

ALAN J. McMILLAN

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BACKGROUND:

An accomplished manager and leader. Exceptional record of sales management, marketing and general management, both domestically and internationally. This experience spans the Fortune 500 to Silicon Valley early stage ventured funded startups. Consistently applied new models to businesses and business units resulting in enhanced financial performance. Creative and innovative approaches to issues that deliver tangible results. Strong record for recruiting and developing the human potential and loyalty within assigned areas of responsibility.

Post retirement, build a portfolio of successful local businesses in Athens Ohio.

EXPERIENCE:

Hocking College, VP for Enrollment, Marketing & Student Development

January 2014 – May 2020

Reorganized and re-staffed the Enrollment, Marketing and the Career Center

LearnEarnRetire, Founder

April 2013 – Present

A resource to assist students better navigate from campus, to career, to their eventual financial independence. Emphasis is on getting multiple job offers prior to graduation, thriving in that first role, skills to replace the job quickly if need be, being wise with the money they earn, and all the while building on a plan to arrive at financial independence at retirement.

Ohio University, Adjunct Professor

January 2014 – May 2020

Teaches within the Schey Sales Centre in the Ohio University College of Business

Cranberry Row LLC. Member

January 2007 – Present

Student housing in Athens Ohio

EMC (now a part of Dell)

EMC is the leader in data storage, management, protection and security with sales of over \$25b annually. They are in the process of being acquired by Dell for \$67b.

University Relations

October 2012 – April 2013

Worked on recruiting with an emphasis on diversity recruiting.

BRS

July 2009 – October 2012

VP, BRS (Business Recover Systems) Division for the Central US
Post acquisition ran the BRS division in the Midwest.

Data Domain

December 2006 to Present

Data Domain was a venture funded start-up which became the world leader in terms of market share and installed customers within the DeDuplication Storage Market. It was acquired by EMC in 2009

Divisional Vice President, Central US

EMC

July 2003 to November 2006

EMC Corporation is the world leader in products, services and solutions for information management and storage.

District Manager, Enterprise Division, Northern California

Leads a team of Account Managers who call on ~40 named accounts in the Enterprise Division. Accomplishments at EMC have included:

- Currently heads a district of accounts based in Silicon Valley
 - Consistent over quota and balanced performance
 - Drives acceptance of EMC's broader product, software and services portfolio
 - Continuing to win-back companies that had for a variety of reasons left EMC
- Led a district primarily focused on un-penetrated accounts:
 - Established win-backs for a series of accounts that had refused to do business with EMC for years
 - Assisted in the acquisition and management of McKesson's (a Fortune 15 company) HADR (High availability and disaster recover) project while enhancing the foundation of further local and global success
 - By requesting a district assignment that was under performing, has shown a steadfast confidence in his skills to tackle any assignment and a long term view of the roles required to build a more formidable and powerful EMC
 - Member of EMC's Club 101
- Led a district of large accounts where the team:
 - Maintained and expanded account control where EMC was present
 - Developed key win-backs where EMC had been shut out for a long duration (ex: Charles Schwab back after 6 years of not talking to EMC)
 - Captured the largest services win (McKesson) that EMC had at that time (< 25% hardware and the remainder in Services and Software)
 - Named District Manager of the Year for the Western Division
 - Member of EMC's Club 101

noHold, Inc.**March 2002 to March 2003**

An enterprise software company that develops web-based diagnostic self-service solutions. This technology troubleshoots and solves complex technical problems allowing companies to significantly lower customer support expenses.

Vice President, Sales

Developed direct sales and marketing strategies and oversaw their execution

- Repositioned the company messaging and customer approach
- Developed economic models allowing the sales organization to show accurate ROI estimates to prospective customers
- Managed the Inside Sales group and developed enhanced activity matrixes and performance objects which assisted in new client acquisition
- Worked with an outbound sales team of Account Managers and Systems Engineers, increasing productivity while lowering the cost of that organization

BlueArc Corporation**2000 to November 2001**

High performance, enterprise class, network storage systems. Acquired by Hitachi Data Systems.

