jr.

In 2010, Praheme graduated from Florida State University with a Masters of Fine Arts in film production. There he worked on the Student Emmy winning short film Underground as Director of Photography, and served as producer and director for the award winning short films "Intercambios", "Soap", and "Soaked".

In 2010, Praheme started his journey to write, direct, and produce his first full-length film, "Troop 491: the Adventures of the Muddy Lions", which was completed May 2013. For more information visit www.praheme.com.

Tracy Techau Bio



- Tracy is the Scout Executive of the Atlanta Area Council; known for its high-quality programs, large summer camps and strong programs for youth.
- Tracy spent 30 years serving Scouting in multiple markets including city neighborhoods in St. Paul, Minneapolis, Kansas City, Peoria, Cincinnati and now one of the largest cities in the nation, Atlanta.
- As the son of a Scoutmaster, he has profound appreciation for the dedication of Scouting's volunteers.
- Tracy has vested in the community in multiple leadership roles including Rotary club president, the founder of a youth not-for-profit and is a graduate of the 2015 Leadership Atlanta class; a program that specifically focuses on removing barriers of race and economics so that communities can be stronger.
- Tracy states that his best feature is his wife, Jean, and their daughters, Madison and Rachel, who are college students at Kennesaw State University and Georgia Tech.



Faye Hammonds

*Field Director/Scoutreach Director
Atlanta Area Council, Boy Scouts of America*

Faye Hammonds began her career with Boy Scouts in 2010 as a District Executive in the West Atlanta District. Previously she served in the United States Army for eight years as a Military Intelligence Officer and in Corporate America for 14 years. Faye served as a volunteer in the West Atlanta District for over 14 years and has two Eagle Scout sons. In 2012 Faye was promoted to Scoutreach Director and in 2013 she assumed the additional responsibility of Field Director in the Atlanta Area Council. Faye manages 13 Program Specialists and 6 District Professionals. She often states that she has had many career opportunities, but none as fulfilling and rewarding as her current role. She is committed to delivering quality programs to youth throughout the community and works diligently to ensure that she honors that commitment.



Jason Volz

Director of Field Service

Atlanta Area Council, Boy Scouts of America

Jason Volz is Director of Field Service for the Atlanta Area Council, Boy Scouts of America. Jason joined the Greater St. Louis Area Council in St. Louis, MO following graduation from the University of Missouri in 1999. He served as a District Executive and District Director. He joined the Sam Houston Area Council in Houston, TX in 2006 where he served as a Development Director and Field Director.

Jason served as Camp Director at Camp Gamble at S-F Scout Reservation in Knob Lick, MO during the summers of 2003 and 2004. Additionally, Jason has been the Council staff advisor to the Religious Relations, Training, and Membership Committees, and Unit Service. He is passionate about continuously improving the quality of Scouting and the staff.

Jason was born and raised in St. Louis, MO and is an avid Cardinals fan. Jason lives in Marietta, GA with his wife, Kim, and their four-year old son, Gavin.



Michael de los Santos

Biography

Michael de los Santos is a native of Texas and grew up in Brownsville, TX. south of San Antonio. Michael moved back to San Antonio in August of 2011 when he was selected serve as the new Scout Executive for the Alamo Area Council, Boy Scouts of America.

EMPLOYMENT HISTORY:

- 1993-1994 BSA Intern, San Antonio, Texas
- 1994-1997 District Executive, Tacoma, Washington
- 1997-1999 Senior District Executive, Tacoma, Washington
- 1999-2002 Field Director, Long Beach, California
- 2002-2005 Director of Development and Special Initiatives, Phoenix, Arizona
- 2005-2009 Field Director, Phoenix, Arizona
- 2009-2011 Director of Field Service/COO, Phoenix, Arizona
- 2011-present Scout Executive/CEO, San Antonio, Texas

EDUCATION:

- 1990-1994 BBA in International Business from St. Mary's University, San Antonio, TX.
- Alumni of Delta Sigma Pi – A professional business fraternity

Michael has been married to his wife, Elizabeth, now for five years. Michael also has a daughter, Emma that lives with her mother in California.

Peter Walts Bio



Peter Walts is the founder and CEO of The CENTROPY GROUP, LLC, a global consulting firm focused on creating new value and client momentum through business development, competitive Intelligence, strategic alliances, licensing, and M& A transactions. A signature strength of his firm is the ability to assist clients in combining diverse assets and intellectual property into a coherent whole and then assume the role of sales evangelist on their behalf for the resulting creation.

