JAMES (Jim) REIMAN

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BOARD PROFILE

Board member of public and private domestic and international businesses, including four years as chairman of a public company listed in London with its principal operations in China. Board leadership roles include chairman, chairman of compensation and nominating committees, chairman of CEO search committees, and service as a member of board executive committees. Management and board experience with US, UK, and PRC companies. Industry experience (as a board member or manager): multi-unit retail; design, manufacturing and distribution of commercial products; insurance; energy/clean tech; legal services, and; for profit and not-for-profit education. Deep experience with companies pursuing new strategic opportunities, companies with operations in China (or with strong Chinese ownership), companies commercializing proprietary technologies, and distressed companies. Author of the multiple award winning book *Negotiation Simplified: A Framework and Process for Understanding and Improving Negotiation Results,* Amplify Publishing, Herndon, VA 2022 (www.NegotiationSimplifiedBook.com)

Board experience of note:

- Restructured and re-positioned a company in one of the world's most complex legal environments, growing the company from US$ 2.25 million to US$ 275+ million
- Re-structured and re-populated a board as the company evolved and its needs evolved
- Led and structured multiple capital raises, including an initial public offering, multiple non-IPO public and private stock offerings, and multiple debt financings
- Built a board of directors
- Experience with CEO succession and senior management changes
- Strong compensation skills/experience
  - Served as chairman of two public company compensation committees
  - Attends multiple governance/legal compensation programs
- Strong risk assessment skills
  - Published (NYSE Governance Services) on risk and reputational risk
  - Lectured on and taught risk at leading executive education and business school programs
- Strategic thinker

Teaches and coaches negotiation skills (domestic and international) to senior executives, attorneys and other professionals at University of Oxford, Saïd Business School's Oxford Programme on Negotiation and at other elite institutions around the world. Lectures MBA and law students at elite business and law schools in the US on strategic decision-making, governance, negotiation, and doing business in China.

SPECIAL RECOGNITION / CERTIFICATION

Author Awards: *Negotiation Simplified, A Framework and Process for Understanding and Improving Negotiation Results* - Nonfiction Authors Association's Gold Award, 2022; Big Book Award, 2023; Independent Press Award, 2024 **2022**

National Association of Corporate Directors: Board Leadership Fellow **2011**

Financial Times' *Agenda*: International 100: Top Board Candidates with Global Skills **2011**

BOARD EXPERIENCE

MLM RISK RETENTION GROUP, INC.: DIRECTOR **2019 – Present**

MLM Risk Retention Group (MLMRRG) creates and offers specialty liability insurance programs for classes of business that are not well served by the current lawyers' professional liability insurance marketplace. Organized and serviced by Minnesota Lawyers Mutual Insurance Company, MLMRRG provides coverage of liability exposures of the risk retention group's members. As a mutual insurance company, it is owned by its policyholders.

ENER-CORE, INC.: DIRECTOR / CHAIR, COMPENSATION and CEO SEARCH COMMITTEES **2017 TO 2020**

Ener-Core (OTCQB: ENCR) designed and manufactured technology that converts waste gases from a wide range of industries directly into clean power.

EBT DIGITAL COMMUNICATIONS RETAIL GROUP: CHAIR / DIRECTOR **2003 to 2011**

EBT was one of China's largest retailers of cell phones and related digital products. Based in Shanghai, China, EBT operated in multiple cities in the East China region of the PRC. During tenure as CEO and then Chairperson, EBT was listed on the London Stock Exchange AIM Market (LSE:EBT). Retained by an US and EU investor group to turn-around a money-losing JV co-owned by the investor group and a large Chinese State Owned Enterprise (SOE). As Chair/CEO, secured the confidence and support of the Chinese SOE joint venture partner, created and implemented a new business model, installed a new management team, and began execution of a growth strategy. Subsequently bought out the US / EU investor group and Chinese SOE and took the company public. Grew the business from US$ 2.25 million to US$ 275+ million in 2012.

- As Chair of a publicly traded company, oversaw two successful supplemental stock offerings, each at a substantial premium to the listing price.
- As Chair, implemented a pragmatic growth strategy that grew the business from 35 to 250+ stores over 5 years, and subsequent growth to 400+ stores (2013).
- As Chair, led the execution of a successful partial buy-back / privatization transaction.
- As Chair, facilitated a large investment by a Chinese based fund, enlarged the Board, and installed a Chinese based chairperson to help guide the company through its next period of growth. As part of this transaction, stepped down as Chair and assumed the chairpersonship of the Board's Compensation Committee.
- Led one of the first US-Chinese joint venture exits, successfully unwinding the JV partnership while preserving government relations thereby permitting a successful re-launch of the business.

