

HENRY H. (HANK) TATE JR.

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Creative – Problem Solving – Executive Servant Leader Analyze – Create – Plan – Communicate – Implement

Referred to as a “Vision Engineer” and “Right Hand Man” by numerous business leaders for ability to critically assess problems and opportunities, and ability to define detailed solutions and strategic plans. Strong commitment to Servant Leadership, coaching, and empowering people to be more effective in accomplishing company goals to turn vision into reality! Thirty years of experience coaching business leaders on strategic analysis of corporate vision, and creation of detailed development and growth plans. Strong CXO emphasis on expanding customer *excitement* about the company, its products, services, and reputation. Have developed systems that measure the health of a company’s relationships and operations.

Master communicator with exceptional ability to translate technical information into layman’s language, and present company information in a highly professional manner. Experienced in creating new systems and processes to accomplish company goals efficiently. Highly technical with experience in programming, software development, and creative use of technology to accomplish business goals. Championed numerous technology teams in a variety of industries (biotechnology, environmental services, LEDs, energy, and software development) to research and analyze appropriate applications of technology.

Reputation for thoroughness, quick study, creative problem solving, and a high degree of trust and loyalty enables leadership to handoff problems and know they will be solved with excellence. Title is only a tool for accomplishing business goals.

Widely recognized as an exceptional and passionate public speaker, keynote speaker, and trainer.

Accolades from associates and clients available at: www.righthandman.t8s.com/accolades.html

LEADERSHIP EXPERIENCE: President of environmental services company. CIO for a merchant Bank. CTO for financial services company. VP of Product Development for biotechnology company. VP and CIO for a second biotechnology company. Director of Financial Development for wastewater equipment company. Interim COO for biomedical company. VP of real estate development company. Extensive experience in startups.

SELECTED ACCOMPLISHMENT HIGHLIGHTS:

- Solely designed the subdivision layout, infrastructure, land planning, deed-restrictions, and marketing materials for five high-end residential country subdivisions that grew in value from \$2 million to over \$16 million in five years.
- Project manager, lead programmer, designed user interface, developed training workshops, training materials, and presented training workshops covering the implementation and use of a Lotus Notes program that saved over twenty-five Fortune 1000 clients of Deloitte & Touché more than 10% of the implementation costs of SAP. Estimated aggregate customer savings over \$30,000,000.
- Managed software project, designed, and co-wrote program for largest Toyota distributor that improved contract processing from 30 days to 3 days and improved accounts receivable by \$1,000,000 per year.
- Collaborated with leadership of largest home builder in U.S. to identify opportunities to use technology to save money. Up-sold initial \$30,000 contract to a \$300,000 contract within one week. Created a solution translating the printed Employee Manual into a web-based version. Saved over \$250,000 per year in expenses.
- Developed & documented methods for enabling Anadarko to assess, and logically map the distribution system for production fields. Increased reserve bookings and one field project increased profits over \$450,000.
- Vice President and lead technology interface for first business joint venture of Texas A&M University. Collaborative business analysis with university scientists to identify potential commercial applications of bioluminescent technology in medicine, diagnostics, and product fraud tracking. Created the Business Plan that accomplished first round funding.
- Solely translated system for tracking NERC certification process by energy companies into Excel based tracking modules with associated Visual Basic macros for automated processes. Created automated methods for translating all NERC requirements into online project management using SigmaFlow.
- Developed, in 3 days, a Conceptual Plan for a new building systems company that was entered in the MegaWatt National Business Plan competition and was selected as one of the top 10 Finalist from a field of 60 applicants.
- Extensive public speaking & teaching: Nationally recognized as a dynamic and challenging public speaker. Have developed and presented over 250 educational workshops with attendance of more than 25,000, including teaching *Principles & Practice of Project Management* to Fortune 1000 companies. Numerous keynote presentations at conventions around the nation. Over 40 radio and TV interviews.
- Co-founder and President of educational non-profit serving over 7,000 families per year. Created and co-managed for 13 years an annual education conference with more than 100 workshops and average attendance of 2,500.

PARTIAL LIST OF MAJOR BUSINESSES SERVED: Thirty years of leadership and consulting services – Marathon Oil, Anadarko, IBM Global Services, GE Capital, GE Mexico, Bell Canada, Thompson Media, U.S. Department of Energy, Wylie Laboratories-NASA, BJ Services, Texas A&M University, Gulf States Toyota, Lotus, D.R. Horton, Texas Commerce Bank, Blockbuster, Organ Transport, Ward's Natural Science, Houston Independent School District, Keystone National High School, UTEX Industries, and numerous small businesses.

