

# Kenneth R. Hall, Ed.D.

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*"...Without a doubt,  
it's been a blast to  
work with you in the  
past years. It's  
always been an  
adventure! As I sat  
down to respond to  
your e-mail and  
reflected on the past,  
it's really come back  
home to me what  
awesome leadership  
abilities you have.  
Of course, you would  
probably say that we  
all did it together..."*

Jamie Snyder, Sr.  
Chief Operating  
Officer  
Bank Of Dickson

*...Your strengths,  
and financial  
expertise, aid the  
company as a whole  
in business planning  
and development, but  
what may be as  
important is the aid  
you give to  
individuals – be it on  
a personal or  
professional basis..."*

Mark Barclay,  
Ph.D.  
Senior Project  
Mgr. HCA

## ***Professional Profile***

A thirty-five year career working in diversified manufacturing, technology, and financial industries. Entrepreneur/Operator who co-founded, raised funding, managed and sold precious metals reclamation business in 2012. C-Level responsibilities for past 20 years. International experience. Capital structure. Doctoral level application of organizational management principles and promoter of socially responsible business practices.

Executive background & academic information: <http://www.strandtheory.org>

## ***Employment***

- **Chief Operating Officer/Co-Founder, 2007 - present**  
Precious Metals Reclamation Refiner  
Exsol Labs, Asheville, NC/Duluth, GA  
Acquired by West Group Holdings, 2012  
[www.exsolllabs.com](http://www.exsolllabs.com)
- **EVP Corp. Development/Portfolio Manager, 2003 – 2007**  
Distressed Assets Hedge Fund  
Titan Companies, Atlanta, GA  
Merchant Management, Nashville, TN  
2003 – 2005 (portfolio acquired by Titan)
- **Chief Executive Officer, 2001 - 2003**  
Bond Trading Software Platform  
Global Trade Technologies, Inc., Sterling, VA/New York, NY  
Capital Partners: Lovett-Miller, Tampa/Jefferson Partners, Richmond  
Acquired by Thomson TradeWeb
- **Director Global Financial Services Practice, 1999 - 2001**  
Microsoft Gold Level Platform Partner  
G. A. Sullivan & Co., St. Louis, MO
- **Director of Technology / Reinsurance, 1998 - 1999**  
Risk and Reinsurance Underwriters & Advisors  
Willis Ltd., Nashville, TN/London, England
- **Equico Securities / First Union Bank (Retail), 1990 - 1995**  
Small Commercial City Exec. / Series 6-67 securities
- **VP Information Services & Analysis, 1985 – 1989**
- **EVP Technology – Fixed Income, 1996 - 1998**  
Retail Brokerage Firm  
J. C. Bradford & Co., Nashville, TN

*“...Your strengths include a clearness of purpose and clarity of priorities. I count it an honor to call you friend and consider you among the best leaders I have the opportunity to be associated with.”*

Ed Littleton,  
Principal  
(Retired)  
Dickson County  
High School

*“...Your financial expertise and wisdom was an incredible addition to the Merchant staff. In fact, I sat in the Federal courtroom and watched the entire case change direction as you used your teaching skills to show the SEC and Judge Shoob the process of debt pool analytics. In this moment, you simply used a chalk board.”*

Mike Cowart, Sr.  
Endowment Gift  
Consultant,  
Nashville

## ***Education***

### **Ed.D. Organizational Management**

Oakland City University, Indiana

Dissertation: ProQuest UMI 3483940

Dissertation Subject Keys: Value Axiology, Servant Leadership, Competence

Outstanding Dissertation: O.C.U. Research Symposium

### **M. A. Advanced Leadership Studies**

Indiana Wesleyan University, Indiana

Concentration: Organizational Leadership

### **M.B.A. Business Administration & Management**

Jack C. Massey School of Business, Belmont University, Tennessee

Concentration: Entrepreneurship & Management

### **B.S. Computer Science & Information Systems**

**(minor/Accounting)**

Austin Peay State University, Tennessee

## ***Competencies***

### Operations & Capitalization

- . Co-founded and operated Exsol Labs from napkin startup thru \$10m sale
- . EPA Responsible Party, Hazardous Waste Large Producer (NC & GA)
- . Industrial Waste Water Management training - Georgia
- . Raised 3 VC funding rounds totaling \$10m fbo Global Trade Technologies
- . Designed 2 Reg-D capital offerings for Merchant Management
- . Managed \$1b distressed debt portfolio (\$50m mark-to-market value) for Titan
- . With team, opened international expansion office in Netherlands for G.A. Sullivan
- . Implemented one of the earliest Open Bloomberg systems in US for J.C. Bradford & Co.

