



### Background

- Public Accounting
- Insurance
- Energy
- Telecom
- Distribution
- Professional Services
- Training
- Not-For-Profit

## Les Ward - *Senior Director, BBK Dallas*

Les brings to BBK over 30 years of experience, performing in senior leadership roles in both private and public companies. He has served as chief executive officer, chief operating officer, chief financial officer and controller for companies in the telecommunications, distribution, professional services, training and not-for-profit sectors.

### Professional Experience

Prior to BBK, Les was Managing Partner for the Dallas office of Tatum LLC, a nationwide financial services firm, where he was responsible for direct marketing efforts for 35 variable compensation "C" level financial executives. During his tenure at Tatum, he established an extensive network of finance, legal and business contacts.

Prior to Tatum, Les was Chief Operating Officer, Chief Administrative Officer and Chief Financial Officer for Young Presidents' Organization, Inc., a global membership organization comprised of over 17,000 CEO's and Presidents, where he was recruited by the CEO and International Board to drive transformation to a professionally managed organization. Les had global responsibility for all aspects of organizational development and management including membership relations, event administration, finance & accounting, banking relations, risk management, IT, HR and legal matters.

Les' turnaround experience was with a 32-year old professional services company which he rescued from the brink of bankruptcy by closing unprofitable business segments; reducing corporate overhead by 60% saving more than \$2 million annually; implementing branch office reorganization/cost reduction plans, saving \$10 million over two years. He also negotiated credit agreements and nurtured banking relationships to keep the company solvent; and started new service offerings that led to over \$180M incremental revenue. As CEO, Les successfully completed the company's IPO in 1996, and increased sales from \$32M to \$320M in three years, primarily through organic growth. The company was recognized by Forbes Magazine among 200 Best Small Companies in America. Finally, Les negotiated and closed \$431M merger with Romac International, Inc. (now Kforce).

### Education and Certifications

- Bachelor of Business Administration, Texas Tech University
- Certified Public Accountant, State of Texas

### Affiliations and Memberships

- Association for Corporate Growth
- American Institute of Certified Public Accountants