Senior Vice President of Sales

Developed the initial sales strategy, utilizing a direct sales model.

- Hired and managed an initial team of industry veterans from leading storage companies and integrators including Account Managers, Systems Engineers, Inside Sales along with supporting Management Staff
- Headed the Beta program up to first customer shipment
- Developed the initial sales approach and process with associated management systems, including implementation of Oracle SFA
- Produced early revenues and customer base that gained wide industry press and acclaim

Cranberry Row Ltd.**1999 to 2000**

A gift-services company that reduces the hassle and accentuates the joy in gift giving.

Founder, CEO and President

Formulated a comprehensive gift-services and branding strategy. Pioneered access via Web-Tone-Wireless enabling the use of call centers to out maneuver 'Internet-Only'.

- Integrated service offerings included: Registry, Reminding and Gift Procurement accessible via Phone or the Web
- Offered same day delivery in 11 US markets via 1-800-iForgot or iForgot.com
- Forged alliances with cellular phone carriers for '*Gift' that would link to our call centers. Phase two was to send reminder notices to their subscribers PCS phones enabling easy access to purchase via our call center
- Successfully sold Cranberry Row Ltd. to Giftworld.com in early 2000, which is now part of The Museum Company on line operations

First Virtual Corporation

1995 to 1999

A world leader in broadband video networking. Designs, manufactures and supports a wide range of high quality two-way and streaming video systems and service offerings that enable applications such as broadband Internet based video calls, conferences, mail and events. These services are designed to video-enable a broad range of Internet commerce portals

Vice President, World Wide Sales

Responsible for all aspects of the world wide sales organization. Leading from the early pre-public days of product shipment through the IPO and sales in excess of \$50mm annually.

- Led the direct sales organization that generated demand through team selling with channel partners globally
- Pioneered the use of Video-Selling as a potent sales weapon that dramatically boosted productivity, shortened sales cycles and cut travel costs
- Developed OEM relationships with Bay Networks, Nortel Networks, Ascend and Lucent Technologies
- Secured and developed top tier global integrators to advocate the First Virtual, FVC.com line of products including: EDS, IBM Global Services, Bell Atlantic, Telstra, British Telecom and France Telecom
- Worked on Business Development of the carrier-based video services offering for release in early 2000

Vice President, Sales, Marketing and Support, World Wide

Led the entire Marketing and Support efforts in addition to Sales responsibilities during start-up phase

- Managed and directed all aspects of the direct sales model domestically and globally
- Set up the channel strategy and acquired early OEMs, partners and resellers
- Managed all Marketing functions including early positioning, MarCom and channel programs

Regis McKenna Inc. (RMI)

1994 to 1995

A full-service high technology, marketing strategy consulting firm with clients in the United States, Europe and Asia.

Principal

Work included helping client companies more effectively integrate their sales and marketing efforts and adapting their sales organizations toward a more competitive and cost-effective sales model that reflects evolving marketing and organizational strategy. Involved in both the marketing strategy and communications strategy practices. Additionally, responsible for select client relationships and business development.

Software Publishing Corporation

1992 to 1994

Then the twelfth largest PC applications software company in the world. Publishing such products as Harvard Graphics, Superbase, Harvard Draw, Professional Write and formerly the PFS software family.

Vice President - North American Sales

Joined SPC as part of a company turnaround team. Initially responsible for management of North American Sales with a staff of over 100 including:

Channel Sales, Field Sales, OEM, Telesales, Product Specialists and Systems Engineering with a revenue run-rate in excess of \$100mm annually.

Businessland, Inc.

1985 to 1992

A multi-billion dollar international microcomputer reseller, integrator and services company, currently a part of Siemens.

Vice President – Northwest Area – JWP Information Systems who acquired Businessland

During the acquisition by JWP, managed and directed all sales and branch operations in the Northern California, Portland and Seattle marketplaces. Gross revenue responsibility in excess of \$250mm annually. Oversaw an outbound sales force of nearly 70. Reported directly to the Senior Vice President of Sales and Marketing.