“As I've watched Hank work over the years I've been amazed at his ability to tap into his broad range of experience to solve problems for a wide range of clients. I believe the key to his consistent success has been his strength in systems and processes for both analyzing current scenarios and developing and implementing pragmatic solutions. He is a master at translating complex or technical issues into language that any business person can quickly understand. His out-of-box thinking has consistently allowed him to help clients successfully address business problems and opportunities, even when budgets were severely limited. From crystal clear financial pro-formas to clever hybrids of website programming, Hank isn't satisfied until he's optimized solutions for his clients. I have yet to see him "stumped" by an issue or challenge. He taps into every available resource and just digs till he develops the insight he needs to address the problem. Hank is the only person I know who is truly a specialist at being a creative generalist. I believe that as a "right-hand man" he could improve the effectiveness of any business leader.”

Alan Vera , Owner • The Quest Business Agency, Inc.

SKILLS PROFILE:

- ◆ **Leadership Coaching and Development:** Have consulted with a wide variety of business leaders to help them analyze, understand, plan and communicate the steps and processes necessary for turning their vision into reality. Have coached a variety of business leaders as they have faced business and life changes.
- ◆ **Business Health Assessment:** Originated a unique independent system for collecting and analyzing information on all functional areas, and employee levels, of a company's operation to provide leadership with an accurate assessment of the true health of the company and to reveal dysfunctional areas where opportunities exist to improve operations, profits, and relationships.
- ◆ **Relationship Development & Marketing - Chief Experience Officer (CXO) Focus:** Passionate commitment to establishing relationships of excitement about a company through all relationship connections: employees, vendors, and customers. Committed focus on building systems, policies, procedures, and communications that build passionate relationships with customers, employees, and vendors. Have developed methods for compressing a year's worth of marketing into a few months with dramatic positive relationship enhancement and significant competitive positioning with potential customers.
- ◆ **Strategic Business Planning:** Analyze complex business dynamics and develop effective detailed plans for accomplishing long-term business goals. Extensive experience translating intricate business issues into professional business plans, proposals, investor presentations, and pro forma financials that present a lucid, practical, and high-quality image for the company. The quality of business plans has been recognized repeatedly as being in the top 5% of business plans seen by investors.
- ◆ **Project Management:** Experience in planning and implementing a wide variety of projects in multiple business arenas. Taught *Principles & Practices of Project Management* to numerous Fortune 1000 teams, including: GE-Mexico, GE Capital, Thomson Media, BJ Services, Wylie Laboratories-NASA, and U.S. Department of Energy. Exceptional ratings from students for presentation effectiveness, understandability, and humor.
- ◆ **Performance Enhancement:** Analyze business operational systems to identify opportunities and methods for improving efficiency of business processes. Strong focus on the application of computer and electronic technology to automate recurring processes. Innovative creation of databases, standardized forms, checklists, and documentation to create functional business systems which can be utilized by untrained personnel to achieve consistent quality.
- ◆ **Financial Planning:** Created proprietary Excel template system for enabling the rapid development of detailed dynamic pro-forma financials and financial modeling of complex projects in a brief period of time. Over 200,000 cells and 1,500 hours cumulative development, enhancement, and customization. Recognized by many in the investment and financing arena for its power, effectiveness, and understandability.
- ◆ **Research & Analysis:** Direct and perform research and analysis for new or proposed business or product directions. Analyze opportunities, pitfalls, and design options. Develop and direct project implementation plans. Analyze complex problems and develop creative practical solutions in a variety of business functional areas. Ability to rapidly assimilate and become proficient in high technology areas. Experience in legal contract development and analysis.

- ◆ **Project Design & Leadership:** Systems analysis, design, programming, and project management of database and workflow-process systems to create or re-engineer business systems to improve efficiency, quality, profits, and customer satisfaction. Have directed multi-disciplinary teams to create technology solutions to meet complex business goals.
- ◆ **Training & Public Speaking:** Translating information and highly technical information into easily understood training workshops with all collateral materials – PowerPoint slides (including animated process flow), handouts, case studies, workshop notebooks, and marketing materials. Rated “Excellent” in all workshops and recognized as a “dynamic and engaging speaker.” Collateral materials widely praised for clarity and long-term value.
- ◆ **Corporate Image Development:** Create high-quality, cost-efficient methods of improving the professional image of a company. Experienced in creation of corporate logos, image presentation materials, corporate websites, and marketing programs and materials.
- ◆ **Database Development:** Have designed and developed a variety of databases. Developed multiple projects as sole designer and programmer. Directed development team for major multi-client Fortune 100 project for Deloitte & Touché.
- ◆ **Internet & e-Commerce:** Plan & oversee design and implementation of internet based business systems, manage planning and development process for e-Commerce systems, internet communications, and internet security. Have personally developed multiple websites with direct coding in HTML, CSS, and WordPress.
- ◆ **Video Production:** Graduate of 5 courses on corporate video production from Sony Institute of Video Technology in Hollywood, California.

