

Alain Paré, M.A.Sc., Eng.

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PROFILE

Senior Executive with over 20 years of experience in corporate and project management in high technologies, industrial, information technologies and engineering fields servicing both the private and public sectors. Capable of quickly and effectively understanding and integrating sophisticated technologies. Accomplished at identifying key areas of improvement, developing innovative and creative solutions and transforming them promptly into action plans to achieve measurable results, which contribute to corporate growth and success. Good business sense, extensive experience and accomplishments in corporate strategic planning, operations and financial management, corporate financing, strategic alliances & partnerships development, mergers & acquisitions as well as business development & sales within the national and international marketplace. Good listening skills and effective at motivating others toward success by means of a shared vision. Entrepreneurial in outlook with a focus on concrete results, financial performance and teamwork.

- ◆ More than 10 years of experience in large corporation environment, doing business domestically and internationally.
- ◆ Over 10 years of experience as a Senior Executive or Consultant in Canadian high technology corporations: Linnet, Photosur, Atech, Haptic, Immersion, Americam, Terra Axis, HumanWare.
- ◆ Solid experience in business development and commercialization in international markets (especially in USA, Europe, Asia, Australasia and Latin America): Geotech, SNC-Lavalin, Linnet, Photosur, Haptic, Immersion, Terra Axis, HumanWare.
- ◆ Corporate financing (Venture Capital, Institutional & Private) either at startup level or commercialization level: Atech, Haptic, Americam, Terra-Axis.
- ◆ Sale of companies: Photosur (to a Private Corporation), Atech Well Services (to a Private Corporation), Haptic (to a Public US Corporation listed on NASDAQ: Immersion Corporation).

WORK HISTORY

CROISSSENS, Montréal, Québec, Canada

2012 - Present

President & founder: Business Growth Management Consultant

- Consultant in business growth management. Maximizing financial business performance. Strategic planning and tactical organizational restructuring, Corporate organizational restructuring. Optimization of business processes in operations, sales, technical services and finance & administration departments. Development of operational, administrative and human resources management procedures. Business management transition and Management buyouts. Coaching, mentoring, training and leadership development of executives. Merger & Acquisition. Corporate Financing.

Groupe Conseil Pisselits Inc., Montreal, Quebec, Canada

2009 - 2012

Family Business Transition Consultant

- Corporate reorganization of family businesses. Strategic planning. Optimization of business processes in operations, sales, technical services and finance & administration departments. Development of corporate and human resources management procedures. Business management transition and Management buyouts. Coaching and mentoring of executives.

Technologies HumanWare Canada Inc., Longueuil, Quebec, Canada

2008 - 2009

Corporate Reorganization Consultant

- Led the HumanWare Group corporate reorganization. This included restructuring legal, financial and fiscal aspects of the various worldwide business units of the HumanWare Group working towards transferring the headquarters of the Group from New Zealand to Canada.

HumanWare Ltd, Christchurch, New Zealand

2007-2008

Acting General Manager (as a Consultant)

- Led the reorganization of HumanWare's operations in New Zealand. This involved the transfer of the R&D center activities from NZ to Canada and the transfer of NZ\$ 20 M worth of manufacturing production from HumanWare NZ to a manufacturing contactor in Christchurch, NZ. This reorganization involved over 60 professionals, technical and administrative staff.

Technologies HumanWare Canada Inc. (formerly VisuAide), Longueuil, Quebec, Canada **2004-2007**
Special Projects Consultant

- Led the creation of a Consortium of companies for the development of equipment for the blind and the physically disabled.
- Managed the HumanWare Consortium for the design and development of the world's first flash memory-based Digital Talking Book (DTB) player system for the US National Library Services for the Blind and the Physically Handicapped (NLS), US Library of Congress.

Terra Axis s.e.n.c., St-Laurent, Quebec, Canada **2002-2004**
CEO (as a Consultant)

- Developed a strategic business plan and a commercialization plan including financial modeling to position the company as a key player in the componentware market space for Microsoft .NET business applications development.
- Structured and implemented corporate financing re-structuring.
- Initiated a \$ 3 million debt & equity-financing package for a 2-year market expansion program.
- Initiated and negotiated corporate strategic alliance partnerships for the commercialization of Terra Axis DevPonents product line.
- Initiated negotiations on Merger & Acquisition opportunities.

Americam Inc., Montreal, Quebec, Canada **2001- 2002**
President and CEO

- ◆ Completed an interim equity-financing package.
- ◆ Developed a marketing strategy to position Americam as a significant player in the field of smart card multi-service applications in its key target sectors: Education (CEGEP & University), Industrial, Transportation, Commercial and Retail.
- ◆ Negotiated a strategic alliance agreement with Bell Canada for the re-sale of Americam's products and services by Bell in the Canadian marketplace.
- ◆ Initiated a number of strategic alliance partnerships for the commercialization of Americam's smart card solutions.
- ◆ Initiated and sponsored the ISO 9001 certification initiative.

