

## **Joel Christianson**

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### **Executive Summary**

Accomplished Executive with over 10 years of experience in start-up high tech organizations. Engineering & Marketing Director with over 20 years of experience in managing software and hardware projects and programs for government high security applications from concept to post deployment support stages. Results oriented coach/mentor who leads by example, challenges people's thinking and drives continuous process and product improvement in dynamic cross-functional team environments.

Expertise in leading/directing cross-functional teams • Market trend analysis Customer • Project Definition Relationship • System Integration • International Project Management • Mergers and Acquisitions • Strategic Planning • Configuration Management • Product Life Cycle Management

### **Education**

- Bachelor of Science in Electrical Engineering, St. Cloud State University 1995
- Master's degree in Business Administration, St. Thomas University, 2003
- Associate in Arts Degree with Honors, North Hennepin Community college 1994

### **Selected Achievements**

- Founder of a multimillion dollar high-tech startup designing and producing solutions for the U.S. Federal market.
- Developed a new security platform for the U.S. State Department that is now used throughout all their facilities around the world.
- Developed a secure vehicle barrier control system that is used in numerous high security installations including the U.S. Supreme Court, FBI facilities, NSA facilities, military bases and numerous others.
- Developed a secure gate controller system that is used in numerous facilities including U.S. State Department facilities overseas.
- Patents: 8,707,059 End to End Encryption for an Intrusion System. Numerous other patent applications in process.
- Lead the development of a system that is now the standard for all US Embassies worldwide. The system addresses all the issues of previous systems and is the foundation for the integrated systems going forward.
- Awarded Certificate of Commendation from the US State Department Diplomatic Security Service
- Communicated to a wide cross section of project and business constituents including Executives, Program Managers, Business Strategists, Business Users, Developers and Vendors
- Lead the business team through three mergers focusing on integrating the goals and products of the old organization with those of the new
- Directed a team of 3 Managers and 5 Senior Engineers with a budget of \$10 million.
- Lead a cross-functional team that focused on reducing NPI time by identifying and addressing project issues and risks
- Created the first Quality Assurance team, DEG (Design Evaluation Group), to test and coordinate UL and FCC approval testing. This team resulted in a reduced regulatory testing time and improved our overall product quality.
- Developed and maintained key relationships with key US Government agencies, including the US State Department, as well as key integration partners and end-users.
- Lead the Support and Engineering corporate acquisition team to the successful integration of the Caddx Engineering departments, Regency product lines, as well as other Sentrol Engineering teams.
- Lead the successful post acquisition business and integration strategies for acquired engineering teams to standardized core engineering processes.
- Directed the rebuilding of a team of 3 sales managers with a budget of \$5.1 Million to better address the US Government market

- Directed the Cross-Divisional security integration efforts for GE Divisions in Iraq including the successful projects with the new Baghdad South Power Plant for GE Energy, The Kurdistan Presidential Palace, General Sanchez's Villa in the Green Zone. Coordinated efforts with the other GE Divisions, US Government, and Iraqi Interim Government while maintaining an office in the Green Zone in Baghdad for 6 months in 2004.
- Identified, developed, and facilitated the training of local Iraqi technical resources to perform the integration services in Iraq.

### **Employment History**

**Cinch Systems, inc.** – Saint Michael, MN

**Founder/CEO/President (2005 to Present)**

- Founder of a multimillion dollar high-tech startup designing and producing solutions for the U.S. Federal market.
- Developed a new security platform for the U.S. State Department that is now used throughout all their facilities around the world.
- Developed a secure vehicle barrier control system that is used in numerous high security installations including the U.S. Supreme Court, FBI facilities, NSA facilities, military bases and numerous others.
- Developed a secure gate controller system that is used in numerous facilities including U.S. State Department facilities overseas.
- Patents: 8,707,059 End to End Encryption for an Intrusion System. Numerous other patent applications in process.

