



Frank Griffith

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Professional Summary

Frank Griffith is a seasoned entrepreneur, founder, and chairman of Griffith Holdings, Inc. (GHI), a multi-functional, international service business founded in 1993. GHI serves clients needs across five business units including online, media, marketing, software, real estate, and telecommunications. In prior experience, Frank helped grow several private and public software companies into multi-million dollar businesses.

Company	Position	Highlights
Griffith Holdings, Inc.	Founder / Chairman	\$11M+ holding company with zero debt, several business units
GHI Telecom Services	CEO, since 1996	\$6M data, voice, and IP telecommunications business
GHI Internet Services	CEO, since 1999	\$1M+ new media agency and internet marketing firm
GHI Marketing Services	CEO, since 2001	< \$250,000 senior management sales and marketing advisory firm
GHI Real Estate Services	CEO, since 2002	\$3M real estate / property management firm
GHI International	CEO, since 2005	< \$250,000 web design firm
OnShift	Co-Founder, EVP, Sales / Channels	\$4M healthcare workforce management startup SaaS firm in 3 years, grew from 4-45 employees
Viador	EVP, Worldwide Sales	\$30M business intelligence software firm in 20 months; 1999 IPO: \$1.8B market cap
BSC, Inc.	Co-Owner / VP, Sales & Marketing	\$2M financial software startup built in 10 months
TMW, Inc.	VP, Sales	\$1M transportation software firm grew to \$6M in 18 months
CCA	National Sales Manager	\$1M logistics software startup
PNLA, Inc.	Co-Owner / VP, Sales	\$1M legal software startup

CORPORATE

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INTERNATIONAL

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Accomplishments & Recognitions

- ❖ At 17, received **Presidential Appointments** to West Point / The United States Naval , Coast Guard, and Air Force Academies.
- ❖ At 19, **nationally recruited by General Motors Corporation** as intern in their summer management training program.
- ❖ At 20, selected into **Phi Beta Kappa** as a junior completing 40 semester hours in one semester attaining 3.7 GPA; graduated 4 year university program in 3 years.
- ❖ At 22, **youngest graduate of IBM's** Two Year Executive Management Program.
- ❖ At 25, built **first multi-million dollar vertical application software** firm in less than 12 months.
- ❖ At 27, built **first multi-million dollar software division** within national management consulting firm.
- ❖ At 31, **grew software firm from \$1.5M to \$6M in 18 months** earning honors as the 10th Fastest Growing Company registered in the 1993 Weatherhead Top 100 List.
- ❖ At 32, **built third multi-million dollar software firm** custom building executive information systems to F1000 companies.
- ❖ At 33, **Gold Medal Recipient** from the Whirlpool Corporation for independent consulting project delivering on \$20M IT Project; Global Quality Process Award for Total Quality Management, one of 13 consulting firms honored in 1994.
- ❖ At 35, started from scratch and **built \$6M voice, data, and IP telephony firm** serving over 4,200 clients nationwide.
- ❖ At 38, as EVP, Worldwide Sales **took internet software company public** with market cap exceeding \$1.8B.
- ❖ At 39, **founded global communications firm** uniquely integrating the telephone, internet, and marketing services into a single source entity with full in house production studios creating TV, radio, video, internet, and print solutions.
- ❖ At 40, **co-built first free, public internet on-line voters guide** that reached over 1 Million voters / 8 Million hits providing non-partisan voter information from the state house to the white house; expanded to 4 states / 6 Million voters.
- ❖ At 41, **founded land development firm** investing \$200K returning \$1M; at 44 converted \$350K investment into \$2M.
- ❖ At 42, recognized as one of the **Top 25 Internet Design Firms** in Northeast, Ohio by Crain's Cleveland Business.
- ❖ At 42, founded **GHI Marketing Services** providing business owners executive consulting services from organization to sales, marketing, and technology.
- ❖ At 43, recipient of **Entrepreneur of the Year Award**, Medina County Economic Development Corporation.