Samples of client work and graphic designs at: www.righthandman.t8s.com/clients.html

PROFESSIONAL BACKGROUND OVERVIEW

SYNOGY – Houston, TX

1985-present

President & Founder - Personally founded in 1985 an independent consulting and business development company focused on building quality and excellence in products and business reputation through strategic planning, professional business development, and corporate information management.

- Specializes in leadership consulting, troubleshooting business problem areas, and analyzing business operational plans for starting, expanding, or turning around businesses.
- Develops high-quality business plans and pro forma financials.
- Assists in developing effective systems and processes to facilitate company growth and insure consistent high quality in all products and customer relationships.
- Directs strategic Internet use and develops corporate websites.
- Consulting services have led to a principal or defined leadership position with numerous startups and companies.

The skills reflected in the SKILLS PROFILE above have been applied through Synogy to many companies, large and small, since 1985. In many cases the services and relationship led to a request to take a leadership position in the company. The following is not a complete list of companies served. It highlights significant projects and positions.

SELECTED PROJECTS & POSITIONS

AZERA GROUP, Inc., & AZERA SOLUTIONS, Inc. - Houston, TX

2012-2015

Co-Founder & Managing Director - Technology development and corporate planning.

A business development company. Involved in researching a variety of technologies and building companies around technologies with significant value in the marketplace.

- Leadership Team for analyzing and planning a variety of business ventures.
- Development and management of internal systems, process, contracts, and communications.
- Design and creation of product and marketing materials, including extensive PowerPoints & graphics.
- Directed planning and created detailed business plans and pro forma financials for three companies. Presented plans to city and state leadership in Arkansas.
- Developed, in 3 days, a Conceptual Plan for a new building systems company that was entered in the MegaWatt National Business Plan competition and was selected as one of the top 10 Finalist from a field of 60 applicants. Team leader for students in the competition.

ADVANCED OILFIELD INNOVATIONS - Stafford, Texas**2013-present**

An engineering company serving oil and gas drilling companies internationally. AOI invents, designs, and sells a wide variety of custom products to enhance safety, efficiency, and profitability of oil well drilling.

- Contract IT Manager. Implemented Google APPS for Business throughout the company and established data management systems and policies.
- Install, setup, and manage all computers, servers, network connections and IT equipment. Selected and setup on-site, offsite, and redundant backup systems..

DATAFRONTLINE - Houston, Texas**2011-2012**

Professional services company that enables clients with the best opportunity for success by bringing data that impacts their company to the forefront using the most efficient and effective technological means possible.

- Develop standardized methodology to enable Anadarko to logically map the physical infrastructure and revenue processing for each oil & gas field. Increased reserve reporting, identified many instances of broken data handling. One field project increased profits over \$450,000.
- Assisted in development of documentation, training materials, and quality testing for new major data management project for the oil & gas industry.

DIRECT LINE TO COMPLIANCE - Houston, Texas**2009-2010**

DL2C has developed an innovative methodology that enables entities in the energy sector to map their compliance with requirements of the North American Electric Reliability Corporation (NERC) in a clear and concise manner that accelerates the process of compliance and uses hard metrics to assure the companies and NERC that full compliance has been achieved.

- Corporate image development.
- Technical lead in translating DL2C's ColorCodeIt methodology into deliverable formats that enable companies to personalize the methodology for all 572 NERC requirements.
- Sole responsibility for translating DL2C's methodology into a project management system for NERC compliance using SigmaFlow's online project management tools. Translated all NERC standards into SigmaFlow projects that enable energy companies to manage & track their compliance process.

ONLY BY HIS GRACE TRUST - Houston, Texas**2008-2011**

Investment trust with a variety of rental properties.

- Property management and renovation for numerous investment properties.
- Elder care planning, management, and support services. Financial management.

TRIUMVIRATE CAPITAL GROUP - Roanoke, Texas**2007-2008****MYCOMMUNITYFYI.COM - Houston, Texas****2007-2008**

Chief Information Officer - Merchant Bank focused on serving expanding and emerging businesses.

- Designed an online automated system for managing all client deal flow and project tracking.
- Assisted in conceptual design of Internet community portals for MyCommunityFYI.com founded by TCG.