AEROFFICIENT LLC: MANAGING MEMBER **2001 TO 2015**

Aerofficient created, manufactured and sold proprietary aerodynamic enhancing products for the long-haul heavy-duty tractor-trailer market. Formed a business venture to commercialize, manufacture and sell the product, and served as managing member of the LLC "partnership". Nursed the company from a vision and "back of the napkin" concept for a single product into cross-border enterprise with million-plus dollar annual sales and multiple products which won multiple industry awards and accolades.

ADVISORY BOARD MEMBER **2013 to PRESENT**

Member of the advisor boards of private companies in the US and Europe.

PROFESSIONAL / NOT-FOR-PROFIT BOARDS

Association of Commercial and Transactional ADR Professionals (ACT-ADR) **2024 - Present**

Director, Treasurer. ACT-ADR is a not-for-profit association of dispute resolution and prevention professionals with deep hands-on operational experience in business, transactional, and financial matters. ACT-ADR professionals have years of experience as both senior executives of public and private domestic and multinational businesses and senior lawyers in corporations or law firms, including significant dispute avoidance and resolution experience.

CHARTERED INSTITUTE OF ARBITRATORS NORTH AMERICA BRANCH **2015 TO 2023**

Chair (2018 – 2019); Executive Committee of Board of Directors (2019 – 2023); Vice-Chair, Training (2019 – 2023). The Chartered Institute of Arbitrators (CIArb) is a global organization based in London dedicated to the education and qualification of international arbitration practitioners. The North America Branch (comprising the US, Mexico and the Cayman Islands) is a Delaware 501(c)(3) which promotes, educates and qualifies/certifies attorneys for the practice of international arbitration. The CIArb certification is the only globally recognized affirmation of professional competence in the field of international arbitration.

AMERICAN BAR ASSOCIATION **2015 – Present**

Chair, Vice-Chair, and Member of multiple Association practice section committees.

KENDALL COLLEGE / KENDALL FOUNDATION - DIRECTOR / TRUSTEE **1991 to 2009**

Member of multiple board committees (including Executive Committee and President Search Committee) responsible for planning, decision-making and go-forward strategies related to leadership, program/curriculum development and transactional matters. Supported the transition from a traditional liberal arts academic college into a professional and career-oriented institution, which favorably positioned the school as an acquisition target by a for-profit European education company thereby assuring the College's continued survival and development into one of the country's leading culinary and hospitability training institutions.

PROFESSIONAL EXPERIENCE

REIMAN ADR: PRINCIPAL **2014 to Present**

Alternative dispute resolution professional providing domestic and international arbitration, mediation, facilitation and other alternative dispute resolution and prevention services to public and private domestic and international businesses.

UNIVERSITY OF OXFORD, SAÏD BUSINESS SCHOOL: TUTOR **2016 to Present**

Member of the faculty of the Oxford Programme on Negotiation at the University of Oxford's Saïd Business School, Oxford's executive education program designed for senior executives from private, public and non-profit sectors, including CEOs, board directors, senior civil servants, military officers, political and educational leaders, officials of multilateral organizations, and NGO executives.

TCA LIMITED: NEGOTIATOR / INSTRUCTOR **2015 to 2023**

Member of advisory board and international negotiating and education teams of TCA Limited, a UK based specialist international advisory firm that provides Western companies with real-time guidance to help them achieve better outcomes for their business negotiations in China and other East Asian countries. Additionally, provides negotiation instruction/coaching to senior business executives and government/NGO officials.

AEROFFICIENT LLC: CEO / MANAGING MEMBER **2005 to 2015**

Executed the transition of the business from a product concept/research and development company into an operating business generating annual multi-million-dollar sales. Co-inventor of 19 US, EU and other nation patents for novel aerodynamic devices that in combination generate 10+% fuel savings (based on independent 3rd party testing) for long-haul tractor trailer trucks.

