

## STEVE BORNCAMP

### EXPERIENCE:

**Managing Director**, *SOPOLEC SRL and SOPOLEC LLC*, Bucharest – Los Angeles  
October 2004 - Present

- Act as chief executive to a multi-disciplinary business consultancy
- Please see [www.sopolec.com](http://www.sopolec.com)

**Project Manager**, *BearingPoint (formerly KPMG Consulting)*, Multiple Locations  
January 1997 – October 2004

- Managed and/or delivered consulting for multiple projects for BearingPoint's Cross-Industry Solutions Group (please see last two pages titled "Project-Specific Experience").
- Developed proposals and sold work for new and continuing business.
- Created numerous "leading practice" deliverable documents used as templates by other BearingPoint consultants.
- Firm leader in creation of a knowledge repository to improve standards and reduce project completion time.

### E Commerce Training Completed:

- Internet 101 (BearingPoint-sponsored 30 hour Electronic Commerce training)
- e2e (Enterprise 2 Enterprise) Supply Chain Solutions
- e2e Customer Management
- E-Commerce Best Practices
- E-Commerce Management Strategies

### Additional Training:

- Project Manager's training
- Organizational Change
- Activities Based Costing
- Performance Measurement training

**Accountant / Business Analyst**, *Warner Brothers Studios / Turner Broadcasting*, Hollywood, California  
July 1995 - January 1997

- Completed Business Process Reengineering and Fit/Gap Analysis project for subsequent implementation of Enterprise Relationship Planning system.
- Redesigned all intra and inter-company billings between eighty Turner Broadcasting companies including invoice preparation, booking of incoming invoices, and the billing dispute resolution processes resulting in increased efficiency and accuracy.
- Maintained the Fixed Asset Management System for one hundred million dollars in assets.
- Proficient in the MSA accounting, Fixed Asset Management System and Turner Broadcasting's proprietary Production Cost System

**Consultant**, *Self Employed*, Germany, Austria, Hungary, Poland and Czech Republic  
May 1994 - May 1995

- Assisted "Small to Medium Enterprises" within Central and Eastern Europe to establishing free market business practices including business plan creation, pricing policies, payment and credit acceptance, marketing, customer service and product selection.
- Interfaced with European Union, United States Department of Commerce, and Customs to obtain aid for a joint venture between Technical University of St. Petersburg and a private business group.
- Designed business strategies for clients to expand and improve customer base.
- Assisted company in finding an American supplier of Copper-clad laminates and sending the shipments to Poland, Germany, and China.

**Business Analyst**, *W.E. Myers & Company, Investment Bankers*, Pasadena, California  
December 1993 - May 1994

- Analyzed companies in various industries to determine synergies with client buying groups.
- Interviewed companies' officers to obtain and compile extensive industry and company financial reports.

**Investment Officer**, *R.W. Baird Securities / First Affirmative Financial Network*, San Diego, California  
October 1991 - December 1993

- Achieved rank of number one salesperson in the United States within peer group.
- Designed and presented socially responsible investment strategies to individuals and companies.
- Obtained the National Assoc. of Securities Dealers Stockbroker license.
- Completed extensive sales training program.
- Attended Socially Responsible Investment Seminar sponsored by First Affirmative Financial Network.
- Interviewed Jack Brill, author of *Investing from the Heart*, for an economics research paper on environmentally responsible investing.

## **EDUCATION:**

### *International Relations*

Masters of Arts  
The Fletcher School of Law and Diplomacy, Tufts University, Boston, MA  
July 2005

Successfully completed the *Certified Public Accountant* exam and coursework requirements  
May 1996

### *Professional Certificate in Accounting*

University of California, San Diego - Extension  
May 1994

### *Economics*

Bachelor of Arts  
University of California, San Diego  
June 1993

## **LANGUAGES:**

Spanish - General Proficiency (reading); General Proficiency (speaking)  
German - Limited Proficiency (reading); Limited Proficiency (speaking)  
French - Limited Proficiency (reading)

