

BRIEF:**Michael R. Stephani****B. S. in Management Science
Lockhaven University, 1985****Home: Elmira NY**

*President/Chief Executive Officer
Exotrope, Inc.*

Michael, together with his brother and two of his friends created the Internet service provider that was incorporated on December 2, 1997. Since its inception, the company has grown to a globalized organization with approximately 90 employees within its umbrella. The umbrella includes EIS Global, EdNext^(TM), InterFaith Net^(TM) and The BAIR^(TM) Filtering Systems.

*Consultant
Stephani Dairy Service*

Before his career with Exotrope, Michael served as a consultant to *Stephani Dairy Service*, owned by his brother, Kevin. Mike created a marketing program that successfully generated the greatest number of unit sales for automatic milking machines, exceeding sales of all other Alfa-Laval dealerships in the United States.

*Proprietor
Stephani Chemical Company*

In 1992, Michael began the *Stephani Chemical Company*, which dealt in bulk chemical sales. While president of the company, he made the largest sale of industrial cleaning solvents in the New York State area; furthermore, his company's single largest contract was to the NYC Transportation Authority. Other essential transactions included sales of industrial washing machinery parts to such companies as Arrowlock and Ingersoll Rand. In late 1997, Mike sold the company for an undisclosed amount of money.

*Account Manager
Sales Support Specialist
Paxar Corporation*

Between 1986 and 1992, he was employed with *Paxar Corporation*. Michael joined the company as a Sales Support Specialist where he enlisted in a special two-year management-training program. Michael completed the program within eleven months, during which time he learned every facet of the company from production to management

Michael achieved a special honor during his career with *Paxar*. In 1996, his test score from the Otus Intelligence Exam was the highest in the history of the company, further proving his aptitude for detail and quick, correct decision-making.

Michael was given the task of Project Coordinator for the "640 Program"; a thermal transfer bar code printer for textile and apparel manufacturing applications.

The position coordinated the new high-tech machinery with a myriad of supplies and peripherals, ensuring total compliance of all parts and supplies. Responsibilities encompassed the assessment of each step of the manufacturing process; in addition, he supervised the melding of three manufacturing plant locations which had no prior association, and neither had processes in place to facilitate the new co-manufacturing effort.

The project was successfully completed on time and as a result, Mike was given the opportunity to support any sales territory in the company. His choice was New York City for its competitiveness, opportunities and income potential. In less than four years, his territory sales more than quadrupled.

*Business Manager
Penn-York Opportunities*

While employed with the non-profit, sheltered workshop, Mike implemented new marketing research and methods; these procedures remained in place as the "blue print" for employee reference and use.