



The PAR Group Management Team

G. Thomas Herrington, Senior Partner

Part of The PAR Group since 1993, Senior Partner Tom Herrington spent over ten years at IBM in operations, training and sales management. He served as IBM National Accounts Marketing representative in Chicago, Marketing Manager for Illinois and the Senior Consultant for California, Arizona and Illinois' Cook County. He also worked in IBM's training and educational group, designing and implementing a financial criteria training program.

As a PAR consultant, Herrington has worked with clients on five continents and trained thousands of people, ranging from an African chieftain to corporate executives to entry-level employees, on the PAR skill set. Among his corporate clients are Honeywell, FirstEnergy, Thomas Cook, IBM, UPS, TLC Laservision, Western-Southern Life Insurance, Sunlife and American Management Systems.

Herrington, who has his MBA from the University of Georgia, is a frequent speaker at industry and management conferences, including key note addresses at the Six Sigma Conference in Atlanta, Ga., and Thomas Cook conference in Cancun, Mexico.

Patrick T. Malone, Senior Partner

Senior Partner Patrick T. Malone has over thirty five years experience in operations and sales management. Before joining The PAR Group in 1989, he worked in a variety of positions from customer service to National Sales Manager with the American Greetings Corporation and The Scott Companies.

At PAR, Malone's consultancy has taken him to Asia, Europe, South America and all over the United States. He has worked with a variety of clients including Hewlett-Packard, Ft. Dodge Animal Health, DuPont, the United Way, Coca-Cola, Delta Air Lines, Siemens Medical, Verizon Wireless, Sensient Technologies, Banfield: The Pet Hospital and the American Cancer Society.

Educated at John Carroll University, he is a frequent speaker at industry and management conferences and at universities and business organizations across the United States. A member of Sales and Marketing Executives of Atlanta, the Professional Services Executives Roundtable, the CEO Action Group, he also served as the National Board President of The Compassionate Friends, Inc., and as a trustee of The TCF Foundation, Inc.

James K. Georges, Chief Executive Officer

James Georges has directed the company's operations as CEO since 1997, successfully overseeing the company's steady, profitable growth. Georges began his career at The PAR Group in 1985 as a part-time employee while he was still attending Mercer University in Atlanta.

After graduating with a degree in broadcast communications, he joined the company fulltime, taking on various roles over the next few years in logistics, customer service, marketing and inventory management. In 1993, he became Chief Financial Officer, holding that position for four years before being named CEO.

Along with directing the company day-to-day, he also has served as producer or executive producer for a number of PAR training films, many of which have won multiple training industry awards including the prestigious *World Fest Award*, the *Telly Award* and the *PMN Joey* award.

Georges is also an accomplished still photographer, whose work has been used by non-profit organizations, printed in annual reports, and posted on various web sites.