



STEVEN HORAN

CHIEF EXECUTIVE OFFICER

STRATEGIC | TRUSTED | PROVEN | ENGAGED | EMPOWERING

Accomplished, award-winning executive and thought leader with a 30+ year track record of success that includes CEO, CFO, Director, VP, and multiple Board roles for diverse and successful companies. Broad expertise spanning sales, global operations, M&A, technical innovation, finance, product development, and the critical relationship between strategic and tactical execution. Proven ability to guide turnarounds, raise capital, drive growth and innovation, deliver exceptional customer, employee and shareholder value, and lead comprehensive corporate transformations. Fluid with multiple business models and industries.

RESULTS IN EVERY ROLE

BUSINESS TRANSFORMATION

Led transformation of Modus eDiscovery from a failing organization to a national leader with 100%+ annual revenue growth and 40 straight months of profitability. Drove turnaround of Renew Data Corporation from operating losses to revenue growth and positive cash flow in under two years.

SUCCESSFUL EXECUTION AND EXITS

Primary architect for Arsenal business model, leading to the only successful exit in the industry (1 out of 34 businesses) in 2007. Spearheaded negotiations for sale of Arsenal to IBM and iCi Digital's exit to Canadian private equity group.

BUSINESS AND MARKET EXPANSION

Primary executive lead for several global initiatives that resulted in \$390M cash flow and P&L benefit while at DIC Corporation. Favorable investor returns on over \$750M of debt and equity capital. Revenue and earnings expansion during 2000 and 2007 market downturns.

BOARD HIGHLIGHTS

Board Member | HORIZON PERFORMANCE

Horizon Performance is a software and services firm with clients that include military, businesses, and athletic organizations.

- Provides strategic direction to leadership on go to market penetration, technology relevance, operational scale, and financial governance.
- Lead all capital market efforts.
- Primary negotiator for all major contracts including government sector.

Board Member, Acting CFO | ICI DIGITAL

Blue Acorn iCi is a strategy consultancy serving digital customers to create cohesive customer experiences based on analytics.

- Provided financial oversight and operating scale by synchronizing sales, technology, operations processes, and deliverables.
- Served as primary negotiator for successful exit including shareholders.
- Mentored young CEO to grow and mature as an effective leader.

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EXPERTISE

Business Transformation
Technology Innovation
SaaS & Cloud Computing
Empowered Leadership
Process Optimization
Go-to-Market Strategy
Team Building & Engagement
Mergers & Acquisitions
Strategic & Technical Execution
Product Positioning
Revenue Optimization
Global Operations
Capital Markets & Governance
Initial Public Offerings
Customer Engagement
Finance
Commercial Law

AWARDS

50 Most Admired Technology CEOs

Technology Headlines (2017)

Entrepreneur of the Year

E&Y (2007)

BOARD SEATS

Modus Corporation

Chairman (2016- present)

Board Seat (2013-2015)

Horizon Performance

(2014 - Present)

iCi Digital

(2015 - 2017)

Futures

(2012 - 2014)

DIC European Operations

(1996 - 2000)

Seer Ireland Operations

(1994-1996)

CAREER HISTORY

Executive Chairman & CEO | MODUS EDISCOVERY, Cary, NC Jan 2016 | Present
Modus empowers businesses, government agencies, and law firms to optimize Information Governance and eDiscovery.

- Leading comprehensive transformation of sales, operations, technology, and culture from siloed teams to an empowered entrepreneurial workforce, resulting in sustained reduction in turnover from 25% to <2%.
 - Restored investor trust with positive financial results, including reversing revenue decline, increasing sales pipeline by 8x, and generating 40 months of 15-25% EBIDTA, with 2020 revenue growth tracking at 6x industry average.
 - Diversified product offerings to include Information Governance to enter an emerging high-growth market.
 - Built industry leading partnerships with AWS, Relativity, Verizon, Brainspace, Congruity360, SoftNas, and Fortinet.
 - Won several national multi-year contracts from industry competitors.
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President & Board Member | FUTURES, Durham, NC 2012 | 2014
Futures was a tech startup that built a cloud-based talent platform to connect employers with 250k+ separating military personnel.

- Transformed direction and execution of product offerings leading to 133% increase in revenue.
 - Led organization in obtaining DIACAP Accreditation Certification, 5 Star CPARS Rating, and GSA Certification.
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Managing Director | HORAN INVESTMENTS, Cary, NC 2010 | 2012

- Mentored young leaders from emerging growth companies as part of North Carolina CED and NC IDEA Fund and provided subject matter expertise on entrepreneurship, start up initiatives, strategy, operations, and fundraising.
 - Outperformed S&P index by a factor of 10 by properly balancing growth, sector alignment, and risk.
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Chief Executive Officer, Board Member | RENEW DATA CORPORATION, Austin, Texas 2007 | 2010
Renew Data was a leading legal consulting and eDiscovery technology provider (acquired by LDiscovery in 2014).