I have known Hank for at least 10 years and have had occasion to work with him on business and personal projects requiring his experience and expertise, and can say unequivocally that he has always been the most diligent and motivating force in any project I have been involved. It is rare to find a person that can and will rival the passion and energy of anyone in a project, whether he is an employee or partner. Hank approaches every task with an entrepreneurial spirit of how to make it better; more efficient; technologically sound; and, cost effective. I have found Hank to be a very fast learner, and much of that is due to his broad knowledge base and willingness to research what he doesn't understand. It is unusual that you can allow someone to work on a project unbridled and be able to trust the outcome; Hank is one of those individuals. These are some of the reasons that I have either consulted with, or used Hank's expertise whenever and wherever I can in every business endeavor I have undertaken over the past 8-10 years, including recommending and hiring Hank as our Chief Information and Technology Officer of our merchant & investment banking firm, Triumvirate Capital Group (which of no fault of Hank's, has ceased operations).

Howard Andrews, Partner • Triumvirate Capital Group

GEOTECH - Channelview, TX**2005-2006**

Vice President of Financial Development, Chief Information Officer - Manufacturer of wastewater filter presses. Provided services to process industrial and municipal wastewater.

- Managed network and data management processes.
- Re-created website to effectively communicate the business of the company. Website produced more prospects in first 30 days than the company had in the previous 4 years under the prior system.

If I had to choose one word to describe Hank's attributes it would be "thorough". It did not matter what was asked of him he immediately went to work and did whatever it took to complete the project. It was done efficiently and thoroughly. He was an asset to us in every way.

Randy Hart, President • Geotek Industrial Distributors

MINICHECK-OCR, Inc. - Houston, Texas**2004-2007**

Chief Technology Officer - Financial services company developing propriety hardware and software for processing checks using OCR and MICR to collect data for check verification and clearing.

- Developed detailed business plan and financial projections.
- Systems analysis to create required operational processes.
- Designed software specifications necessary to implement the system. Created Software Specifications package.

Hank Tate is a talent in his own right. He embraces a good challenge. Hank has proven himself as an incredible talent at creating detailed, professional business plans & projected financials. "He's the man". When he began working on developing a business plan for MiniCheck-OCR, Inc., he demonstrated an amazing attention to detail and professionalism. As an added bonus, I discovered that Hank has a strong background in software development, this knowledge has proven to be an invaluable asset to the company. According to Bo Yan at Expervision, the software specifications Hank created "were the best I have ever seen". As a graphic artist, Hank has displayed an amazing talent. To this day, Hank continues to be a valued advisor and confidant to the company.

Bruce Brenner, Founder & President • MiniCheck-OCR

GREENSHIELD TECHNOLOGIES - Singapore**2004**

Chief Information Officer & Principal - Technology development company focused on commercializing LED lights for wide area lighting. Designed systems for increasing lumens produced with lower heat. Developed LED street lights and replacement commercial lighting fixtures.

- Developed systems and policies for network management and security.
 - Created processes for capturing and archiving records of R&D progress for historical records and intellectual property protection.
 - Founder died and company ceased operations
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1BODY - Houston, TX**2003-2004 & 2008**

Web development company specializing in dynamic Lotus Domino database driven church websites with a private members section that automates church communications and operations.

- Collaboration on website infrastructure design.
 - Quality testing and troubleshooting of site design and automated processes.
 - Served as CSS Specialist. Defined content appearance using standards compliant CSS styles definitions, creating CSS shorthand definitions for code optimization, and establishing site-wide style sheet designs.
 - Assisted in development of documentation and optimization of graphic images for website.
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ORGAN TRANSPORT - Frisco, TX**2002**

Medical services company with method for transporting human organs for transplantation using a patented system that extends survival time from a normal 4 hour survival to survival of 12 to 17 hours.

- Developed detailed 5-year operational financial proforma in less than 3 days using *Synogy Financial Planning Program* to facilitate emergency funding presentation.
- Funding was successful.

CALDERWOOD SOLUTIONS - Houston, TX**2001-2002**

Contract consulting to financial services company to assist in development of new division providing back-office services to legal firms.

- Created methods and materials for marketing back-office services to legal firms.
- Customized *Synogy's* Business Health Assessment system and analyzed two major law firms.
- Implemented marketing program to close first potential client into a \$500,000 per year contract.
- Instituted all operational plans, questionnaires, data collection and review methodology, cost analysis, and reporting package.
- Translated program, documents, interview techniques, and reports into a repetitive system and documentation that could be used by any salesperson.
- Developed detailed 5-year financial plan for expanding Calderwood into multiple cities using *Synogy Financial Planning Program*.
- Created corporate website.

“On a scale of 1 to 10, the quality of his work is a 12.”

