



eMergent Benefit Solutions (EBS) Executive Team

Lisa Lange, Founding Partner

Lisa sets the strategic direction and vision for EBS and its solutions, the first being eLECT. She is a well-known industry thought leader, with over twenty years of experience in benefits administration outsourcing. Her primary focus is positioning the company at the forefront of the industry. She also oversees the functional areas of sales, marketing, product strategy and technology development, and is the lead for EBS's consulting division.

Before founding eMergent Benefit Solutions, Lisa held senior management positions at ExcellerateHRO, and was a Principal with Towers Perrin Consulting. At Towers Perrin, Lisa headed a team of consultants that provided administration consulting and sales support for clients in North America, implementation support for full outsourcing administration clients globally, as well as end-to-end delivery of administration and vendor alliance support services.

Lisa majored in Business Administration at Holy Family University in Philadelphia, PA and completed the Lean Six Sigma and Green Belt Certificate Programs at Villanova University. She is a member of the Society for Human Resource Management (SHRM), New Jersey Technology Council (NJTC), Human Resource Outsourcing Association (HRO), Project Management Institute (PMI), and National Association of Women Business Owners (NAWBO®).

Gretchen Winterbottom, Founding Partner

Gretchen develops the company's practices and initiatives that ensure continued growth and marketplace ownership. She is responsible for building and maintaining client relationships, internal and external marketing, selling and managing large strategic projects, company presentations, team building, and the day-to-day operations of the company.

Gretchen has over eighteen years of domestic and international experience in human resource management with a focus on benefits administration outsourcing. Before co-founding EBS, Gretchen held senior roles in operations and account management with ExcellerateHRO, Towers Perrin and eBenX. She also has expertise in modeling HR service delivery and aligning HR solutions with organizational strategy, as well as strategic consulting.

Gretchen earned a B.A. in Risk Management & Insurance from Temple University, completed coursework in Organizational Dynamics at the University of Pennsylvania, and completed the Executive Programme at the London School of Business and the Lean Six Sigma and Green Belt Certificate Programs. She is also certified in Flexible Compensation by the Employers Council on Flexible Compensation and the Academy for Professional Standards and Ethics.

EBS Executive Team cont'd

Arthur Warady, Executive Vice President of Technology

Arthur's principal focus is as eLECT's software development architect. Arthur brings more than twenty years' experience in design, development and marketing of systems for employee benefits administration, pension plan design, personal financial planning, taxation, estate planning, contract and commitment management, as well as Internet accessible databases. He was awarded a U.S. Patent for his health & welfare benefits enrollment and billing system.

Arthur's solutions have been used by employers with up to 20,000 employees, as well as large financial service organizations, practicing attorneys, accountants, bank trust officers and financial service professionals throughout the U.S.

Arthur has a B.S.B.A. degree (accounting; Beta Gamma Sigma and Beta Alpha Psi honoraries) from Northwestern University; a J.D. (*magna cum laude*, Order of the Coif honorary) from The University of Michigan Law School; is licensed as an attorney in the States of Pennsylvania, New York, Florida and Georgia; and is a registered CPA (Illinois).

Anthony DePaul (Tony) – Chief Operating Officer

Tony is responsible for managing the day-to-day operations, including revenue and sales growth, expense, cost and margin control. As COO, Anthony is focused on strategic, tactical and short-term operations management of the company including the design, operation and improvement of the systems that create and deliver EBS products and services.

Leveraging over thirty years of experience in strategic sales and planning, as an ADP executive and later on as a serial entrepreneur, Anthony brings significant expertise in delivering targeted business solutions that result in significant growth while sustaining profit growth. Anthony has also received numerous sales management awards that recognize his ability to solve business problems through professional management practices to exceed sales revenue goals.

Tony earned a Bachelor's Degree in English from LaSalle University and a Master of Arts from University of Arkansas University. He is active on various community Boards, including North Hills Country Club, Chestnut Hill Community Association, and Chestnut Hill Athletic Club.