

**Howard A. Tullman**

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Howard A. Tullman serves as President and Chief Executive Officer of Flashpoint Academy ([www.flashpointacademy.com](http://www.flashpointacademy.com)) and he is the immediate past President of Kendall College, in Chicago ([www.kendall.edu](http://www.kendall.edu)) which he sold to Laureate Education in 2007. Most recently, he was the Chairman and CEO of Experiencia, Inc., which he sold to the Girl Scouts of America in 2008. Mr. Tullman is General Managing Partner for the Chicago High Tech Investors, LLC and a Director of The Cobalt Group ([www.cobaltgroup.com](http://www.cobaltgroup.com)) and the Rally Marketing Group ([www.rallygroup.com](http://www.rallygroup.com)), both located in Seattle. He is also a Trustee of WTTW in Chicago ([www.wttw.com](http://www.wttw.com)) and the New York Academy of Art in New York ([www.nyaa.edu](http://www.nyaa.edu)), Chairman of the Endowment Committee of Anshe Emet Synagogue in Chicago ([www.ansheemet.org](http://www.ansheemet.org)), a member of Mayor Daley's Council of Technology Advisors, a member of the Advisory Board of HighTower Advisors ([www.hightoweradvisors.com](http://www.hightoweradvisors.com)) and an Adjunct Professor at Northwestern University's Kellogg Graduate School of Management in Evanston, Illinois ([www.kellogg.northwestern.edu](http://www.kellogg.northwestern.edu)) as well as a regular guest lecturer at the Northwestern University School of Law in Chicago ([www.law.northwestern.edu](http://www.law.northwestern.edu)). He served as a long-time Director and for a short period as the Chairman of the Board of The Princeton Review ([www.review.com](http://www.review.com)) during the period that the Review was sold to Bain & Co.

Mr. Tullman has over 35 years of management and turn-around experience and an extensive operations background in online services, large-scale information assembly and delivery systems, database design and the development, creation and production of all types and formats of multimedia content including CD-ROMs and DVDs. He has designed and developed interactive interfaces, computer games and other electronic entertainment, training products and services, and other information-based products and services.

Mr. Tullman was selected as President of Kendall College in September, 2002 with a mandate from the Board of Trustees to save the College, sell it or shut it down. He immediately set about reducing the College's operating losses and developing a strategy to change the College into a competitive and significant participant in today's educational marketplace. Nine months after his arrival, Mr. Tullman sold the College's Evanston campus, bought a facility and six acres in the heart of Chicago, raised \$60 million, and moved the entire school into a brand-new state-of-the-art facility which can accommodate thousands of students in the College's major areas of expertise. In connection with this complex financial and real estate transaction, Mr. Tullman also entered into a long-term strategic partnership with Laureate Education, Inc., one of the world's largest for-pay public education corporations and a leader in online and distance learning.

Mr. Tullman was previously the Chief Executive Officer of Worldwide Xceed Group, Inc., a Chicago-based provider of digital strategy and Internet design services. Mr. Tullman was recruited as CEO for Xceed in September 2000 and led a successful reorganization and sale of the business in July 2001 to eSynergies, Inc., a public company (ESYG) based in California. Prior to serving as CEO at Xceed, Mr. Tullman was the Chairman and CEO of Tunes.com, Inc. (formerly JAMTV Corporation), which operated the premier music mega-sites on the Internet, in partnerships with the publishers of Rolling Stone, the Source and DownBeat. Tunes.com was sold in February 2000 to EMusic.com, Inc. (EMUS), a public Internet music commerce company, which was, in turn, sold to Vivendi/Universal in 2001. Tunes.com ([www.tunes.com](http://www.tunes.com)) began as JAMTV in September, 1996 and quickly became one of the leading online music sites specializing in the web casting of live music events and the syndication of its content and those live events, as well as other news and information, to consumers, partners and affiliates throughout the world. In October 1997, Mr. Tullman agreed with the founder of Rolling Stone magazine to add 30 years of music archives and editorial content to Tunes.com's exclusive concert photography collections, artists archives, live performances, and state-of-the-art technology and to launch the Rolling Stone Network ([www.rollingstone.com](http://www.rollingstone.com)) on the World Wide Web. A similar arrangement followed with The Source and

with DownBeat Magazine ([www.downbeatjazz.com](http://www.downbeatjazz.com)) to create online sites for their genres. In April 1998, the initial JAMTV music site was selected for inclusion in the 1998 Permanent Collection of the Smithsonian Institute (<http://innovate.si.edu>) and Mr. Tullman accepted an award for Heroic Achievement in Information Technology in the field of Media, Arts and Entertainment.