Charles Calderwood, Owner & President • Calderwood Solutions

NUSTEM - Reno, NV**2000-2001 & 2003**

Biomedical company established to create the world's largest bank of genetically diverse stem cells collected from the umbilical cords of newborn babies. Dramatic advantages as a replacement for bone marrow transplants.

- Strategic planning and business development consulting
 - Expanded vision from \$1.5 million company to \$25 million company
 - Created detailed professional business plan articulating the technology, business processes, and advantages in easily understood layman's terminology
 - Developed detailed 5-year financial projections using *Synogy Financial Planning Program*
 - ICC Investment said the business plan & financials were the most effective they had ever seen for a startup. The \$1.2 million first round funding was completed in three months..
 - Assisted in presentations to investors.
 - Follow-up services in 2001 and 2003 to update financial pro-forma and business plan
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IEXALT - Houston, TX**1999**

Vice President of Marketing - Startup national Internet Service Provider (ISP) providing filtered access to the Internet. Applied over a year of previous personal research and business planning to accelerate business development.

- Developed initial plans for national marketing program.
 - Analyzed, recommended, and created a wide variety of business operational systems.
 - Analyzed operations and finances of other ISPs being acquired.
 - Developed detailed 5-year operational financials for Initial Public Offering
 - Produced financial analysis and projections for \$3.6 million successful Private Placement.
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PRODUCT & PROCESS INNOVATION - Taylor, SC**1999-2000**

National training company. Recruited to present *The Principles and Practice of Project Management* to key companies.

- **THOMPSON MEDIA:** team working on expansion of IT services within the world's largest media company
Implemented with less than 24 hours to prepare – excellent ratings from all attendees
- **WYLE LABORATORIES:** engineering team working on projects for NASA's Space Station
- **BJ SERVICES:** trained management team for implementing throughout the company
- **GE HEADQUARTERS:** employee trainees in GE's training program
- **GE MONTERREY, MEXICO:** project leaders from GE's Central Americas division
- **US DEPARTMENT OF ENERGY - OAK RIDGE NATIONAL LABORATORY:** project leaders and researchers

“Hank is someone I feel comfortable introducing to my clients. I can trust his integrity and his practical wisdom. Also, his real-world experience is invaluable with my clients. I have called on Hank when I was facing a challenge and within 48 hours he was with a client, providing the assistance that they needed. He understands what makes a business work and how to get things done.”

Ray Sheen, President & Founder • Product & Process Innovation, Inc.

Recruited to provide executive consulting services for IBM because of my unique combination of C-Level executive leadership plus experience computerizing companies, and software development leadership and programming. Provided sales support for the IBM System/360 division.

Assigned as lead on-site consultant on some major projects.

IBM / D.R. HORTON – ARLINGTON, TX: D.R. Horton is one of the largest homebuilders in the United States with 47 operating divisions in 23 states. The company generated \$3.7 billion in revenue in 2000. Provided contract services to the corporate headquarters IT department as an Executive Consultant for IBM. Selected for experience as both an experienced executive and software developer and ability to communicate effectively at both levels.

- Analyzed operations to identify opportunities for implementing Lotus Notes to improve efficiency.
- Up-sold work-flow automation services expanding original \$30,000 contract to \$300,000.
- Translated paper Employee Manual into online Employee Manual using Lotus Notes.
- Enabled company to update manual to all employees in the nation overnight.
- Saved more than \$250,000 per year in publication costs.
- Produced online management system for all corporate graphic files and graphic policies.

IBM / BLOCKBUSTER – LEWISVILLE, TX: Blockbuster was one of the world's leading providers of videos, DVDs and video games, with worldwide revenues topping \$5.5 billion in 2002.

- Initially hired to manage migration of Lotus Notes mail server.
- Became acting Assistant Project Manager for roll-out of new server systems to all regional offices
- Analyzed all systems development processes of the rollout. Documented system construction and configuration and personally built and configured NT server racks.
- Personally assumed responsibility to complete construction of a server system for critical overnight delivery when regular staff failed to complete construction before end of day. Solely worked a 26-hour day completing construction, packaging, and delivery to air cargo company to meet installation schedule the following day.

“Hank ‘saved our bacon’ on a project rolling out new network servers to all regional offices in North America for a multi-billion dollar international entertainment company. He was hired to do Lotus Notes programming, but quickly became my right hand man – the acting assistant project manager. He taught himself how to do everyone’s jobs and one night when the company’s staff failed to follow through and finish a critical server that had to be in Canada by the next day he saved the project. Without being asked, Hank stayed all night and worked 26 hours straight to complete the construction, configuration, packing, and delivery to the airport by himself. Only because of his commitment, the server arrived on time for the installation crew enabling the project to stay on schedule. It’s extremely rare to find someone like Hank who will take such initiative to insure success of a project.”

