



Biographies of the principals in the eXubrio C-Level Leads business.

Paul McAfee, CEO

Paul McAfee is an innovative leader with a history of increasing revenues. As CEO and founder of eXubrio, LLC, Paul brings more than 30 years of global, high-technology executive level sales and marketing experience to client engagements. He has held global executive positions in the USA, England, and Canada.

Since establishing his own management consulting practice three years ago, Paul has led efforts resulting in dramatic improvements for Fortune 500 clients. These include Kodak and Danaher, as well as many start-ups and businesses in telecommunications, life sciences, software, manufacturing, and human resources services.

Prior to founding his own company, Paul held a variety of senior executive positions at companies including the American Management Association, Danaher, Eastman Kodak Company, and Sprint PCS. He is skilled in developing and implementing fully integrated, global sales and marketing strategies and national public relations campaigns. He is comfortable across a broad range of cultures and business functions.

As part of Paul's pro bono support to the Western New York community, he serves as Entrepreneur in Residence at the State University of New York – University at Buffalo Technology Incubator. He also serves as Entrepreneur in Residence at the University of Rochester Office of Technology Transfer.

Paul received a BA and Humanities degree with honors from the University of Maryland in 1974, and an MBA from the University of Rochester, Simon Graduate School of Business Administration, in 1995.

Paul is a member of the humanities honor society Phi Beta Kappa and a member of the business honor society, Beta Gamma Sigma. He is a member of Mensa. Paul's volunteer work includes the American Diabetes Association (ADA), Rotary International, and support to numerous Western New York economic development organizations.

Robert W. Klingensmith III, President

Robert W. Klingensmith III is chairman, president, and chief executive officer of Noein Inc.

Mr. Klingensmith provides direction and leadership for all of Noein's ventures. Robert also negotiates new ventures and cooperative arrangements between ventures and partners on behalf of Noein Inc.

Robert Klingensmith provided the initial vision behind the founding of Noein, and recruited the current management team. Before starting Noein, Mr. Klingensmith lead a project to develop a large-scale disaster recovery plan for a public university, was involved in the management of a project to plan Active Directory deployment for 50,000 users, and was engaged in various other projects related to business process planning for information technology.

In his spare time, Robert likes to read about theology and culture, and care for his various pets. He has a talent for visual design and creating web sites, which he enjoys.

Nicholas R. Miller, Vice President and COO

Nicholas R. Miller is vice president, treasurer, chief operating officer, and a director of Noein Inc.

A marketing maven, Nicholas Miller strives to find ways to integrate technology into traditional marketing campaigns. Mr. Miller has consistently proven himself able to convert advertising dollars into revenue, having engineered several Internet marketing campaigns that generated a total of \$1.25m in contracts for Noein ventures and partners in the past year.

During the 2003 holiday season, Mr. Miller engineered a successful earned visibility campaign for DavesChristmas.Com, which resulted in sales exceeding forecast.

When not absorbed in his work, Nicholas can be found golfing, sailing, or skiing.

John S. Klingensmith, Vice President and CTO

John S. Klingensmith is vice president, secretary, chief technology officer, and a director of Noein Inc.

Mr. Klingensmith is involved in the day-to-day management of several Noein ventures. Under his leadership and supervision, Noein's ventures have consistently met their milestones.

In addition to his management expertise, Mr. Klingensmith brings a solid background in information technology to Noein. In former positions, he has been responsible for the maintenance of a mission critical data center and an enterprise DNS management system.

As a fan of snow and water sports, he takes part in a variety of outdoor activities during the winter and summer months, such as surfing the local slopes and boating.

Thomas M. Zambito, Vice President and CIO

Thomas M. Zambito is vice president, chief information officer, and a director of Noein Inc.

The resident geek, Thomas Zambito is the principle architect and innovator of Noein's computer and software systems. Mr. Zambito also plays a central role in defining and refining Noein's business strategy.

Mr. Zambito is not a stranger to large-scale enterprise systems. In past positions, he has engineered a system to monitor and report failures in over two hundred mission critical UNIX® systems, and integrated SPAM filtering into an email system with 50,000 mailboxes. Since joining Noein, he has designed and

implemented the web cluster that was home to the largest online Christmas store.

In his free time, Thomas cooperates with other programmers on the development of open source software. He has volunteered as a Software Evaluator for the GNU Project, and is a lead developer of the OpenSAS application server.

When not in front of a computer, he usually can be found reading about US politics and foreign policy or searching for some new singletrack on his mountain bike.

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