

Resume of Qualifications

TERRY N. HOLDT

SUMMARY OF EXPERIENCE

- Twenty-three years in electronics industry - semiconductor components and systems.
- Ten years at senior corporate level positions - CEO, COO, Executive Vice President.
- Experience in large public company environments as well as startup and turnaround situations.
- Joined startup memory company (Paradigm Technology) as President and CEO with 10 employees in research stage. Raised over \$60 Million in equity, leaselines, product licenses and development funding. Grew company to 150 employees with annualized revenue of \$20 Million.
- Established equity and strategic relationship with major Japanese corporation.
- Assumed operational responsibility as Executive Vice President for company (Linear Corporation) in loss position. Company was made profitable and sold sixteen months later at greater than twice the starting valuation.
- Served as Executive Vice President and Chief Operating Officer (Western Digital) as company was taken from loss of \$6M to profit of \$8M with tripling of revenue to \$113M over three year period.
- Served on Board of Directors of two high technology companies.
- Comfortable in managing the P&L and Balance Sheet as well as high technology programs and personnel.

Paradigm Technology, Inc., San Jose, CA
1988 to Present

- *Chairman of the Board, 6/91 to Present*
- *President and CEO, 6/88 to 5/91*

- Accomplishments - Responsible for raising capital for this privately held startup semiconductor high speed SRAM memory corporation.
- \$26.5 Million in Equity (Five rounds; six Venture Capital firms)
 - \$15 Million in Leases
 - \$13.5 Million in Product and Technology Development Funding
 - \$6.0 Million in Product and Technology Licensing Fees
- Took the company through research and development phase to \$1.5 Million of revenue per month. Company should do \$20.0 Million in Year Ending 3/92.
- Built organization from 10 to 150 employees, including staffing of three Vice President positions.
- Led company negotiations with broad range of possible strategic partners, consummating agreement in December, 1990 with NKK Corporation bringing \$24.5 Million into Paradigm over 2½ year period.

Linear Security Products Corporation, Carlsbad, CA
1986 to 1988

- *President, 12/87 to 6/88*
- *Executive Vice President, 9/86 to 12/87*

Linear was a \$55M corporation engaged in electronic telemetry and infra red security systems with facilities in California, Arizona, Colorado and Hong Kong.

Responsibilities included the direct reporting of all Vice Presidents - Engineering, Sales, Marketing, Quality, Manufacturing, Finance and Director of Human Resources.

- Accomplishments - Mr. Holdt was brought in by the Chairman of the Board to assume day-to-day operational responsibility of the company.
- The company went from a loss of \$.14 per share and market valuation of \$15M in FY 86 to profit of \$.94 per share in FY 87. This financial turnaround resulted in a buyout of the corporation in December 1987 for \$12.50/share - a valuation of \$39 Million. The management team, led by Mr. Holdt, attempted an LBO when the company was in play and offered \$36M with the financial backing of Security Pacific Ventures. This offer was countered by a business competitor. The company was eventually acquired for \$39 Million.

**Western Digital Corporation, Irvine, CA
1981 to 1985**

• **Positions held:**

- *Chief Operating Officer*
- *Executive Vice President*
- *President, Semiconductor Division*
- *Vice President, LSI Operations*

Responsibilities included:

- Full P&L
- Marketing/Strategic Planning
- LSI and Systems Engineering
- LSI and Systems Worldwide Manufacturing
- 1200 employees
- Six Vice Presidents
- Budget of >\$100 Million
- Interface with investment community.

Accomplishments as summarized through fiscal results:

	<u>FY 82</u>	<u>FY 83</u>	<u>FY 84</u>
Revenue	\$35M	\$51M	\$113M
Earnings	(\$6M)	4M	8M
Earnings per share	(\$.51)	.10	.49

Note: Much of the last two years were focused on Marketing and Sales - product/market definition and key customer interfaces. During this period two contracts valued at \$70M were negotiated and 80% of the growth from FY 82 to FY 84 was in new markets (non semiconductor) previously not served by the Corporation.

**Zilog Corporation, Cupertino, CA
1979 to 1981**

• *Director of Semiconductor Operations*

- Budget responsibility - \$24M
- Approximately 800 people in group

**American Microsystems, Inc., Santa Clara, CA
1976 to 1979**

- *Santa Clara Plant Manager*
- *Director, Standard Product Development*

**MOS Technology, Inc., Norristown, PA
1975 to 1976**

- *Microprocessor Operations Manager*

**Motorola, Semiconductor Products Division, Phoenix, AZ
1968 to 1974**

- *Operations Management*
 - Engineering
 - Manufacturing

EDUCATION, AFFILIATIONS

- MSEE (High Honors), University of Illinois, 1968
- BSEE (Honors), University of Illinois, 1967
- Partial coursework towards MBA
- Member - Tau Beta Pi, Eta Kappa Nu
- Fellow - University of Illinois Electrical Engineering Department

PERSONAL INFORMATION

Married 26 years
Three children; ages 21, 23, 25

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