Steve Borsch, Project Manager • IBM

Computer consulting company. IBM Preferred Business Partner, Lotus Business Partner, major focus on Lotus Notes development services for workflow automation.

- Originally hired to develop user interface, documentation, and training for Lotus Notes application for managing SAP implementation in a multitude of Deloitte & Touché clients.
- Self-taught Lotus Notes (ver. 3 & 4) programming and developed a variety of templates to automate operations and software development within the company.
- Within 3 months became Project Manager and lead Lotus Notes developer on the SAP application
- Because of personal commitment to internal documentation and building reusable code, was chosen by management to train all new Lotus Notes programmers.
- Developed databases to collect, document, and manage reusable code along with methods for leveraging the code into multiple applications.
- Created multiple application templates that collected “best of breed” code, standardized user interfaces, and dynamic variables into generic templates that enabled creation of customer applications in 10% of previous time requirements.
- Took sole responsibility to rescue and restore company’s key client and work report database in 36 hours straight after it was accidentally corrupted by another programmer. Entailed analysis of coding and work-flow processes developed by other programmers without internal documentation. Required manually rebuilding multiple database tables and indexes.
- Project manager and programmer for project to automate document management for Gulf States Toyota, the largest Toyota dealership in US. Cut work flow process from 30 days to 3 days and saved over \$1,000,000 per year in accounts receivable.

- System analysis, design, project management, and sole programmer to create call management and service order tracking system for GTX Technologies.
- Created and managed production of all image materials – business cards, stationery. Designed database to manage all electronic image files for the company, including graphic components used regularly in customer application design.

“Hank’s like a concierge on steroids. He can accomplish almost anything I throw at him. He’s very intelligent and creative. He makes things happen by creatively solving complex problems – even when he’s never done it before. In one emergency, someone corrupted a mission critical database – and with no one available to fix it – Hank jumped in working around the clock to fix it, 36 hours later the database was back in production. Based upon my working experience with Hank, I knew he’d take care of the problem, even though he had only limited technical experience dealing with problems of this type. To this day, I regularly meet with, and hire Hank for his creative abilities.”

Mark Reed, Founder & President • xnet, inc. & 1 Body

CALDERA / HYDRO3 CONTROL SYSTEMS - Houston, Texas (*Turnaround*)

1991-1992

President - Environmental services company manufacturing Ozone generators for water purification. Provided market development consulting for one year. Investors were pleased with the consulting work and asked for a personal analysis of the company’s operational shortcomings and opportunities for recovery. Following review of the report, was asked by investors to become President of the company.

As Consultant for Hydro3

- Developed marketing plan for Hydro3 detailing methods for capturing attention in new markets.
- Created graphic documents detailing equipment design, operations, and processes.
- Provided investors with an assessment of the company’s health, areas needing improvement, and suggested methods to improve the company’s operations and success.

As President of Hydro3 & Caldera

- Restructured operational systems and rebuilt staff morale.
- Directed patent process and completion of product design.
- Initiated testing program to validate all product design and claims for effectiveness.
- Discovered that founder had been fraudulent with investors and had stolen the product design.
- Used chemistry training to re-perform all effectiveness tests to prove previous tests had been doctored.
- Joined investors in the creation of a new company to assume control of the technology. Continued in same position to complete professional development of the product.
- Directed creation of new laboratory and operations facility.
- Directed redesign of ozone production equipment by hiring national experts in ozone production in effort to achieve production levels previously claimed.
- Created installation and maintenance documentation.

ONASCO, Inc. - Houston, Texas

1990-1991

Vice President, Chief Information Officer, & Founding Director - Provided professional support for development of public biotechnology company with multiple vaccines and blood testing products. Founder identified a previously unknown AIDS-related virus and developed a diagnostic kit and vaccine for the virus.

- Primary responsibility for development of professional business plan which increased initial investor valuation from \$800,000 to \$2,500,000.
- Developed expertise on a variety of testing technologies, AIDS, and vaccines. Translated technical specifications and descriptions into layman’s language.
- Created documentation for all biological and blood testing products.