**GE Homeland Protection** – Washington, DC

**Manager Gov't Security Solutions - Iraq (2004 to 2005)**

- Responsible for business development, market direction, sales growth and cross-divisional coordination for commercial integrated systems (Explosive Detection Systems, CnC Software, security, CCTV, access control, fire and life safety systems) to the U.S. Government and other agencies addressing the Iraq markets.
- Responsible for working with the new Iraqi Government to develop and apply electronic security solutions including explosive detection systems
- Identify, develop, train and support local Iraqi integration partners on electronic High security solutions
- Coordinate with GE Energy, GE Water, GE Transportation, and GE Corporate to provide integrated security solutions into their Iraqi projects including the new Baghdad South Power Plant
- Projects included General Sanchez villa, US Embassy in Baghdad, Kurdistan Regional Government Presidential Palace in Arbil, Arbil Airport, Kurdistan Parliament building, Baghdad International Airport.

**GE Security** – Arden Hills, MN

**Director, Homeland Security (2003 to 2004)**

- Responsible for business development, market direction, sales growth and cross-divisional coordination for commercial integrated systems (CnC software, security, CCTV, access control, fire and life safety systems) to the U.S. Government and other agencies addressing the HLS (Homeland Security) markets.
- Initiated and maintained contacts with key U.S. Government agencies. Represented GE Security as a spokesperson, technical advisor and solutions coach.
- Directed a staff of 3 managers who coordinated projects for the U.S. Government and our approved integrators addressing that market with a budget of \$5.1 Million.
- Provided technical product recommendations consistent with the division objectives
- Managed proposals for technical projects including technical, financial, and time commitments
- Projects include supporting US State Department Regional Training Centers Worldwide and US Navy SCIF installations.

**GE Interlogix** – North St. Paul, MN

**Director, Government Sales (2002 to 2002)**

- Responsible for business development, market direction, sales growth for commercial integrated systems (CnC software, security, CCTV, access control, fire and life safety systems) to the U.S. Government
- Directed a staff of 3 Managers who coordinated projects for the U.S. Government and our approved integrators addressing that market with a budget of \$4 Million

**Director, Integrated Systems (2001 to 2002)**

- Responsible for identifying key resources within the organization and developing a plan to integrated them into a common system that addressed the needs of the market and was consistent with the goals of the organization
- Identify companies and resources that would add to GE Interlogix product offerings and provide value to our business partners and our share holders
- Responsible for developing the plan to integrate newly acquired resources into our product line
- Awarded several industry product awards including 2001 Mark of Excellence Best "Sub-System" Automation Systems by the Home Automation & Networking Association

**Director of Engineering and Director of Marketing (2000 to 2001)**

- Responsible for Marketing Direction and facilitating communication between the two newly merged organizations.
- Provided product roadmap to engineering
- Coordinated the development of product CTQs (Critical Technical Qualifications)
- Facilitating building relationships between a Marketing Driven Organization and an Engineering Driven Organization. Lead a team to develop a new organization structure and the tools required to merge the teams.

**Interactive Technologies, Inc. – North St. Paul, MN****Director of Engineering (1998 to 2000)**

- Responsible for product research and development focusing on the Integrated Systems, CnC Software, Commercial Security, Fire, Life Safety as well as the high-end Residential Home Automation Markets
- Directed a staff of 3 Managers and 5 Senior Engineers who coordinated development on software, firmware, and hardware applications
- Initiated weekly cross-functional product status reviews to ensure timely delivery of projects to market
- Re-focused the organization on targeting NPIs to happen on an annual basis with new software versions being released as required quarterly
- Developed key relationship with US State Department and US Military to develop integrated systems for high-security applications.
- Granted Secret Clearance by DISCO (held by ADTECH, Inc. - One of our integration partners)

**Engineering Manager (1996 to 1998)**

- Responsible for Research and Development Engineering focusing on developing a commercial line of products to reposition our organization
- Created a detailed Competitive Analysis spreadsheet showing our key competitors, their products and key features. This spreadsheet allowed engineering to focus requests and work to properly prioritize tasks.

**Electrical Engineer (1995 to 1996)**

- Responsible for hardware and firmware development and testing
- Formed our first QA program called DEG, or Design Evaluation Group.
- Managed the DEG group and initiated our program to share results with UL and the FCC to allow testing to be performed at our approved labs. This allowed us to reduce time in the approval process and to better understand the requirements resulting in many product improvements as well as schedule reductions.