From 1993 through 1997, Mr. Tullman was the President and Chief Executive Officer of Imagination Pilots, Inc. (IP), a multimedia software developer specializing in CD-ROM games and entertainment products for the PC and Macintosh. Imagination Pilots was founded by Mr. Tullman in 1993 and completed seven major projects, including *Blown Away*, *Where's Waldo? At the Circus*, *Where's Waldo? At the World Wide Games*, *Panic in the Park*, *Eraser - Turnabout*, an interactive cinematic CD-ROM adventure based on the Arnold Schwarzenegger movie, *Virtual K'NEX*, and *SNAP's Math Parade*. All of the projects were conceived, designed and principally written by Mr. Tullman, who also functioned as IP's Chief Creative Officer.

IP also created a line of educational software products (Professor Gooseberry & Associates) with the first three titles launching at Christmas 1993 as Professor Gooseberry's "I Can Read" Club. These products featured original art and music, custom user interfaces, and first-line quality children's publications from nationally known authors melded with proven educational training and testing modules developed by recognized and certified education consultants. Over 200,000 copies of the Gooseberry titles were distributed worldwide, including both retail channels and OEM bundling arrangements.

The IP title, *Blown Away*, was a CD-ROM interactive cinematic adventure designed and written by Mr. Tullman as part of a joint venture co-funded by MGM/United Artists to capitalize on appropriate MGM movies. *Blown Away* shipped in October 1994 for the Christmas season and won numerous awards including PC CD-ROM adventure and role-playing Game of the Year from *Computer Life* and the Gold Medal INVISION Award for Best Graphic Design in the Technical/Creative Excellence category from *NewMedia* magazine as well as the '95 Innovations Software Showcase Award and numerous other favorable reviews. IP also developed *Where's Waldo? At the Circus* as an interactive CD-ROM educational title for children. It was selected as one of the featured products at the Electronic Entertainment Expo in May 1995. *Where's Waldo? At the Circus* shipped in September 1995 and won an iN!-Ovation Award from *indelibleNews!*. IP's second interactive cinematic adventure, which was created by Mr. Tullman, was entitled *Panic in the Park* and starred Erika Eleniak, along with a cast of 20 other Screen Actors Guild professionals. *Panic* also shipped in September 1995 and was the feature product in a four page Guided Tour in the August 1995 issue of *Electronic Entertainment*. The interactive press kit for *Panic* won a 1995 Interactive Summit Award from the International Interactive Communications Society and a 1996 Icon Award (Gold) from *Adweek Magazine*. Imagination Pilots was featured in a 24 page article in the April, 1996 issue of *Interactivity Magazine* which detailed the company's unique production systems and management style. The second Waldo title, *Where's Waldo? At the Worldwide Games*, shipped in April 1996. The first version of *Eraser-Turnabout*, IP's last interactive cinematic CD-ROM adventure, which was specially developed for Intel's MMX machines, shipped in October 1996. IP's final two projects *Virtual K'NEX* and *SNAP's Math Parade* were completed in early 1998.

Immediately prior to founding Imagination Pilots, Mr. Tullman was the Chief Executive Officer and lead private investor in Eager Enterprises, Inc. (Eager), a privately held information industry venture capital firm which he founded in Chicago, Illinois in 1990. Eager identified, invested in and developed proprietary database and transaction-oriented information management businesses in various fields. Eager accepted and deployed investment funding from a number of major national venture capital firms, including Robertson, Stephens & Co., Weiss, Peck & Greer, Sears Investment Management Co., and Frontenac Co. Eager's funds were fully invested at the end of 1993 and its last business, Information Kinetics, Inc., was successfully sold to National Computer Systems in August 1994.