“Hank walks the talk! I trust him completely. He does what he says – even when it costs him, and he does it incredibly well. He made me look VERY good as the founder and President of the company. Hank is an extremely competent person with excellent communication skills. His attention to details, creativity, and unwavering integrity were critical elements while he served as my right hand man managing a multi-million dollar public company”

Dr. Bob Bohannon, Founder & President • ONASCO, Inc. (AIDS related Public biotech company)

RENEW DEVELOPMENT INTERNATIONAL, Inc. - Houston, Texas

1987-1988

Vice President of Project Development - Participated as co-founder and officer of start-up biotechnology research and development company which was focused on transferring bioluminescence technology from A&M University, College Station, Texas into the marketplace. The company negotiated the first joint-venture equity relationship with A&M.

- Lead scientific interface with university scientists. Researched the technical background of the technology being developed and educated all staff and investors on the details of the technology. Translated all scientific information and data into layman's language.
- Developed operational procedures for new office.
- Sole responsibility for research and purchase of all office furniture, equipment, and supplies.
- Developed corporate image materials and produced all corporate presentations and information packages.
- Created Business Plan for initial fund raising. Round one of funding successful.
- Provided regular research and analysis of new business and product areas utilizing multiple information sources including on-line database research.
- The company was forced to close after an official at A&M mistakenly signed a non-exclusive rights agreement to another company for the technology that already been assigned exclusively to Renew by A&M.

"I think he does almost everything" (when asked what Hank Tate did for RENEW)

"Do you need expertise in some area? Give the assignment to Hank. He will become an expert in minimal time. I've seen it a number of times. He combines a super intellect with a vast capacity for learning, and a great desire to accomplish the task in an excellent manner. And then he can communicate with other experts, or break it down into simple terms where the layman can understand. - He's the only person I recommend for helping companies produce Business Plans and Pro forma financials."

Ron Shelby, CPA • CFO of RENEW DEVELOPMENT INTERNATIONAL

"I value and admire Hank's thoroughness in researching and internalizing totally foreign and often extremely technical subject areas. He is fearless, relentless and mostly flawless in attacking projects with the intent of providing complete/usable analysis and recommendations."

Andy Dekaney, CEO • RENEW Development International

JACK FREY PROPERTIES - Tomball, Texas

1977-1985

Vice President - Creative director for residential community development company in suburban Houston. Had a profit interest in the company.

- Solely designed the subdivision layout, infrastructure, and land planning for five high-end residential country subdivisions that grew in value from \$2 million to over \$16 million in five years.
- Created all marketing materials
- Directed development staff in build out and completion of development.
- Directed computerization of the company, including all research and system analysis.
- Implemented and managed multi-user CPM system.
- Learned Assembly Language programming and database programming.
- Assisted outside consultant in customization & migration of manual financial systems to electronic system.
- Trained all company personnel on the use of the computer systems.
- Solely managed the company for three months every year while the owner traveled.

"Hank Tate is the epitome of the number two man. He was my Right Hand Man. His exceptionally thorough research and analysis made decision making easy. He performed everything with excellence! I trusted him enough to leave the company completely in his hands for three months a year."

Jack Frey, Owner & President • Jack Frey Properties

NON-PROFIT INVOLVEMENT:

SAMARITAN'S TOUCH - Houston, Texas

2008-present

Founder & Executive Director - Initially established as a 501(c)(3) ministry for rescued victims of human trafficking (modern day slavery) to address the reality that those rescued feel not only incredible brokenness, but feel alone, unloved, and unlovable. Samaritan's Touch is focused on finding a family to "sponsor / love" each rescued victim and to stand with them in compassionate love for the years of recovery and restoration to come. The ministry's outreach is being expanded to include others who need someone standing with them in love for a long uncertain future, including: young single moms, victims of domestic abuse, young widows & widowers. Currently developing a workshop for young people on how to deal with pain in their lives.

www.samaritanstouch.com

Director - A non-profit 501(c)(3) focused on serving homeschool students in the greater Houston area with a variety of competitive and non-competitive sports programs, a homeschool graduation program, and a homeschool “prom”.

www.hcya.org

- Administrator and IT Manager for Sports Day, a non-competitive sports program serving about 300 students.
- Committee member and IT Manager for HCYA Graduation that established the premier foundation for homeschool graduations as the only major graduation program in the Houston area over 20 years ago. Hundreds of homeschool students have graduated through HCYA’s graduation.
- Co-manager of the HCYA Gala, a homeschool “prom” that has provided homeschool students the joy of formal dinner and dancing for over 20 years.
- Parent Counsel for over 20 years for HCYA’s Boys Basketball program that has consistently ranked as one of the top two competitive homeschool basketball programs in the United States.
- Oversight, support counsel, and conflict resolution for HCYA’s sports programs, including: football, volleyball, boys & girls basketball, track, swimming, and soccer.

Co-Founder, President, & Director Emeritus - Co-founded a non-profit 501(c)(3) organization to serve homeschoolers and home school leaders in South East Texas. The first, and for over a decade the largest, regional home school organization in Texas.