Accomplishments & Recognitions (continued)

- ❖ At 43, recognized as the **8th fastest growing company** of the Top 100 Fastest Growing Companies in Northeast Ohio by Case Western Reserve University as a 2004 Weatherhead 100 Growth Company Award Winner.
- ❖ At 44, named one of the **most influential technology leaders** in Northeast Ohio by Crain's Cleveland Business as a Who's Who in Technology for 2005.
- ❖ At 44, recognized by *Inside Business Magazine* and Team NEO as one of 42 **Top-Performing Growth Companies** in Northeast Ohio for significant profitability and revenue growth receiving 2005 Team Neo Success Award.
- ❖ At 44, recognized for the second consecutive year as a 2005 Weatherhead 100 Upstart Growth Company Award Winner as the **15th fastest growing company** of the Top 100 Fastest Growing Companies in Northeast Ohio.
- ❖ At 44, recipient of **Small Business of the Year Award** from Medina Economic Corporation's 2005 Business Awards.
- ❖ At 44, recipient of 45th Annual **Distinguished Marketing and Sales Award** from Sales & Marketing Executives Cleveland.
- ❖ At 45, **founded GHI International** in West Africa creating local cyber cafe, business center, international technology incubator developing distribution channels remarketing GHI's hosted ASP solutions, and offshore outsourcing organizations serving US domestic new media firms with website design and internet marketing resources.
- ❖ At 45, recognized second consecutive year by *Inside Business Magazine* and Team NEO as **one of 58 Top-Performing Growth Companies** in Northeast Ohio for significant profitability receiving 2006 Team Neo Success Award.
- ❖ At 45, recipient of Business Growth Award for 2006 from the Smart Business Magazine and Cascade Capital Corporation for **increasing sales by more than 100% for five consecutive years**.
- ❖ At 45, recipient of **Leadership Medina County** for 2007, a leadership development organization focused on building local communities.
- ❖ At 45, recognized for the third consecutive year by *Inside Business Magazine* and Team NEO as one of the **Top Emerging Growth Companies** in Northeast Ohio receiving 2007 Team Neo Success Award.
- ❖ At 46, recognized for second consecutive year by Smart Business Magazine and Cascade Capital Corporation, and recipient of Business Growth Award for 2007 for **increasing sales by more than 100% for five consecutive years**.
- ❖ At 46, **purchased African web design** firm with 7 person staff in Kampala, Uganda.
- ❖ At 46, honored for the third year out of the past four for the prestigious Weatherhead 100 Award, recognized as the **17th fastest growing firm out of the Top 100 companies in Northeast Ohio with 600% growth over five years**.
- ❖ At 46, opened our third and fourth technology incubators - **investing in indigenous entrepreneurs** - helping them become self-sustaining in Nigeria and the Ukraine; GHI International now works in Mexico, Uganda, Nigeria, and the Ukraine.

Accomplishments & Recognitions (continued)

- ❖ At 46, honored for the fourth consecutive year by Inside Business Magazine and Team NEO as one of the **Top Emerging Growth Companies** in Northeast Ohio receiving 2008 Team Neo Success Award.
- ❖ At 47, started up 7th business deploying online retailing entity **helping impoverished entrepreneurs in the developing world** bring their crafts to a global market place improving their sustainability.
- ❖ At 48, co-founded 8th business, OnShift, a **SaaS workforce management software company**, developing and marketing healthcare software to hospitals and long term care organizations.
- ❖ At 49, OnShift was recognized as the **Best Emerging Technology Company** by NEOSA (Northeast Ohio Software Association) for significant innovation and market traction, rapid life cycle development, and business growth.
- ❖ At 49, received the **highest business award in Northeast Ohio**, for the fourth time in five years, as one of the Top 100 fastest growing companies as a 2010 Weatherhead 100 Award Winner.
- ❖ At 49, selected for the third time by Smart Business Magazine and Cascade Capital Corporation, as a recipient of Business Growth Award for 2010 for **increasing sales by more than 100% for five consecutive years**.
- ❖ At 50, **acquired two interactive agencies** growing GHI Internet Services to more than 1,000 clients and 20 FTEs.

