

Jerry L. Johnson is President and CEO of Axum Advisors, LLC; a business advisory/consulting firm for start-ups, middle market businesses, established professional service firms and government agencies. Drawing on his vast knowledge and business acumen gained from serving in several significant management roles across multiple industry sectors, Mr. Johnson advises companies that are in need of customized solutions to meet their growth, financing, technology and business development needs while facing significant changes that threaten their ability to survive.

Mr. Johnson was the Vice-President of Network & Technology Services at US West Communications in Denver where he developed and implemented leadership renewal, a comprehensive management training initiative for 5,000 managers going through complex personal and business changes. He also served as Vice President & General Manager of the Home and Personal Service market unit in Phoenix, AZ where he planned, designed and implemented the first and largest marketing reorganization for US West – a residential service profit and loss unit. He generated \$2.4 billion in sales in the first year from over 23 million customers in fourteen states.

Mr. Johnson managed the introduction of custom ringing, the first new consumer product for US West in 10 years. He also introduced the most successful product to date in US West – voice messaging - which continues to set national records for penetration rates and new mail boxes. He won the Chairman's Torch Award for two years consecutively for new product introduction including caller identification. In January 1988, Black Enterprise Magazine placed Mr. Johnson on its cover for "What Drives Ambition?" and in February 1988, the magazine listed Mr. Johnson as one of "The 25 Hottest Black Managers in Corporate America".

Mr. Johnson graduated from MIT's Sloan School of Management with an MS in Management in 1983, from Northern Illinois University with an MS in Counseling in 1973 and a BS in Psychology and Education from Northeast Missouri State College in Kirksville, MO in 1969.

Mr. Johnson was employed as a teacher and counselor in the Freeport, IL public school system and later served as its Director of Pupil Personnel Services; supervising counselors, school psychologists and social workers. He became a school principal at the age of 22 and directed special education and gifted education programs. He also worked in both primary and secondary school positions. Later, Mr. Johnson continued his commitment to education through appointments as the Commissioner of Higher Education in the State of Colorado and to the State Board of Education of Arizona.

Over the span of 45 years, Mr. Johnson has held senior management positions in several industry sectors, including 20 years in telecommunications and 25 years in venture capital and finance. In that time has served on Fortune 100 boards as well as technology start-ups and has worked with many prominent professors in organizational development and organizational psychology,

specializing in change management and creating new leadership styles. Based upon this experience, his consulting company, Axum Advisors, LLC, specializes in aiding entrepreneurs in governance, management and organizational psychology, capitalization and growth strategies. Axum's portfolio currently includes 10 companies ranging from early stage to mid-market with valuations in the hundreds of million dollars.

Mr. Johnson's commitment to serving the various communities in which he has resided is wide-ranging and he has received numerous awards and recognitions for his work. Mr. Johnson has also chaired several large non-profits including Legacy Youth Tennis and Education and has served as a trustee and officer of several organizations including the Union League of Philadelphia and the Urban League of Philadelphia. Currently, Mr. Johnson serves on the Boards of several private and public companies, including Bryn Mawr Trust Company, Savannah, Inc., NewDay USA Foundation and Benefyx LLC.

Mr. Johnson resides in Bryn Mawr, PA with his wife, Raye Johnson. They have two children, Jeri Lynne Johnson, Founder and Artistic Director of Black Pearl Chamber Orchestra and Jonathan W. Johnson, Senior Research Director for Axum-Advisors LLC. The couple also have one grandchild, Evelyn.