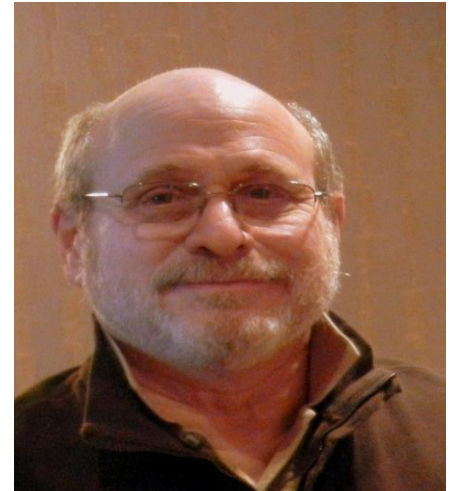


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### Personal Biography & Resume

Cary Silverstein was the President & CEO of SMA, LLC & The Negotiating Edge. Cary has worked with major firms in Wisconsin, such as GE Medical Systems, Patrick Cudahy, and Metavante in the areas of strategic planning, consultative selling, market research, negotiations, and conflict resolution.

As a senior professor at DeVry University / Keller Graduate School in Milwaukee and Pewaukee, Cary facilitated classes in marketing, entrepreneurial planning, legal & ethical issues of business, negotiation skills, and strategic planning.

Cary has co-authored "Overcoming Your NegotiaPhobia" which was published in November of 2016. He has published articles on entrepreneurship, family succession planning, and negotiation in professional periodicals and on the Internet. Cary's writes on business topics for The BizTimes Milwaukee and was a member of the Milwaukee Press Club.

Cary was a consulting partner with HRDQ in King of Prussia, PA, a developer of evaluation and training materials in the Human Resource areas. Cary was a member of MMAC's COSBE Board of Directors and led COSBE CEO Group 10 for ten years. Cary was a member of the MMAC Education Committee. Cary was a Vice President for Management with the Labor Employee Research Association's chapter in Milwaukee. Cary has been a judge in the annual Wisconsin Governor's Business Plan Contest.

Cary holds MBAs from Long Island University's Arthur T. Roth School of Business in Marketing & Organizational Behavior. Cary has a BA from the City University of New York, Queens College in Political Science and Industrial Psychology. Cary has been awarded certificates in Advanced Negotiation from Harvard's Program on Negotiation and in Labor and Employment Law from Marquette University.