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Invisible Ink Tattoo Removers – TTRI, LLC Executive Biographies

Dick Satterfield (Founder) - Dick founded Satterfield & Associates executive search firm in 1995. After graduating with honors from Purdue University, Satterfield started his business career with Procter & Gamble. Following 12 years in Sales and Brand Management, he moved to a senior consulting position with Glendinning in Sales Reorganization and Category Management. He then moved to a start-up marketing and promotion agency, On Target Media, guiding its growth from zero to \$22 million in sales and making the list of Inc. Magazine's 100 fastest-growing companies. As a principal in an executive recruiting firm, Satterfield has established an extensive network of senior level clients and candidates. He holds a BS degree in Industrial Management from Purdue University.

Frank Baynham (President) - Former Executive Vice President, Luxottica Retail North America with 24 years of experience in building Luxottica Retail--LensCrafters, Sunglass Hut, Pearle Vision, Target Optical and Sears Optical--from 150 stores to over 4,665 stores. Baynham has extensive expertise in all phases of retail management and operations. He also served as COO of Smile Brands, a 350-office Dental Service Organization. He also worked in brand management at Procter and Gamble for five years and served as an officer in the U.S. Army for five years. Mr. Baynham graduated with a degree in Finance from Murray State University.

Ryan Collar, MD (Co-Founder, Chief Strategy Officer) – Dr. Collar is Johns Hopkins-trained Facial Plastic and Reconstructive Surgeon, entrepreneur and graduate student at MIT Sloan School of Management. He served as president of a 1,200-member physician group at the University of Michigan, where he increased Operating Room capacity by 35%, and later received the Kevin Kelly Michigan Medical Society Leadership Award in 2012. A broadly published, peer-reviewed author and national lecturer within facial plastic surgery, Dr. Collar guided a novel reconstructive surgery deemed among the Top Ten Human Achievements in 2012 by popular media. His entrepreneurial ventures lie primarily within the healthcare delivery innovation space. Ryan Collar, MD is an investor, director and officer of TTRI, LLC. He serves without compensation. He does not provide or oversee the laser treatment for tattoo removal or other medical practices for Invisible Ink clients.

Jim Neitzke (Chief Financial Officer) - Over 30 years of broad-based experiences in finance and general business operations, including 21 years with Luxottica Retail N.A. and 11 years with Arthur Andersen & Co. His most recent responsibilities with Luxottica included Senior Vice President Finance & Accounting and North American Financial Shared Services Executive. During his tenure with Luxottica, Neitzke played a key leadership role in the company's North America retail expansion as well as other broad-based cross-functional initiatives, including organizational transformation projects, creation of a North America financial shared services environment and an ERP implementation. His responsibilities with Arthur Andersen included consulting and providing services to both public and privately-held clients in a broad array of industries including retail, wholesale and manufacturing.

Randy Swanson (Chief Operating Officer) - Former National Director of New Market Development for Champion Manufacturing, the largest direct-to-consumer home improvement chain in the U.S. While at Champion Swanson lead a multi-talented team developing a new channel for product distribution and also drove new store growth at plus 15 percent. Prior to joining Champion, he spent 22 years with Luxottica Retail N.A., where he was a Regional Director of Operations for LensCrafters and Director of Learning Delivery for the western half of the U.S. Swanson has also held operational leadership roles at The Gap Stores Inc. and May Company Department Stores Inc. He has an extensive and successful background in store operations and new business development.

Amanda Carter (Operations Manager) As Clinical Director and Regional Supervisor of a multi-location laser tattoo removal business headquartered in the Southwest, Carter developed, implemented, and managed all treatment protocol and clinic procedures, while ensuring client service levels were exceptional and sales were maximized. Carter has personally performed over 7,000 tattoo removal treatments and has a proven track record in the successful operational oversight, hiring, and training of key staff members in a multi-unit clinic operation. Amanda is currently serving as lead consultant at Invisible Ink and is supporting the leadership team as they open the first round of Invisible Ink centers.

Tom Cummins (Director of Marketing) - Cummins is a 16-year veteran of the advertising business. He's a recognized industry expert in the fields of integrated marketing, interactive research, search engine optimization (SEO), search marketing optimization (SMO), content marketing, affiliate marketing and professional blogging. He last worked as senior digital strategist at Barefoot Proximity, a BBDO agency. Cummins founded MMAjunkie.com in 2005 and served as CEO while building the business into the leading MMA news site on the web. The site was acquired by Gannett in 2011.

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