Distinctions

Boards:

- ❖ Board of Directors, Rico Equipment, Inc. - \$35M material handling manufacturing firm.
- ❖ Board of Directors, Tenth Floor, LLC – \$4M web design and content management application software firm.
- ❖ Board of Directors, Union National Mortgage -\$500M mortgage firm.
- ❖ Board of Advisors, Westfield Bank - \$550M bank.
- ❖ Board of Advisors, Zion Industries – \$7M heavy metals manufacturing firm.
- ❖ Board of Advisors, Intellacore – Business advisory services for global competitiveness.
- ❖ Board of Advisors, Premier Sport Conditioning - Sport conditioning firm for student-athletes.
- ❖ Board of Advisors, Alaritas Software – Enterprise Resource Planning SaaS solution for mid market manufacturing firms.
- ❖ Board of Directors, Klein Studios, LLC - Web design firm.
- ❖ Board of Directors, Main Street Computers - Retail personal computer store and enterprise IT consulting firm.
- ❖ Appointed to Medina Township Zoning Board, Medina, Ohio.
- ❖ Chairman, Appointed to Medina County Career Center E-Business Advisory Board for Entrepreneurialism & E-commerce.
- ❖ Appointed to Board of Directors, Enterprise Development International (EDI) – international micro economic enablement and faith-principled non-profit development agency capitalizing sustainable enterprises to free impoverished families from dependency in the Third World, building self-sufficiency and healthy communities.
- ❖ Appointed to Board of Directors, Ohio Roundtable and American Policy Roundtable, national conservative think tank promoting responsible citizenry and the restoration of traditional principles in government.
- ❖ Executive Committee, Medina County Economic Development Corporation, fiber optic ring project.
- ❖ Qwest Business Partner Program Advisory Council – one of ten distributors out of 2000 worldwide selected to advise the 4th largest telecom company on operational improvements to better optimize their indirect sales channel.

Distinctions (continued)

University:

University of Cincinnati, Graduate Schools of Law, Business, and Economics, Juris Doctor / MBA / MA Studies
Denison University, Bachelor of Arts, Economics / Mathematics, Phi Beta Kappa Graduate

Phi Beta Kappa graduating from 4 year curriculum in 3 years / Presidential Academic Scholarship / University Academic Scholarship / Mortar Board National Honorarium for Academic Excellence / Omicron Delta Kappa National Award for Community Leadership / Omicron Delta Epsilon National Honorarium for Economic Scholarship / Pi Mu Epsilon Honorarium for Mathematics Scholarship / NCAA Division III Ohio Athletic Conference Football Champions

Secondary:

G.P.A. 3.91 / 4.0 and class rank 9th / 261

Presidential Appointment to West Point / Principal Appointment to United States Air Force Academy / Marine ROTC Scholarship to Notre Dame / Four Year Partial Football Scholarship to Valparaiso University in Indiana and Grinnell College in Iowa / Greater Cincinnati League All-City All-Defense Football Team / U.S. Treasury's Washington Medallion Award for Bicentennial Youth Debate Championship

Professional Education

IBM Management Institute, Atlanta, Georgia, 1982-1984

18 month full time management, systems, and sales training program including:
Systems Engineering School: Systems Engineering Certification; Sales School: Class rank 1/55

IBM Customer Oriented Selling, Chicago, Illinois 1987

One month full time sales training

Professional Sales Selling PSS I, II, III, Chicago, Illinois 1989

3-one week XEROX sales methodologies training courses

Miller Heiman Strategic Selling, Tampa, Florida 1990

2-week full time conceptual selling sales course

Miller Heiman Conceptual Selling, Tampa, Florida 1990

2-week full time conceptual selling sales course

Marketing Outcomes, Nashville, Tennessee 1993

1-week full time consultative selling sales course

Miller Heiman's Large Account Management Program, Peoria, Illinois 1994

Solution Selling, San Diego, CA 1996

2-week full time tactical solution selling methodologies for vertical application software sales