## **Project-Specific Experience:**

- **HIGHER EDUCATION** - Managed a team of nine consulting resources and fifty client resources to design and test a comprehensive business process improvement initiative for a joint project between two large universities. Provided project planning, resource selection, status reporting, functional guidance, interaction with the technical team and overall supervision. The project scope included research grant management, student administration, contract management, purchasing, human resources and general accounting. The project instilled leading industry practices for proper management and efficiency and utilized new technology to automated previously manual processes.
- **TELECOMMUNICATIONS** – Managed a “Business Readiness” team of nine client resources. Responsible for project communications, change control, training development and training delivery to five thousand employees.
- **IMPORT/EXPORT** - Provided strategic and operations consulting for a Romanian import/export management firm. Assisted consortium of companies represented by this firm with participating in the “Rebuild Iraq” exposition in Kuwait. Company is currently participating in the bidding process with key contractors based on a successful effort at the exposition.
- **FINANCIAL SERVICES** - Provided direction to a team of fifteen resources completing numerous internal assignments for a large financial services company. Led the company’s internal control group in compiling and managing a quality control initiative across multiple business units, highlighted critical areas of improvement and contributing to the establishment of more efficient processes.
- **E-COMMERCE** - Managed a Business Process Improvement project for a growing Eastern European Internet Service Provider including a review of the company’s structure, strategic initiatives, back office operations and current and future employment needs. I assisted the company in implementing these recommended changes.
- **HIGHER EDUCATION / HEALTH CARE** - Managed the installation of a research grants proposal and award tracking solution for a state university system’s sponsored projects office and ten hospitals. This included designing, managing, and supporting both significant business changes and a technical solution that integrated the institution’s human resources and financial systems. This effort provided a scalable solution that was implemented across multiple research facilities without requiring an increase in support staff. The sponsored projects office can now provide more timely and value-added assistance in helping the business managers track and manage the awarded grant amounts and significant sponsor requirements.
- **FINANCIAL SERVICES** - Assisted a leading global credit rating, research and risk analysis firm with implementing a web-based Enterprise Resource Planning system. The project consisted of training and workshops to create a Conceptual Design, follow up sessions to refine the work to a Detailed Design, implementation of new business processes, and configuring, testing and deploying modules of the PeopleSoft suite of software. This project allowed the client to perform detailed revenue analysis in six dimensions with significant improvement in the quality of data.
- **UTILITIES** - Assisted a large utility in developing a future-state plan for a comprehensive business process and system improvement project. The project consisted of assessing the current use of technology, incorporating best practices, completing a “gap analysis” of best available technology versus current, identifying critical issues and opportunities for improvement, and developing a detailed project plan and “roadmap” for the future.
- **HEALTHCARE** - Assisted a physician management group with implementing new business processes and management software. I led the effort to standardize the collection of financial data to allow benchmarking of each of the group’s clinics to Medical Group Management Association standards.
- **REAL ESTATE MANAGEMENT** - Assisted a large real estate management company with project management, a Business Process Review, fit/gap analysis, configuration, system testing, and cutover to the production system for the PeopleSoft Billing and Receivables module. The system is now live and functioning to the client’s expectations.

- INSURANCE - Assisted a large insurance company with a Business Process Improvement initiative to identify possible uses of newly available software technology to streamline the Billing, Payment Application and Collection processes. The initiative included designing a solution that provides the automatic and fully integrated creation of all related accounting entries across multiple client-owned companies as well as a Web-based solution allowing for customer inquiries into their accounts and activity.
  
- INSURANCE – Assisted a Fortune 100 insurer with business process mapping, identifying possible process improvements and to utilize available technology to streamline accounts receivable management and invoicing. Assisted the client with detailed project planning, the creation and maintenance of an issues database, workshop planning and leadership of overall project.
  
- TRANSPORTATION - Assisted a large, national transportation company in process improvement and with testing and installation of a Receivables system. Specific responsibilities included conducting business process interviews of key department members, documenting the “as is” and “to be” process flows, designing and conducting a software acceptance test, producing a comprehensive fit analysis document, conducting lead user training, documenting and resolving client issues, configuring production system setup and making business process improvement recommendations.