EBT DIGITAL COMMUNICATIONS RETAIL GROUP: CEO **2003 to 2005**

Turned-around a money-losing, fragmented Shanghai-based chain of retail cell phone stores co-owned by a Western investor group and a large Chinese State Owned Enterprise (SOE). Repositioned the business within the market, conceived and implemented a new business model, promoted the COO to President and replaced the CFO and CTO, and began execution of a growth strategy which grew the business from 35 to 250+ stores over 5 years, and subsequent growth to 400+ stores (2013). Succeeded to chairperson upon the public listing of the company on the London Stock Exchange's AIM market.

SPECTRUM GROUP INTERNATIONAL: EXECUTIVE VICE PRESIDENT **1999 TO 2002**

Joined Greg Manning Auctions (now known as Spectrum Group International), then a publicly traded (NASDAQ) collectibles marketing company which underwent multi-year growth. Oversaw and directed the company's fledgling online business, and negotiated and managed joint ventures with Amazon and eBay.

COMMERCIAL TRANSACTIONS ATTORNEY **1980 - 1999**

Commercial transactions and litigation attorney at Chicago, IL law firms. Roles included associate, partner, chairman of a practice group, and of-counsel.

PUBLICATIONS / UNIVERSITY LECTURER / EXECUTIVE EDUCATOR

Recent Publications:

- *"Negotiation Simplified; A Framework and Process for Improving Negotiation Results".* Herndon, VA. Amplify Publishing, an imprint of Mascot Book. 2022. Print
- *"Corporate Governance Toolkit."* American Health Law Association Business Law and Governance Practice Group, 2021, Corporate Governance Toolkit - AHLA Connect (americanhealthlaw.org), Contributor – "Executive Management and Compensation"
- Governance & ADR News from Jim Reiman, Newsletter, http://reimanadr.com/newsletter (average circulation 1,300+) – a monthly, self-authored newsletter highlighting and summarizing current articles, thought pieces and recent court decisions regarding corporate governance and international arbitration
- "Conflict Resolution Policies, Reputational Risk and Enterprise Risk Management; What Directors Need to Know and Should Be Asking Management," in New York Stock Exchange's *Board Member* Magazine (electronic edition), (September, 2014)
- "Conflict Resolution and Enterprise Risk," in *Know How*. Editors Gail Menely and Dev Mukherjee. Chicago, IL. Shields Meneley Partners Press. 2015. Print.
- Multiple case notes and essays regarding arbitration and mediation, published in American Bar Association and other professional journals and publications

Frequent Business and Law School Speaker and Guest Lecturer:

Teaches and lectures MBA and law students on corporate governance, strategy, strategic decision-making, negotiation, and doing business in China. Judges multiple law and business school practice-related competitions.

OTHER

- Arbitrator and Mediator:
  - ADR Institute of Canada (Q.Arb)
  - American Arbitration Association
    - Roster of Arbitrators (Large, Complex Cases; Commercial Disputes; Mergers and Acquisition Disputes; Joint Venture Disputes)
    - Roster of Mediators (Master Mediation Panel, Commercial Disputes Panel)
  - American Health Lawyers Association
    - Roster of Neutrals (arbitration and mediation)
  - Asian International Arbitration Centre
    - Roster of Commercial Arbitrators
  - Financial Industry Regulatory Authority (FINRA)
    - Roster of Public Arbitrators
  - International Institute for Conflict Prevention and Resolution (CPR)
    - Roster of Mediators and Arbitrators (General Commercial Matters; Insurance-Policy Holder Matters; Real Estate Matters)
  - International Centre for Dispute Resolution (ICDR)
    - Panel of Arbitrators
  - Singapore International Arbitration Center (SIAC)
    - Reserve Panel of Arbitrators
  - Commercial Calendar Mandatory Arbitration Panel for the Circuit Court of Cook County, Illinois
  - Mediation panels of multiple Illinois courts.
- Program Director, Assessor, and Member of Faculty – Chartered Institute of Arbitrators (international arbitration).
- American Bar Association's JCEB National Institute on Executive Compensation (2013, 2014)

PATENTS

Co-inventor of 19 issued domestic and foreign patents regarding aerodynamic and structural devices for heavy duty truck trailers

EDUCATION

- **Kellogg Advanced Executive Program** – NORTHWESTERN UNIVERSITY 1998
- **Juris Doctor** – NORTHWESTERN UNIVERSITY 1980
- **Bachelor of Arts** – COLUMBIA UNIVERSITY 1977