Prior to forming Eager, Mr. Tullman was the Chairman of Financial Protection Services, Inc. (FPSI), a privately held corporation providing computerized information to businesses and consumers. Divisions of FPSI included CCC Information Services (current NASDAQ:CCCG), which provided computerized automotive valuation data to the nation's 200 largest automobile insurance companies; Credit Card

Service Corporation, which provided various services to over 4,000,000 members located throughout the United States; and Original Research Customer Management Services, which provided market research and customer satisfaction services to over 2,000 automobile dealers based on interviews with over 8,000,000 consumers a year. In 1988, FPSI was selected as the fastest growing private firm in the Crain's Chicago Business annual listing with year-to-year revenues up 107.1%. In 1989, FPSI revenues jumped 69.7% to again place the company among the top 10 fastest growing private firms in Chicago.

Mr. Tullman founded CCC Information Services, the largest subsidiary of FPSI, in 1980. CCC was the fastest growing company in Illinois from 1981 through 1985 as well as one of the top 100 fastest growing companies in the United States. CCC was number 31 on the 1986 Inc. Magazine 100 List and number 54 on the 1987 Inc. Magazine 100 List as well as first in profitability among all of the listed companies in both years. While running CCC, Mr. Tullman was named Entrepreneur of the Year by Peat Marwick and Crain's Chicago Business in 1986 and by Venture Magazine and Arthur Young & Co. in 1987. He was also selected for membership in the Chicago High-Tech Division of the Young Presidents Organization (YPO).

In 1991, Mr. Tullman became the Chief Executive Officer of Information Kinetics, Inc. (IKI), which developed and marketed a unique national computerized database of job candidates which was delivered online and by CD-ROM disk to major employers throughout the country (kiNexus). The kiNexus system was installed at over 1,800 colleges and universities as well as at hundreds of national, regional and local employers in less than 18 months. The kiNexus database typically contained over 200,000 candidates and was updated on a daily basis throughout the year. A related service, Career Network, was also developed in a joint venture with Prodigy to provide an online national private network for career centers and employers. At the end of 1993, the basic kiNexus system was enhanced and offered to consumers as a new service called FasTrak which was a joint venture formed initially with the *New York Times* and the *Chicago Tribune* to provide an interactive electronic response program for candidates to respond by phone to classified employment advertising. This new service became the basis for the various online services now being used by *The Washington Post*, the *San Jose Mercury News*, the *Chicago Tribune*, *The New York Times*, the *Los Angeles Times* and *The Boston Globe*. In 1994, both kiNexus and FasTrak were sold to National Computer Systems, a public corporation based in Minneapolis, which provides computer systems and services to large corporations and government agencies.

Also in 1991, Mr. Tullman led a group of private investors which purchased a substantial interest in ICOM Simulations, Inc. He served as the investors' representative on the Company's Board of Directors. ICOM developed utilities, video games and early CD-ROM programs (including emulation tools) for Macintosh and the PC. Titles included *Deja Vu*, *Uninvited*, *Shadowgate* and the *Sherlock Holmes, Consulting Detective* series which was among the largest selling CD-ROM games in history. In early 1993, Mr. Tullman initiated and assisted management in selling ICOM at a substantial premium to Viacom, Inc., where it became Viacom New Media - Chicago.

In June 1992, at the request of management and certain major shareholders and creditors, Mr. Tullman became the Chief Executive Officer of COIN, Inc. (COIN), located in Atlanta, Georgia, which provided automotive information, communication channels, and information management systems (hardware and software) to the entire automotive industry and to related credit and financial industries as well. In 1992, COIN was recognized by Arthur Andersen in the Atlanta Fast Tech 50 as the 11th largest high-technology company in Georgia (by revenues) and the 8th largest computer software employer (by number of employees) with over 5,000 customers located throughout the United States, Canada and the United Kingdom. However, the overall business (with over 850 employees) was in serious financial difficulty as a result of various complex acquisition transactions and serious delays in its product and software development efforts. In June 1993, after a comprehensive restructuring and a dramatic return to profitable operation, Mr. Tullman sold the company at a substantial profit to Reynolds and Reynolds, one of its largest competitors.