Vice President - Sales Programs

Reporting directly to the President, worked to insure that the Businessland/JWP integration would go forward. Responsible for overseeing JWP's sales due diligence, thwarted recruiting attacks of competitive organizations on the field sales organization, raised company-wide morale, arbitrated on Businessland/JWP account conflicts and prepared the early framework for a common field sales organization.

Vice President - Alfred P. Sloan Fellow - Massachusetts Institute of Technology

Completed a one-year accelerated masters program for fast track mid-career executives of large corporations and government agencies comprised of 56 Sloan Fellows from around the world.

Sales and Marketing Director - Businessland UK (Ltd.)

Accelerated the establishment of the Businessland culture, increased UK market share and established profitability within this new acquisition. Responsible for all sales and marketing functions with an approximate staff of 70 and an annual run-rate in excess of 85mm Pound Sterling (\$140mm). As a board member, was involved in all aspects of this subsidiary.

District Manager - Northeast

Managed and directed all phases of operations in the Northeast District comprised of five of the New England states, New York and New Jersey, with six branch offices, two remote sale/service facilities, two configuration centers and a total staff in excess of 300. Gross revenue responsibility over \$200mm annually accounting for 17% of total worldwide revenues and 22% of worldwide profit.

General Manager - Boston, MA

Took charge of the Downtown Boston branch which was then producing \$6mm annually while ranked fourteenth in the nation. Established it as the flagship branch in the Businessland organization. Raised revenues within 6 months by 400%. Accolades included: Holding nearly all organizational branch sales records, highest productivity per employee, highest profit per employee and among highest customer and employee satisfaction within the company.

EDUCATION:

SM, Masters in the Science of Management
Alfred P. Sloan Fellow
MIT Sloan School of Management

Associate of Arts, with an emphasis in Business
Ohio University



Office of the President

Betty Young, Ph.D., J.D., LL.M.

February 27, 2024

Dear Senate Clerk:

Attached you will find information to submit to the Senate for the local board of trustee selection for Hocking Technical College. This is submitted in compliance with ORC 3357.05 for confirmation by the Senate. The required documents include the resolution approved by the board, copy of the trustee's resume, and contact information.

Please let me know if you have any further questions.

Sincerely,

Betty Young, Ph.D., J.D., LL.M.
President



**Hocking College
Board of Trustees Action**

Date: February 26, 2024
Submitted by: Dr. Betty Young

SUBJECT:

Selection Committee nominations for Hocking College Board of Trustees

BACKGROUND:

The Hocking College Selection Committee met on February 7, 2024 to review application for Board of Trustees appointments. The Selection committee reviewed applicants and all three members selected both nominees, Alan McMillan and Jessica Hoag, to serve as a trustee on the Hocking College Board of Trustees.

RECOMMENDATION:

The Board of Trustees pass a motion to accept the appointees from the selection committee to the Hocking College Board of Trustees.

ORGANIZATIONAL/ADMINISTRATIVE IMPACT:

None

FISCAL IMPACT:

None

COMMENTS:

None



Motion to accept Alan McMillan and Jessica Hoag from the selection committee decision to the Hocking College Board of Trustees.

Adopted: 02/26/2024

Approved: 
Ben Mitchell, Chairman



LOCAL TRUSTEE SELECTION PROCESS FOR TECHNICAL COLLEGES

Background

HB 33 of the 135th GA changed the process under ORC Section 3357.05 how non-gubernatorial ("local") trustees are appointed to the boards of trustees for Ohio's technical colleges effective January 1, 2024. Under the new process, a trustee selection committee shall review and appoint trustees and the appointments are subject to the advice and consent of the Ohio Senate. Following is a guide to assist your college with the new process.

Trustee Selection Committee

The Executive Committee of the college's board of trustees must appoint members of the Trustee Selection Committee.

- Committee shall consist of either 3 or 5 members.
- Comprised of local business, civic, or nonprofit leaders who are not currently members of the Board.

The Board of trustees shall nominate individuals to for the Trustee Selection Committee's consideration. The selection committee may select new trustees from the board's recommendations or other applicants.

