

# Executive Management

SoftLayer® Technologies

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## ■ Lance Crosby, Chief Executive Officer

Prior to SoftLayer®, Mr. Crosby spent five years with The Planet as Chief Operations Officer where he managed all operations including sales, provisioning, product selection, managed services, application development, engineering, information security, business development, and legal departments. Serving in prior executive management roles at Catalog.com and Dallas Internet, he brings extensive experience in leadership and management skills coupled with extensive technical skills in software and hardware environments. Mr. Crosby holds Bachelor's degrees in Finance and Management, a Master of Science in Finance and Master of Business Administration from Tarleton State University, part of the Texas A&M University System. Mr. Crosby's legal education includes a Juris Doctor from Texas Wesleyan School of Law. Mr. Crosby is a licensed attorney in the State of Texas and is an active member of the State Bar of Texas.

## ■ Nathan Day, Chief Scientist

As CTO, Nathan Day is responsible for design, creation, and implementation of the proprietary SoftLayer Infrastructure Management System (IMS). Prior to SoftLayer, Mr. Day served as Vice President of Development at The Planet where he oversaw the back-end management system. Prior to joining The Planet, Mr. Day held the position as Senior Application Developer at Catalog.com. His employment history includes positions with Texas Instruments, MCI WorldCom, and the Jet Propulsion Laboratory. He brings extensive experience in product and software development. His skill set includes PHP, Cold Fusion, Perl, HTML, XML, C, C++, and Python. Mr. Day earned a Bachelor of Science in Aerospace Engineering and a Master of Science degree in Aerospace Engineering from Texas A&M University.

## ■ Sam Fleitman, Chief Operations Officer

Sam Fleitman joined SoftLayer in June 2005 as the Chief Operations Officer directly responsible for IT systems, customer service, and data center operations. Mr. Fleitman was the former Vice President of Information Systems at The Planet for over three years. Prior to The Planet, Mr. Fleitman held the CTO position with Catalog.com. His background includes work experience with Oracle and Texas A&M University. As CTO of Catalog.com, Mr. Fleitman designed and built one of the first fully scalable ICANN-accredited virtual hosts, totaling over 30,000 virtual servers. He is an Oracle database administrator with extensive development skills in multiple languages including Cold Fusion, C, C++, Perl, PHP, Python, SQL, PL/SQL, Oracle, ASP, Java, and others. Mr. Fleitman holds a Bachelor of Science degree in Engineering Sciences from Texas A&M University.

## ■ Mike Jones, Chief Financial Officer

Mike Jones joined SoftLayer in June 2005 as Chief Financial Officer with oversight over all financial and accounting-related matters. Mr. Jones was the Chief Financial Officer of The Planet from March 2000 until May 2005. His 20+ years of experience has included public accounting with Ernst and Young, public auditing, strategic planning, mergers and acquisitions, fundraising, accounting system design and implementation, treasury management, and forecasting for a number of successful high-tech startups. Mr. Jones has a Bachelor of Business Administration in Accounting from the University of Texas at Arlington and is a CPA.

## ■ George Karidis, Chief Strategy Officer

George Karidis joined Softlayer in January 2008, and is responsible for the company's strategic growth and marketing activities. Prior to joining SoftLayer, Mr. Karidis spent seven years with Devonshire Investors, the private equity arm of Fidelity Investments. There he drove the strategic planning efforts of portfolio companies focused on the telecom, hosting, and software markets, taking active roles in each company from inception through domestic growth and international expansions. Previously, Mr. Karidis led business development for a startup serving the SME market, and spent more than six years with the Yankee Group as an industry analyst covering the telecom and IT sectors. He holds an Honors Bachelor of Commerce Degree from McMaster University with majors in finance, accounting, and economics, and a Master of Business Administration from the University of Ottawa.

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## ■ Duke Skarda, Chief Technology Officer

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Duke Skarda joined SoftLayer in November 2010. As the CTO, he holds responsibilities for implementing, designing, and enhancing the proprietary SoftLayer Infrastructure Management System (IMS). Prior to joining SoftLayer, Mr. Skarda served as the Vice President of Information Technology and Software Development at The Planet. He served in this role from June 2009 to October 2010. Previously, Mr. Skarda spent 10 years with Level 3 Communications in a series of increasingly responsible positions. As Senior Vice President for its Content Markets Group, he led Engineering and IT development for its Content Distribution Network platform and IT support systems. As Senior Vice President for IT Architecture and Application Development, he led a broad range of programs, including business process management, order-entry, and service assurance development. Mr. Skarda also served as Vice President of IT Architecture, where he led the development of a long-range systems roadmap, merger and acquisition planning, and the development of the company's Enterprise Architecture team. Additionally, he has four years of experience with Sprint. Mr. Skarda earned a B.S. in Computer Engineering and Electrical Engineering from The University of Texas at El Paso.