

GLENN W. ROGERS

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CHIEF TECHNOLOGY OFFICER • CERTIFIED OUTSIDE DIRECTOR • INFORMATION TECHNOLOGY EXPECT ADVISOR to BOARDS • CYBER/RISK SECURITY • TURNAROUNDS

SUMMARY

Accomplished senior Fortune-class executive who has played a major role in guiding the growth of dozens of global industrial, retail, and technology companies. Recently retired as Senior Partner with Accenture (\$39B revenue, 459,000 employees and operations in 55 countries) running Oracle's Products Industry practice globally. Led international engagements for Fortune clients in the Retail, Consumer Goods, Industrial, Life Sciences, Automotive, and Travel sectors, over a 25-year period. Major clients included Honda Motors, Williams-Sonoma, AECOM, Precision Castparts (PCC) and numerous State and Local governments. Considered one of Accenture's leading partners in the architecture, design and implementation of Oracle systems from CRM, Finance, to HCM.

In addition to being a certified Board Leadership director of the National Association of Corporate Directors (NACD), he is a Director at the Irvine International Academy, Project-Access.org and the Rogers Center for Learning.

PROFESSIONAL EXPERIENCE

ACCENTURE, Orange County, CA

1994 - 2018

[NYSE: ACN] A Fortune global professional services company, providing services and solutions in Strategy, Consulting, Digital, Technology and Operations. FY'20 \$44.3B and 514,000 employees in 50 countries.

PRODUCTS INDUSTRY GROUP

Comprised of the following industries/sectors; Retail, Consumer Goods, Industrial, Life Sciences, Automotive, Travel.

SUMMARY: The Industrial and Retail Industries were primary career experience anchors within the Products Industry Group. Clients were Fortune and Global Fortune.

Additional experience comprises Automotive (Honda Motors), Industrial (AECOM and Precision Cast Parts (PCC)) and Retail (Williams-Sonoma and LuLu Lemon). State & Local Government ERP Implementations: CA, Ohio, MT, Riverside County.

GLOBAL & NORTH AMERICA ORACLE PRACTICE LEAD & SENIOR MANAGING DIRECTOR

2004 - 2018

- Oracle Practice Lead – NA & Global across Auto, Industrial, Retail, Life Sciences & Consumer Goods - \$1.2B
- Led & Managed Practice Sales of \$225M to \$486M in four years, 110+ Managing Director to Staff
- Technology Architect Lead - North America Products Group.
- Certified 'Select' Quality Managing Director. 1 of 300 worldwide approved to conduct Quality Assessments of Accenture's largest and most complex engagements.
- Master Technology Architect Certification: Led C-Suite technology strategy discussions, led largest, most complex projects services delivery, innovation *thought leader* inside Accenture, and external speaker.
- Led Proposal Development teams for projects from \$500K to \$200+M.
- Led Account Planning Sessions to identify and propose on new/expansion business and opportunities.
- Managed talent, on-shore & off-shore and operations including staffing, training and chargeability.
- Oracle Cloud - Developed strategy and development of practice assets and offerings.

THE ROGERS CENTER FOR LEARNING, Orange County, CA

1994 – CURRENT

EXECUTIVE BOARD DIRECTOR - An educational software and professional services company that provides educational software for learning disabled and English as second language students.

PROJECT-ACCESS, Orange County, CA

2020 – CURRENT

TECHNOLOGY BOARD DIRECTOR LEAD – Project Access – a 501(c)(3) nonprofit organization founded in 1999 – is the leading provider of vital on-site health, education & employment services to families, children, and seniors

THE IRVINE INTERNATIONAL ACADEMY, Orange County, CA

2018 – CURRENT

TREASURER AND TECHNOLOGY BOARD DIRECTOR LEAD – A 501C charter school that specializes in mandarin immersion curriculum based in Irvine, CA.

CLIENT ENGAGEMENT SAMPLING

WILLIAMS SONOMA, INC. San Francisco, CA

2016 – 2018

[NYSE: WSM] A Fortune 500 multi-channel specialty retailer of global high-quality products for the home.

ORACLE CLOUD ERP & HCM IMPLEMENTATION

Scope: Designed and Implemented Oracle Cloud ERP & HCM Platform to support future business growth.