- Stabilized, revitalized, and drove top and bottom-line growth of an under-performing company while expanding from a regional presence into a national provider leading to a successful exit.
 - Transformed product and service offerings.
 - Substantially increased intellectual property portfolio and competitive positioning.
 - Increased revenue by 140% and EBITDA by 800% by transforming culture, processes, investment, and strategy.
 - Strengthened awareness with analysts based on insight into short term and long-term market dynamics.
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Executive Vice President & Chief Financial Officer | ARSENAL DIGITAL SOLUTIONS, Cary, NC 2000 - 2007
Arsenal was a leading provider of on-demand data protection (acquired by IBM in 2007).

- Primary architect of Arsenal's cloud/SaaS mode that generated 28 consecutive quarters of revenue growth with CAGR > 30%.
- Collaborated with CEO to align strategy, market dynamics, operations, financial goals, and resources.
- Led operational initiatives to produce industry-leading scalability (*contribution margin 78%, EBITDA 40%*).
- Trusted by Board to lead all acquisition efforts with IBM's 100-member team to execute 2007 sale.
- Negotiated major contracts with AT&T, EMC, Verizon, NTT, Cisco, Hitachi, Symantec, and hosting providers.
- Oversaw technology implementation that streamlined pipeline, backlog, operations data, financial reporting, and key metrics.
- Offered largest and longest post-acquisition retention package of any executive.

Sr. Vice President Leadership Team | DIC CORPORATION (DIANIPPON), RTP, NC

1996 | 2000

DIC is a publicly-held chemical, pharmaceutical, life sciences, and technology company with \$22B market capitalization.

- Charged with improving operational scale, worked closely with the parent company to improve global initiatives, production, inventory management, optimization of supply chain efficiencies, and manufacturing process.
- Led highly complex pension negotiations in Canada resulting in successful resolution (\$250M benefit).
- Increased cash flow by 20% by implementing strategy to coordinate all European finance, treasury, tax, manufacturing, audit, customer service, logistics, and R&D functions (\$100M overall benefit).
- Optimized global footprint and repatriation strategy with foreign governments (\$150M benefit).
- Successfully advocated for repeal of adverse Treasury regulations on foreign income (\$50M benefit) and advised the North Carolina General Assembly on successful efforts to repeal state property tax on intangible assets.
- One of three executives responsible for authorizing M&A buy and sell side transactions over \$50M.
- Selected to serve on M&A Best Practice Roundtable as the only non-Fortune 50 member.

Global Director of Finance, Ireland Operations Board Member | SEER TECHNOLOGIES, Cary, NC

1994 | 1996

Seer Technologies was a software company that IPO'd in 1995 and reached \$250M market cap (acquired by Level8 in 1998).

- Member of IPO team responsible for liaising with investment banks, institutional investors, legal counsel, and SEC in preparation for Seer's \$50M IPO in 1995.
- Advised CEO and CFO as subject matter expert on all international accounting, finance, and tax issues.
- Negotiated favorable tax rulings with Ireland, Netherlands, South Korea, and Australia.
- Collaborated with general counsel to structure global software and service agreements supporting 400,000 users.

Senior Manager | PRICEWATERHOUSECOOPERS, Carolinas and Boston, MA

1986 | 1994

PWC is a global Big 4 accounting firm.

- Exposed to multiple industries by advising clients in Banking, Technology, Media and Entertainment, Real Estate, Manufacturing, Retail, Service, and Healthcare.
- Extensive experience with domestic and international accounting, auditing, tax, SEC compliance, mergers and acquisitions and board governance.
- Provided significant savings for healthcare organizations related to hospital practices and reimbursements.
- Supported several IPO's and acquisitions working closely with investment banks.

EDUCATION & QUALIFICATIONS

Bachelor of Science in Business & Accounting; Minor Computer Science (Dean's List) | WAKE FOREST UNIVERSITY, NC

Licensed Certified Public Accountant (CPA) | NORTH CAROLINA

Technology Patents | ARSENAL DIGITAL SOLUTIONS

VOLUNTEER WORK

COMMUNITY OF ECONOMIC DEVELOPMENT FOR NORTH CAROLINA

Mentor young leaders from emerging growth companies on strategy, technology, sales, marketing, finance, and legal.

REDUCING POVERTY

Help feed 1,200 homeless men, women, and children in Raleigh area. Several oversees efforts in Haiti and Mexico.

RALEIGH AREA CONCERTS OF PRAYER

Support cross denominational, cultural, ethnic, and social engagement for those in need.