Under ORC 3357.05, Trustees must reside within the technical college district and, to the greatest extent possible, hold position within significant local industries. The length of a term is 3 years. Local trustees will be appointed with the advice and consent of the Senate.

Required Information to Submit to the Senate

The college will need to send the following to the Senate Clerk:

1. A resolution approved by the Board appointing the trustee.
 - o The resolution should include the county of residence for the trustee.
2. A copy of the trustee's resume.
3. Contact information for the trustee, including phone number and email address.

The information should be addressed to the Senate Clerk and can be emailed to both the Senate Clerk and Senate President's office.

- Vincent Keeran, Senate Clerk: Vincent.Keeran@ohiosenate.gov
- Averel Meden, Director of Strategic Initiatives: Averel.Meden@ohiosenate.gov

Confirmation Process

The Senate confirmation process for the local trustees will be similar to governor's appointments. The Senate Workforce & Higher Education Committee will consider and recommend the trustee for full Senate approval, after which the full Senate will vote to confirm the trustee.

Trustees may serve on the board while waiting for advice and consent of the Senate.

NOTE: Unlike the new process for governor's appointments, at this time, the Senate will not require local trustee appointments to complete the higher education questionnaire. All they are requiring is the paperwork requested above.



Ohio Revised Code

Section 3357.05 Appointment of board of trustees.

Effective: October 3, 2023

Legislation: House Bill 33

Within ninety days after a technical college district is created pursuant to section 3357.02 of the Revised Code, trustees shall be appointed to serve as a board of trustees of the technical college district. Appointees shall be qualified electors residing in the technical college district and shall not be employees of that technical college. No new trustee may be appointed who is a member of any board of education or educational service center governing board. The term of office shall be three years with the exception of initial appointments as provided in this section and section 3357.021 of the Revised Code. Trustees shall be appointed in the manner and for the terms provided by this section. Each trustee shall hold office from the date of appointment until the end of the appointed term. Any trustee appointed to fill a vacancy occurring prior to the expiration of the term for which the trustee's predecessor was appointed shall hold office for the remainder of such term. Any trustee shall continue in office subsequent to the expiration date of the trustee's term until a successor takes office. A majority of the sitting members of the board at the time of a meeting constitutes a quorum.

(A) If a technical college district embraces the territory of one or more school districts and more than half of the territory of each such district is in the same county, seven trustees shall be appointed. Two trustees shall be appointed by the governor with the advice and consent of the senate. Not more than one of such trustees appointed shall be an employee of a governmental agency. Of the initial appointments, one shall be for a term ending two years after the date upon which the technical college district was created and one for a term ending three years after that date. The successive terms of trustees appointed by the governor shall be for three years, each term ending on the same day of the same month of the year as did the term which it succeeds.

(1) For trustees not appointed by the governor who are appointed prior to January 1, 2024, five trustees shall be appointed by the presidents or their representatives of the city and exempted village boards of education of school districts and the governing boards of service centers whose territories are embraced in the technical college district. Prior to the appointment of the trustees, the president of the board of education of the city school district having the largest pupil enrollment shall call a caucus of the presidents of the aforementioned boards of education at a time and place designated by



such president. At such caucus, the board presidents or their representatives shall select five trustees by majority vote of those attending. Not more than two of such trustees selected shall be employees of any governmental agency. Of the initial appointments, two shall be for one year terms, two shall be for two year terms, and one shall be for a three year term. If there is a vacancy, such vacancy shall be filled by the authority making the original appointment for the balance of the unexpired term.

(2) For trustees not appointed by the governor who are appointed on or after January 1, 2024, five trustees shall be appointed by a trustee selection committee.

The executive committee of the technical college's board of trustees shall appoint the members of the trustee selection committee. The trustee selection committee shall consist of either three or five members who are local business, civic, or nonprofit leaders and who are not current sitting members of the technical college's board of trustees. The board of trustees shall nominate individuals to be considered by the trustee selection committee. The trustee selection committee may select new trustees from the individuals nominated by the board of trustees or other applicants. To the greatest extent possible, trustees appointed by the trustee selection committee shall be individuals who hold leadership positions within significant industries in the technical college district. Trustees appointed by the trustee selection committee shall reside within the technical college district. The terms of office for trustees appointed by the trustee selection committee shall be for three years. Trustees shall be appointed with the advice and consent of the senate.