Mr. Walts is a highly energetic and successful business leader with over 30 years of leadership experience driving profitable growth in challenging, competitive and volatile customer markets.

Prior to CENTROPY, Peter Walts was the Chief Executive Officer of OFFICESUPPLIES.COM, a venture backed E-commerce company providing office products and services to vertical business markets via the web, catalogs and field sales personnel. Mr. Walts sold OFFICESUPPLIES.COM to Office Depot.

Prior to OFFICESUPPLIES.COM, Mr. Walts was a co-founder of SUCCESSORIES, Inc. the worldwide leader in personal motivation and professional development products.

Peter is also an Eagle Scout, and a member of the Executive Board for the Cradle of Liberty Council in Philadelphia, PA.



PHENG HER

Pheng Her Graduated from Hamline University in 2013 with a BS in Sport Science and now works with the Northern Star Council as District Executive of Silver Maple. Her earned the Rank of Eagle Scout at 16 in his local Boy Scout Troop, Troop 100. Where he continues to be a leader and volunteer for. Her also earned the council eagles scout scholarship along with the Robbins Eagle Scout Scholarship from Hamline University. Her has worked in his community as a youth worker/ volunteer to help young people make more positive choices, further their education and even recruiting his most troubled youth to join the same Boy Scout troop that he is involved in. Her hopes to raise awareness of the traditions of scouting and benefits of scouting in smaller Asian communities.



JEFF HERRMANN

Jeff Herrmann was named the President & Scout Executive of the Orange County Council, Boy Scouts of America on July 1, 2010. He is an Eagle Scout (1973), Vigil Honor member of the Order of the Arrow (1975) and recipient of the Order of the Arrow National Distinguished Service Award (1981).

As President & Scout Executive, his priorities for the Orange County Council, Boy Scouts of America are: expanding and improving the quality of program delivery throughout the council; increasing the diversity of the council's membership and leadership; making full use of the council's camping property assets; and developing a sustainable funding plan for Scouting in the council.

Prior to his selection as President & Scout Executive, Herrmann worked briefly for the National Council of the BSA as a Regional Director and on the development of \$300 million *The Summit Bechtel Family National Scouting Reserve*, which is the permanent home to the National Jamboree and new National High Adventure Base in W.V.

Herrmann comes to Orange County with more than 30 years of implementing and completing successful fundraising efforts, improving the quality of unit program delivery, enhancing public relations and marketing for Scouting, maximizing growth in both youth and adult memberships and directing the development of staff.

Prior to his work at the National Council, Herrmann served as Scout Executive for the Denver Area Council, Boy Scouts of America (2004-2009). In Denver, under his leadership the council increased annual operating revenue by over 28% and had more than 10,000 volunteer leaders and served more than 60,000 children annually. In addition, Herrmann gave leadership to the completion of an \$18.5 million capital campaign, the construction of a new council service center, as well the design of a \$100 million endowment campaign.

Herrmann also served as Scout Executive for the South Florida Council in Miami Lakes, FL (1997-2004) and Scout Executive of the Quapaw Area Council in Little Rock, AK (1992-1997). He began his career with the Circle Ten Council in Dallas, TX, in 1981 serving there for 11 years.

- 2000 Recipient of La Flor de Lis Cubana presented by the Cuban Exile Community for distinguished service to youth.
- Board of Directors and President: Association of Fundraising Professionals, Greater Miami Chapter 1997-2004, Arkansas Chapter 1992-1997.
- Co-Chairman of Common Ground (Miami-Dade County think tank to promote community understanding and children's issues) 2000-2002.
- State Commission Member, Arkansas Department of Volunteerism 1995-1997.
- Selected by *Arkansas Business Journal* as a finalist for "Non-Profit Executive of the Year 1996"
- Chairman, United Way Agency Directors Forum (Little Rock, Arkansas) 1994-1995.
- Herrmann served as National Chief of the Order of the Arrow (1979-1980) and is a recipient of the B.S.A. Young American Award (1981).

Herrmann received a Bachelor of Arts degree in American Humanics from Salem College in Salem, WV. He and his wife, Gail, have four children.