In January 1993, Mr. Tullman and several partners formed Monumental Art and Events, Inc. (Monumental). Monumental was an event-driven marketing organization created to identify, develop,

implement and thereafter exploit various national and international events and projects involving high visibility individuals holding political office and/or within the media and entertainment industries. Monumental created fine art paintings, reproductions, objects, and other salable memorabilia commemorating various events and recording or incorporating the impressions, creativity and other input of the various participants. Projects under development included the U.S. Presidential Monument, the World Friendship Monument, and the NASA Space Monument. Monumental is inactive at this time.

Mr. Tullman is a graduate with Honors of Northwestern University (B.A., 1967) and of its School of Law (J.D., 1970), where he also graduated with Honors, was elected to the Order of the Coif, and served as the Chairman of the Editors of The Law Review. He was selected as a Ford Foundation Fellow and developed, along with James R. Thompson, former Governor of Illinois, a national Ford Foundation program for the study of criminal law. Mr. Tullman was admitted to the Bar in 1970 and, on special petition, to the Bar of the United States Supreme Court in 1974. He practiced in Chicago for 10 years, specializing in Federal litigation, and served by appointment as a Special Master for class action litigation in the Southern District of New York. Mr. Tullman has written, lectured and been interviewed on a number of legal and career issues. He contributed a chapter on his activities to a book entitled *Life After Law* which describes lawyers who have opted for alternative careers. Mr. Tullman has also served as an Arbitrator for more than 35 years for the American Arbitration Association.

In addition to current outside investments in computers, database technology, interactive media and video, as well as in companies developing sophisticated financial analysis tools and modeling software, Mr. Tullman and his various partners have owned interests in several world-class thoroughbreds and have continuing interests in a number of other real estate and restaurant properties throughout the country.

Besides his direct business interests, Mr. Tullman has taught an MBA class called "Start-Ups: Start to Finish" and also lectured regularly on venturing, change management, and entrepreneurship to senior managers, executive and business owners at the J.L. Kellogg Graduate School of Management at Northwestern University. Mr. Tullman has also taught Change Management and Entrepreneurship for Kellogg internationally in Executive Management Programs based in Hong Kong and Tel Aviv. Mr. Tullman is a member of The Entrepreneurship Institute's National Advisory Committee and has spoken on several occasions at the President's Symposium of Chicago. He also served as a Participant/Panelist at the invitation of President Clinton at the 1995 Regional Economic Conference held at Ohio State University. Mr. Tullman recently wrote the preface for a new book on start-ups by Barry Moltz called, "*You Need to be a Little Crazy.*"

Mr. Tullman is an active art collector, lender and donor to museums including the Mary and Leigh Block Museum of Art, Smart Museum of Art of the University of Chicago, the Art Institute of Chicago, the Chicago Children's Museum, the Evanston Art Center, the Springfield Art Museum, the Milwaukee Art Museum, the Madison Art Center, the Arnot Museum, the Frye Museum, the Mobile Museum of Art, the Museum of the South and the Museum of Contemporary Art (MCA) in Chicago. Mr. Tullman has worked closely over the last 30 years with various artists and, some years ago, created a limited edition work of art in collaboration with the internationally known artist, Christo, which was used as a fund raising project for the Museum of Contemporary Art, where he previously served as a Trustee.

Mr. Tullman was appointed many years ago by President Clinton to the President's Committee on the Arts and the Humanities ([www.pcah.com](http://www.pcah.com)) and served through the Clinton presidency. Mr. Tullman wrote and produced *HindSight*, a newsletter for several hundred executive subscribers, on current topics of interest to entrepreneurs and managers for several years. Mr. Tullman was one of the lead producers in a Broadway musical called "Swinging on a Star" which is now being staged in various venues worldwide. "Swinging on a Star" was nominated for a Tony Award as one of the five best new musicals on Broadway in the 1995-1996 theater season. Finally, Mr. Tullman has served for a number of years as a Trustee of the Democratic National Committee and a member of the DNC Business Leadership Forum and previously served as a Vice Chairman of the Clinton Presidential Library Committee.