(B) If a technical college district embraces territory other than described in division (A) of this section, nine trustees shall be appointed. Three trustees shall be appointed by the governor with the advice and consent of the senate. Not more than one of such trustees appointed shall be an employee of a governmental agency. Of the initial appointments, one shall be for a term ending one year after the date upon which the technical college district was created, one for a term ending two years after that date, and one for a term ending three years after that date. The successive terms of trustees appointed by the governor shall be for three years, each term ending on the same day of the same month of the year as did the term which it succeeds.

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are embraced in the technical college district. Prior to the appointment of the trustees, the president of the board of education of the city school district having the largest pupil enrollment shall call a caucus of the presidents of the foregoing boards of education at a time and place designated by such president. At such caucus, the board presidents or their representatives shall select six trustees by majority vote of those attending. Not more than two of such trustees selected shall be employees of any governmental agency. Of the initial appointments, two shall be for one year terms, two shall be for two year terms, and two shall be for three year terms. If there is a vacancy, such vacancy shall be filled by the authority making the original appointment for the balance of the unexpired term.

(2) For trustees not appointed by the governor who are appointed on or after January 1, 2024, six trustees shall be appointed by a trustee selection committee.

The executive committee of the technical college's board of trustees shall appoint the members of the trustee selection committee. The trustee selection committee shall consist of either three or five members who are local business, civic, or nonprofit leaders and who are not current sitting members of the technical college's board of trustees. The board of trustees shall nominate individuals to be considered by the trustee selection committee. The trustee selection committee may select new trustees from the individuals nominated by the board of trustees or other applicants. To the greatest extent possible, trustees appointed by the trustee selection committee shall be individuals who hold leadership positions within significant industries in the technical college district. Trustees appointed by the trustee selection committee shall reside within the technical college district. The terms of office for trustees appointed by the trustee selection committee shall be for three years. Trustees shall be appointed with the advice and consent of the senate.

(C) A board of trustees of a technical college district established prior to November 5, 1965, may, by a resolution approved by a majority of the members of the board, abolish such board. Immediately thereafter, a new board shall be appointed under division (A) of this section, except that the persons serving on the board at the time of its dissolution shall be appointed to initial appointments which most nearly coincide in length with the time remaining in their terms at the time those terms were terminated under this division.



**Minutes Hocking College Selection Committee
February 7, 2024**

Attendees Present:

- Steve Cox – Selection Committee/President of Farmers Bank Nelsonville Ohio
- Tom Johnson – Selection Committee/Mayor Summerset Ohio and Entrepreneur
- Dr. Vedder – Selection Committee/World Renowned Economist/Ohio University Faculty
- Ben Mitchell – President Board of Trustees
- Dr. Young – President Hocking College
- Stephen Powell – Secretary Board of Trustees

Nominees submitted:

- Alan McMillan
- Jessica Hoag

Meeting called to order at 4:00pm on February 7, 2024.

Process reviewed:

- Hocking College Board appoints the Selection Committee from local community members
- Board can recommend nominees by submitting resumes to the selection committee
- Committee reviews and selects members to be on the Hocking College Board of Trustees
- Selection will be presented to the Board of Trustees for acceptance and submission to the state.

Each of the nominees' resumes were reviewed and the committee members that knew the nominees made their additional comments.

- Tom Johnson was familiar with Alan McMillan and supported the nomination
- Steve Cox was familiar with Jessica Hoag and supported the nomination
- Dr. Vedder was familiar with Alan McMillan and supported the nomination.

A vote was taken and a consensus of all three selection committee members selected both nominees, Alan McMillan and Jessica Hoag, to serve as a trustee on the Hocking College Board of Trustees.

Selection Committee meeting was adjourned at 4:15pm on February 7, 2024.