HAPTIC Technologies Inc. (Hapttech) / Immersion Canada Inc., Montreal, Quebec, Canada **1999-2001**
President and CEO, Hapttech (1999-2000) / President, Immersion Canada (2000-2001)

- ◆ Led the integration process between Immersion Canada (Hapttech) and Immersion Corporation for all business units: software/hardware development, R&D, marketing & business development, administration and finance.
- ◆ Initiated and led negotiations for the sale of the Hapttech (Immersion Canada) to Immersion Corporation.
- ◆ Negotiated a \$ 2 million equity-financing package for a 2-year market penetration program.
- ◆ Initiated restructuring of the firm to improve its financial performance.
- ◆ Implemented a marketing strategic plan to position Hapttech as a major strategic partner in the field of computerized tactile sensations in five key industrial sectors: Transportation, Multi-media, 3D Design, Computer Peripherals and Medical Systems.
- ◆ Headed the implementation of a new accounting and project cost control system, as well as a human resources management program, reducing the associated administrative costs and providing better project financial management tools to project directors.

ATECH Well Services Inc. (AWSI), Calgary, Alberta, Canada **1998-99**
President and CEO (co-owner)

- ◆ Initiated and led negotiations for the sale of the ATECH Well Services to AATL.
- ◆ Realized a Gas Wells Regional Reservoir Simulation Study for PanCanadian Petroleum Ltd in order to provide a system for Integrated Assets Management (ERP) used by senior executives and technical managers for reserves and production optimization decisions.

SNC-LAVALIN AND ITS AFFILIATED COMPANIES**1989-98****SNC-LAVALIN Agriculture Inc. (SLAI), Montreal, Quebec, Canada****Senior Director, Asia (1997-98)**

- ◆ Negotiated and signed over \$ 20 million of new contracts over 2 years in Indonesia, Bangladesh and The Philippines.
- ◆ Negotiated and provided executive management for several projects including: P3SU project in Indonesia, \$18.6 million; KKRMP project in Bangladesh, \$18 million; IISP-2 project in Indonesia, \$350 million.

SNC-LAVALIN inc., Montreal, Quebec, Canada**Consultant in Agri-business Strategic Planning (1996)**

- ◆ Analyzed worldwide markets and developed a corporate agri-business strategic plan for SNC-Lavalin, covering agriculture, rural development as well as agro-industrial sectors in order to provide a commercial offer for the integrated agri-business services of the company, “from the field to your plate”, for the global marketplace.

PHOTOSUR GEOMAT INTERNATIONAL Inc., Montreal, Quebec, Canada**President and CEO (1995-96) / Vice President Marketing (1994)**

- ◆ Participated to the negotiations for the sale of Photosur to a private corporation.
- ◆ Initiated and spearheaded the restructuring of the firm to improve its financial performance.
- ◆ Developed and implemented a marketing strategic plan with the objective of positioning the company in Latin America, S. E. Asia and in Eastern Europe. This led to the award of \$ 9 million of new international contracts in less than 2 years.
- ◆ Doubled the annual sales and increased the profits proportionally.
- ◆ Developed and negotiated several strategic alliance and partnership agreements with technological partners (aerospace, engineering and information technology) as well as with business partners to accelerate PGI’s penetration of target markets.
- ◆ Initiated and sponsored the ISO 9001 quality certification.
- ◆ Headed the implementation of a new accounting and project cost control system, payroll system as well as completely new employee benefits plan, reducing the associated administrative costs by 10% and providing better project financial management tools to the project directors.
- ◆ Developed geomatics integrated solutions in the areas of agriculture and natural resources management, municipal and industrial infrastructure facilities management, fiscal cadastral systems and Information Utility systems.
- ◆ Negotiated and lead the development and the implementation of an Information Utility Browser system for Hydro-Quebec, which provided access to land-based information for the planning, design and management of Hydro-Quebec’s infrastructures.
- ◆ Negotiated and lead the development and the implementation of an integrated land-based information system related to the Chernobyl nuclear incident in Ukraine, used to relocate the affected population and to track their health state through time.

Linnet Geomatics International Inc., Winnipeg, Manitoba, Canada**Vice President Marketing (1990-94)**

- ◆ Negotiated and led the development and the implementation of a municipal Land Base Information System (LBIS) for the City of Winnipeg, a \$ 15 million project, resulting in reduction of infrastructure replacement capital cost and operational cost savings of more than \$ 10 million over the 5 first years.
- ◆ Initiated and headed the development and the implementation of an information system for the Manitoba Crop Insurance Corporation, saving millions of dollars in potential litigation claims as well as generating close to \$ 1 million of sales of data in the first year of implementation. A similar system was also developed and implemented at the Saskatchewan Crop Insurance Corporation.
- ◆ Participated in the design of the Daqahliya Agriculture Information System in Egypt, increasing the agriculture productivity of the state by 40% as well as better managing the balance between cash crops and feeding crops.