- Accenture Relationship & Client Account Lead - delivered successful Financial Transformation Program.
- Merger Integration: Optimized business processes to drive automation, simplification and standardization across three operating groups.
- \$10M, 10K Workday Program: consisted of three (3) major releases across seven (7) state operations.
- Developed business opportunity. Managed client relationship and program delivery.
- Led weekly Accenture/WSI Steering Committee (12) on business objectives and delivery.
 - Committee comprised of C-Suite and leadership across finance, legal, operations, HR, technology.
- Results: Improved operational efficiency costs by 18%.
- Managed 50+ On/Offshore resources, Manager thru Consultant across Technology, Process and Change.

HONDA FINANCE, Torrance, CA

2015 – 2016

Scope: A custom automobile finance leasing application using SFDC.

- Engagement Recovery Lead – Led and managed turnaround after a failed solution was deployed.
- Managed client expectations and provided leadership and guidance to the delivery team.
- Identified new solution and rebuilt technical architecture and integration improvements.
- Managed the Change Management effort to ensure a sustainable solution via another integrator.
- Managed Accenture’s contract exposure across Accenture legal, finance, management, marketing and external media.

STATE OF CALIFORNIA, Sacramento, CA

2011 – 2015

FINANCIAL TRANSFORMATION PROGRAM - FI\$Cal www.fiscal.ca.gov

MANAGING DIRECTOR & CLIENT ACCOUNT & TECHNICAL DELIVERY LEAD

Scope: Standardized business processes and technologies across all statewide departments 160 from small departments (California Arts Council) up to large, Department of Finance. FI\$Cal integrates state government processes in the areas of budgeting, accounting, cash management, and procurement.

- \$98M, 100K Workday Program, multi-year program consisted of six (6) major releases.
- Developed the business development opportunity, solutions architect and sales lead.
- Reported to State C-Suite, Auditor, IV&V (Independent Verification & Validation) and Joint Steering Committees (Accenture & State of CA) on business objectives and delivery approach.
- Technologies:
 - Leveraged Oracle PeopleSoft, Cognos Reporting and Hyperion HFM to implement a growth platform supporting future business growth.
 - Implemented a new hardware platform using Oracle Exadata and Exalogic Architecture to that provides a stable, scalable and maintainable platform
- Led/Managed team of 1 Managing Director, 12 Managers and 180+ On/Off-Shore resources across Technology, Process, Change Management.
- Results: Standardized CA core business processes and implement efficiency improvements.
 - Developed a future state model and roadmap for ongoing innovation.

- Automates processes that are currently highly manual and error prone.
- Eliminated 2,500 department-specific applications and enable the state financial systems and workforce to function in an integrated environment.
- Improved tracking of statewide expenditures.
- Improved data quality, reporting, decision making and financial closing schedule.

SALESFORCE.COM, San Francisco, CA

2010 – 2011

FINANCIAL TRANSFORMATION PROGRAM

MANAGING DIRECTOR

Scope: An Oracle EBS R12 ERP Implementation. Parachuted into a distressed project.

- Engagement Recovery Lead – Responsible for assessing current state, developing recovery plan and executing recovery solution timeline on-time.
- Technologies:
 - Created financial platform for growth. Included optimized processes, organization design, advanced reporting capabilities and applications including Oracle Finance EBS, Hyperion HFM, Vertex and GRC.
 - A hybrid Agile and Waterfall Methodology deployed globally.
- Managed client expectations with CFO & CIO and provided leadership and guidance to the delivery team.
- Aligned finance function with new corporate strategy - integrated software license business model.
- Led/Managed On/Off-Shore Team of 45 professionals across Technology, Process & Change Management
- Successful turnaround. Salesforce.com remained an Accenture client.

AECOM CONSTRUCTION COMPANY, Los Angeles, CA

2009 – 2010

[NYSE:ACM) A Fortune 170 integrated global infrastructure company. Revenues: \$4.9B

FINANCE, SUPPLY CHAIN & HUMAN RESOURCES ASSESSMENT

MANAGING DIRECTOR

- Set strategic direction and Roadmap for Finance and Human Resources capabilities using Oracle EBS R12.
- Identified Business Process Improvement opportunities.
- Identified technical architecture and integration improvement opportunities.
- Worked directly with CIO, CTO and CFO.
- Developed business case for the Road Map software assessment.
- Led/Managed core team of seven (7) professionals across Technology and Process.