- Established Gulf Coast Home Education Conference in 1987. A regional home schooling conference that grew to serve over 2,500 attendees with over 100 workshops and over 200 exhibitors each year.
- Assisted in developing all conference operations, materials, and selecting speakers.
- Co-manager and key presenter of multiple workshops and keynote addresses for over 22 years.
- Lead publicity contact. Guest on more than 40 radio and TV interviews, talk shows, and panel discussions. Source for many articles on home schooling.
- Referred to as “Grandfather of home schooling in Houston” by local home school leaders because of more than 30 years in leadership and the many thousands of families that have been encouraged and directed in starting home schooling through the “How to Home School Successfully” workshops taught over 22 years.
- Assisted in the establishment of other home school regional organizations in Texas
- Awarded the “Builder Award” at 1992 Texas State Convention for outstanding service in building the foundations of service for Texas homeschoolers.

Executive Director - Founder of a non-profit 501(c)(3) organization originally focused on educating students about the operation of businesses and how academic subjects are used in the business world. Currently the foundation’s primary focus is on developing materials and presenting workshops to encourage parents to get more involved in their children’s education. Audio, overheads, & notes of all workshops are available for free online:

www.educationalsupport.org

- Completed substantial training in professional corporate video production from the Sony Institute of Video Technology, Hollywood, CA.
- Keynote Speaker or main conference instructor at more than twenty-five conferences around the United States. Over 250 workshops and speaking engagements, with an attendance of 25,000 since 1987. Over 200,000 pages of handouts distributed directly. Handouts have been freely copied by others and distributed around the world. Hank is known as the “Grandfather of Homeschooling in Houston” because of the thousands of families since 1987 who started with the “How to Homeschool Successfully” beginner series of workshops.
- Created a workshop called “*Home Schooling: Is It Valid?*” for presenting to public school officials for building bridges of understanding between public school professionals and the home school community. Since 1989, have presented more than a dozen workshops to attendance officers and counselors from over 150 school districts around the country, and have been a presenter at 1990 & 1997 international conferences of the International Association of Pupil Personnel Workers (IAPPW) in San Antonio, Texas (a public education professional organization of attendance officers, counselors, and school administrators).
- Author of *Home Schooling: Is It Valid?* published in November, 1994 issue of The Journal for Truancy and Dropout Prevention, the IAPPW international professional journal.

“Hank has been a special leader on the home school landscape. He has a heart for the new homeschoolers and pours his heart and soul into the work of conferences and workshops. People discuss Hank's workshops on online communities for months after his presentations, and will drive across counties to hear him when a workshop is scheduled. He spends time with people at the conferences, answering all the questions from the audience with patience and wisdom. His unique sense of humor and great stories speak to the families who are considering their new adventure of home schooling.”

Jube Dankworth • Social Media/Online Community Manager

“I attended several of Hank's talks at the SETHSA conference in Houston. My wife and I were attending with a friend who was considering home schooling, so we sat in on many of Hank's talks about getting started. Hank is an engaging speaker, full of humor and joviality while yet delivering strong encouragement and exhortation to his listeners. He makes his students feel at ease and capable of following his advice, even when presenting a completely new way of thinking and doing things. I highly recommend Hank as a dynamic and engaging speaker, especially for helping folks get started on the right foot as they begin home schooling.”

Jim Bob Howard, Webmaster/Treasurer • CHEACT

BOARDS & SERVICE:

Board of Directors, Homeschool Christian Youth Association, Houston, TX – 1993-present

Sports Day Administrator, 1993; Data Management 1993-present

Advisory Board, Hope Rising Ministries, Brenham, TX – 2016-present

Board of Directors, Urban Business Initiative, Houston, TX – 2007-2008

Founding Board of Directors & Past President, Southeast Texas Home School Association, Houston, Texas; 1985-1997.

Director Emeritus 1997-2015

Board of Directors, Texas Home School Coalition, Lubbock, Texas; 1986-1998

Board of Directors, HOPE for Texas, Dallas, Texas; 1992-1998

Founding Board of Directors, SONlight Ministries, Houston, Texas; 1977-1990

Board of Directors, Forest Glen Camp and Conference Center, Huntsville, Texas; 1986-1997

Founding Board of Directors, Renew Development International, Inc.; 1987-1997

Founding Board of Directors, ONASCO, Inc.; 1991-1993

Houston Livestock Show & Rodeo, Speakers & Rodeo Clown Committees; 1997-2004

Rotary Club, Tomball, TX; 1978-1986 (representative to International Convention, Birmingham, England 1984)