The SNC Group, Regina, Saskatchewan, Canada**Manager, Information Technologies Division (1989-90)**

- ◆ Participated in the development and implementation of the agricultural information system of the ISAWIP project in Egypt, increasing by 40 % the agricultural productivity of the project area.

Pulsearch Consolidated Technology Ltd., Calgary, Alberta, Canada**1988****Manager Engineering Systems Design**

- ◆ Managed the development of a software system for oil and gas pipeline structural reliability analysis. The system was used for designing new pipelines as well as analyzing the deformation of existing pipelines.

Geotechnical Resources Ltd., Calgary, Alberta, Canada 1984-88**Operations Manager, Petro Science Division (1986-88) / Assistant Manager, Engineering Division (1984-86)**

- ◆ Responsible for the administration, operational and financial management as well as technical coordination of each division.
- ◆ Headed the core analysis operations as well as the core analysis laboratory equipment design, fabrication and export marketing with projects in Canada, USA, India, Libya and China. Negotiated the sales and led the installation of several hundred thousands dollars of equipment to the Oil and Natural Gas Corporation of India and to a National Oil and Gas Corporation in China.
- ◆ Contributed to the development and the implementation of a training program, for the optimization of oil and gas production. This program was aimed at the professional staff of the Canadian petroleum exploration industry.
- ◆ Managed several projects of ice structures construction used by major Oil and Gas companies for drilling offshore wells in Canadian Arctic and offshore Alaska. Each structure saved close to a million dollars in construction costs compared to their conventional alternatives. It also had significantly less impact on the environment.
- ◆ Managed a Medium Scale Multi-Year Ice Indentation Test program and participated in a Large Scale Iceberg Ice Indentation Test program. Both test programs were conducted to optimize the design of the Hibernia drilling platform and to reduce its construction cost by several million dollars.

LAVALIN: FMS Engineers, Calgary, Alberta, Canada 1982-84**Project Manager**

- ◆ Planned and managed the development of the Cross-country skiing, Biathlon and Nordic Combined infrastructures of the Canmore Nordic Centre for the 1988 Olympic Winter Games - a \$ 13 million facility.

LAVALIN: Fenco Consultants Ltd., Calgary, Alberta, Canada 1980-82**Project Manager / Supervisor, Special Design**

- ◆ Managed several projects of ice structures construction used by major Oil and Gas companies for drilling offshore wells in Canadian Arctic and offshore Alaska. Each structure saved close to a million dollars in construction costs compared to their conventional alternatives. It also had significantly less impact on the environment.
- ◆ Managed the Special Design group for the design of the Alaska Highway Gas Pipeline.

EDUCATION

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| 1979 | M.A.Sc. | Master in Applied Sciences, Chemical Engineering, University of Sherbrooke, Sherbrooke, Quebec, Canada. |
| 1977 | B.A.Sc. | Baccalaureate in Applied Sciences, Civil Engineering, University of Sherbrooke, Sherbrooke, Quebec, Canada. |

PROFESSIONAL DEVELOPMENT

Various Technical / Management / Business Seminars & Courses including:

- ◆ Sales and Marketing, Xerox.
- ◆ The Sales Process, Contact Management Systems, IBM.
- ◆ Sales and Negotiation, Mark H. McCormack.
- ◆ Intellectual Property Management and International Transfer Pricing , Ernst & Young
- ◆ Valorisation of intellectual property, « Innover c'est bien ...breveter c'est mieux ! », Mireille Jean
- ◆ Non-verbal communication in business– Synergology, Christine Gagnon.
- ◆ Accredited analyst and consultant – Psychometric tests and tools: « Mobilisation et Performance Organisationnelle» (MPO), Créacor.
- ◆ Accredited analyst and consultant - Psychometric tests and tools: « Dynamiques Interactives au Travail» (DIT), Créacor.
- ◆ Psycho genealogy training, Lohry Louise Dubé.
- ◆ Neuro Linguistic Programming (NLP), CQPNL.

PROFESSIONAL AFFILIATIONS

- ◆ Ordre des Ingénieurs du Québec (OIQ).
- ◆ Association of Professional Engineers, Geoscientists of Alberta (APEGGA).
- ◆ Society of American Military Engineers (SAME).

BOARD OF DIRECTORS & COMMITTEES

- ◆ GENIA Photonics: Director since 2010.
- ◆ Integrale MBD: Member of the “Conseil Consultatif” since 2007.
- ◆ Service Sérigraphique Professionnel SSP Inc.: Director + finance and compensation committees, 2000 to 2009.
- ◆ Silonex Inc.: Director, 2000 to 2004.
- ◆ VisuAide Inc.: Member of the Strategic Planning external committee, 2000 to 2002.
- ◆ Réseau InterlogiQ (AQT): Member of the organizing committee for “The Big Bang” – Sales and Marketing event, 2002 to 2007.

LANGUAGES (ORAL & WRITTEN)

- ◆ English.
- ◆ French.
- ◆ Spanish.