### Academic & Instructional

- . Doctoral Dissertation: *Being or Doing: An Axiological Analysis of Servant Leadership Values and the Informing-Rendering Agency of Competence*: O.C.U. Research Symposium Award
- . Expert Witness: SEC versus Merchant Capital, LLC, U.S. 11<sup>th</sup> Circuit District Court
- . Conflict Management: curriculum design & class instruction, Dover Elevator Corp. (now Thyssenkrupp Elevator Manufacturing, Inc.)
- . Change Management: curriculum design & class instruction, Columbus-McKinnon Corp.
- . Author: The Two Moons of Mars, Southern Fiction, Doghouse Dreams, LLC
- . Adjunct Instructor: Lambuth University, Jackson, TN
- . Adjunct Instructor: Austin Peay State University, Fort Campbell, KY
- . International Learning Project: Tecnologico de Monterrey, Guadalajara, Mexico; Market Research Project, International Research Studies (MBA corr. WCU)

*“...My work is with people in crisis or undergoing change, and it is within that context that Kenny has assisted my ministry. His skill of interpretation in turning technical knowledge into understandable and applicable usage is remarkable.... I find it hard to imagine anyone in his field with greater capacity to deliver from such a profound heart to serve, not as a servant out of duty, but as a son out of love – knowing the Master’s business. John 15:15”*

George Landolt  
Life Coach  
Vision Ministries

## ***Functional Responsibilities***

- **Exsol Labs, LLC : Co-Founder, Chief Operating Officer**

Exsol Labs is a premier industrial research and development company for the reclamation of precious metals (Pt, Pd, & Rh) from automotive and industrial catalytic converters. Exsol’s proprietary *Exsolate Emulsion* process is the leading metallic monolith reclamation standard in the world. The company occupies a 50,000 sq/ft. facility based in Duluth, Georgia. Responsibilities include all operations and financial management functions.

- **Titan Companies / Merchant Management – Exec. VP**

The former Titan Companies was a distressed asset portfolio purchaser (e.g. Federated Department Stores merger with May Department Stores) and investment hedge fund. Titan purchased the performing portfolio of Merchant Management, LLC (Nashville, TN) as a consequence of *SEC vs Merchant Capital, LLC*, for which I served initially as an expert witness and subsequently as its Portfolio Manager. Responsible for analytical projections, cash flow management, investor reporting.

- **Global Trade Technologies - CEO**

GTT was a software development firm for Wall Street’s corporate bond trading business. As CEO, I managed all aspects of our 130 employee operation. Financed with venture capital firms Lovett-Miller and Jefferson Capital Group, the company sold a minority equity position to Merrill-Lynch & Co. in April 2001. Clients included ML, Lehman Brothers, McDonald & Company, Janney Montgomery-Scott, and E-Speed (Cantor-Fitzgerald). The horrendous events of “911” radically altered this exciting and growing company’s fortunes in tragedy. The firm ultimately down-sized and was merged into the portfolio of global acquisition company Thomson Financial.

- **G. A. Sullivan & Co. – Director of Global Financial Services**

Global software development and solutions provider; opened offices in Netherlands and UK; lead Financial Services practice area for company; Microsoft Gold Partner; project management & client relationship management; budgeting and costs analysis; extensive travel to Europe; approximately 400 employees. Served on the 6-member Executive Committee and equity participant.

- **Willis Ltd. – Director of Technologies, Reinsurance & Market Data**

Responsible for technology integration with parent company for three divisions; reinsurance, global markets, sub-standard lines; coordinated with UK team on global project development; frequent travel to UK home office. Reported to CEO of Technology, US.

- **J. C. Bradford & Co. – VP & EVP Technology – Fixed Income**

Responsible for Bond Trading floor technology; designed, integrated and deployed Open Bloomberg Trading stations throughout company; back-office liaison with ADP, Newark, NJ for clearing; responsibilities included technology budgeting, systems design and solutions.