EARLY YEARS CAREER & PROGRESSIONS

THE RURAL PAYMENTS AGENCY, Reading, UK

2004 - 2006

The equivalent of the US Dept of Agriculture.

CTO & MANAGING DIRECTOR

Scope: Claims Processing System to provide subsidy payments to farmers and traders.

- Implement an efficient, standardized claim processing capability to support the RPA's core business (RITA) using a custom java front-end, GIS capability and Oracle EBS for payment claims.
- RPA Client CTO and Accenture Engagement Recovery Lead – Responsible for assessing current state, developing recovery plan and executing recovery solution timeline on-time.
- Responsible for managing RPA client IT team and providing leadership direction to Accenture

RIVERSIDE COUNTY, CA - OASIS PROJECT

JAN 2000 – AUG 2003

ASSOCIATE PARTNER

PROGRAM MANAGER & ENTERPRISE ARCHITECT

- Led/Managed day-to- day engagement operations. 150+ personnel at peak (County & Accenture).
- Managed \$62M budget; included 32,000 workdays over two projects (Financials and HRMS).
- Deployment to thirty-four (34) departments, including a County Medical Center.

- Managed functionally across business life cycle: Process (Design, Build, Test), Change Management (Organization Readiness, Training) and Technology (Development, Execution, Operations).
- Technical leadership project-wide with specific guidance with the PeopleSoft integration.

STATE OF MONTANA – STATEWIDE ACCOUNTING, BUDGETING & HR SYSTEM**OCT 1997 – MAR 1999****TECHNICAL ADVISOR & ARCHITECT | SENIOR MANAGER**

- Quality Assurance executive.
- Led/Managed Implementation & Technical Teams responsible for technical work products development. The State of Montana implemented PeopleSoft Financials and Human Resources 6.0.
- Technical leadership to PeopleSoft technical integration.
- Financials Design Team: Provided A/P, Purchasing and Time Entry functional support.
- Facilitated multiple JAD Sessions to determine the technical architecture baseline.

VIRGINIA DEPARTMENT OF TRANSPORTATION**MAR 1996 – Nov 1997****PEOPLESOFT IMPLEMENTATION****MANAGER & TECHNICAL LEAD**

- Led/Managed Technical Team & Project Integration.
- Led technical deliverables development, established and maintained development, testing, training environments, tuning and stress testing.
- VDOT implemented PeopleSoft Financials 6.0 Public Sector Product in a UNIX environment on an Oracle database.

CGI formerly known as AMS (AMERICAN MANAGEMENT SERVICES)**1990 - 1994**

Washington, DC

ANALYST TO MANAGER**CLIENT SAMPLING:** Nassau County Government, US Department of Treasury, CIA

EDUCATION & PROFESSIONAL DEVELOPMENT

HOFSTRA UNIVERSITY, Hempstead, NY

BS, Business Administration, 1990

ACCENTURE, CENTER FOR PROFESSIONAL EDUCATION, St. Charles, ILProfessional education, training and development courseware throughout career. Successfully completed 1,000+ hours in **business design, technology, management, leadership, recruiting, personnel development.**

CERTIFICATIONS

ACCENTURE:

- **MASTER TECHNOLOGY ARCHITECT CERTIFICATION**
Credentialed to lead Accenture's largest and most complex technology projects, discuss technology strategy with clients' C-Suite, demonstrated thought leadership to help drive Accenture innovation. Globally 120 Certified Master Technology Architects.
- **CERTIFIED-SELECT DELIVERY LEAD**
- **CERTIFIED-SELECT SOLUTION ARCHITECT**
- **CERTIFIED-SELECT QUALITY ASSURANCE DIRECTOR**
- **CERTIFIED MASTER TECHNICAL ARCHITECT**

PMP – PROJECT MANAGEMENT PROFESSIONAL**NATIONAL ASSOCIATION OF CORPORATE DIRECTORS (NACD):**

- **CERTIFIED CYBER SECURITY (CARNEGIE MELLON INSTITUTE)**
- **CERTIFIED BOARD DIRECTOR – BOARD LEADERSHIP FELLOWSHIP**

CLEARANCE

Top Secret Clearance: SCI 1994 - 1998 & 2004 – 2006