

## EXECUTIVE COMMITTEE

### DAVID WAN

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President & Chief Executive Officer

David Wan is chief executive officer of Harvard Business Publishing. He joined the company in July 2002. Wan is a distinguished operating executive with 30 years of diversified experience in publishing, consulting, and consumer products. He has operated on a global scale in both consumer and educational publishing. Formerly, Wan was president of the Penguin Group, the global trade consumer book publishing division of Pearson plc, where he was responsible for approximately \$1.2 billion in revenue from three primary operating divisions in 13 countries. Prior to joining Pearson plc, Wan held three executive positions at Simon & Schuster. He also held positions at Arthur Andersen, PepsiCo, Paine Webber, and Salomon Brothers prior to entering the publishing arena. Wan received his bachelor's degree from Yale University and an MBA from Harvard Business School.



### MAUREEN BETSES

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Executive Vice President, Higher Education

Maureen Betses is responsible for the higher education market for Harvard Business Publishing, including oversight and direction of the Case Study product line and other offerings for the academic market. Previously at Harvard Business Publishing, she was responsible for marketing and product development for the elearning unit and also held the role of service director, responsible for ensuring a positive customer experience through all channels at Harvard Business Publishing, with oversight of the customer service, fulfillment, inside sales, and web development units. Prior to joining the company, Betses spent several years at New England Business Service, Inc., where she held many management positions in its retail, service, and training organizations.



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### PAUL BILLS

#### Senior Vice President & Chief Financial Officer

Paul Bills joined the company in 1997 as manager, financial planning and analysis. During his 16-year tenure, Bills has taken on increasingly critical strategic work for the organization, both within market groups and enterprise-wide. In 2006, he was promoted to director, business intelligence and in 2010 was promoted to vice president, finance and business intelligence.

Today, Bills is the chief financial officer, serving as the financial leader for the organization. He has oversight of all finance and accounting functions, both at the corporate and market group levels, as well as ownership of the company's fiduciary responsibilities. He is also responsible for the enterprise research and business process management functions.

Prior to joining Harvard Business Publishing, Bills worked at William M. Mercer, Inc. as an accountant, compensation analyst, and senior consultant. Bills earned his undergraduate degree in economics at the University of Massachusetts and his master's in accountancy at Bentley College.



### ROBIN CAMARA

#### Senior Vice President, Human Resources & Administration

Robin Camara joined Harvard Business Publishing in late 2008, responsible for leading human resources, customer service, and facilities and administration. As a member of the executive committee, she has a key role in developing and implementing human capital strategies that support and enable the organization's global growth. This includes a comprehensive talent management program that enhances and expands organizational capabilities in innovation, new product development, digital publishing and other essential competencies. In addition, she is responsible for directing the company's customer service group, which provides customer advocacy, retention, and sales support for Harvard Business Publishing products, and the facilities and administration operation, which supports Harvard Business Publishing's growing organization and workforce. Previously Camara was senior vice president, human resources with First Marblehead Corporation during a rapid-growth period, responsible for developing and installing all human capital strategies. Prior to that Camara served as a key advisor and strategic partner to CEOs and executive teams as vice president, human resources and administrative services at Sun Life Financial; senior vice president, human resources, First Data Corporation; and vice president, human resources at American Express Information Services.



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### RAYMOND CARVEY

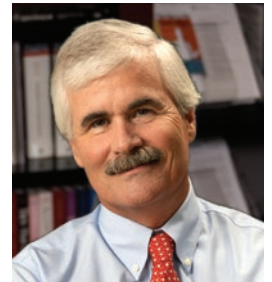
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Executive Vice President, Corporate Learning & International

Ray Carvey joined the company in January 1995 as chief financial officer. He was promoted to vice president of finance in July 1995 and then to senior vice president, chief operating officer, and chief financial officer in 1999. In 2002, he was named executive vice president and chief operating officer.

Today, Carvey is the executive vice president of Corporate Learning and International. He is responsible for expanding the reach and overall strategic direction and impact of Harvard Business Publishing's Corporate Learning business and for the company's global strategy.

Prior to joining Harvard Business Publishing, Carvey was vice president of finance and administration and chief financial officer of Morgan Memorial Goodwill Industries, Inc., chief financial officer of Blyth Software, and corporate treasurer of Ingres Corporation. He also worked at Charles Schwab and Company and DiGiorgio Corporation. Carvey earned his undergraduate degree and his MBA at Boston College.



## EXECUTIVE COMMITTEE

### ADI IGNATIUS

Executive Vice President & Editor-in-Chief, Harvard Business Review Group

Adi Ignatius joined *Harvard Business Review* as editor-in-chief in January 2009. Previously, he was deputy managing editor for TIME, where he helped oversee the week-to-week editing of the magazine and was also responsible for many of TIME's special editions, including the Person of the Year and TIME 100 franchises. He was the editor of two books: *President Obama: The Path to the White House* and *Prisoner of the State: The Secret Journal of Premier Zhao Ziyang*. Both made the *New York Times* bestseller list. Prior to his 2007 appointment as deputy managing editor, Ignatius served as executive editor of TIME starting in 2002, and from 2004 to 2007, he also held the additional title of editor of TIME Canada. Ignatius joined TIME as deputy editor of TIME Asia in 1996, based in Hong Kong, and was named editor of that edition in 2000. He also wrote frequently for TIME, including most recently, cover stories on Google Inc. and the 2007 Person of the Year profile of Russian leader Vladimir Putin. Prior to joining TIME, Ignatius worked for many years at the *Wall Street Journal*, where his work was nominated for a Pulitzer Prize, and later as managing editor of the *Central European Economic Review* and business editor of the *Far Eastern Economic Review*, publications owned by Dow Jones, Inc.

Ignatius was awarded a Zuckerman Fellowship at Columbia University's School of International and Public Affairs in 1990. He received his BA in history in 1981 from Haverford College in Pennsylvania. He is a member of the Council on Foreign Relations and the Asia Society.



## EXECUTIVE COMMITTEE

### JOSHUA MACHT

Executive Vice President & Publisher, Harvard Business Review Group

Joshua Macht is the group publisher for the Harvard Business Review Group. In this role Macht oversees the commercial activities for *Harvard Business Review's* magazine, website (HBR.org), and books. He also drives new product development across all three platforms, as well as emerging technologies, under the flagship *Harvard Business Review* brand. In his previous role as executive director of Harvard Business Digital, he led the dramatic growth of the company's web efforts, including entirely new areas of the site focused on emerging leaders.

Macht joined Harvard Business Publishing from TIME magazine, where he worked as the editor and general manager of TIME.com. Macht began his web career in the early 1990s as a founding editor of Inc.com, which was among the first national magazines to create a substantial online presence for small business owners and entrepreneurs. He has also written extensively about Internet media and the high-tech industry for a number of publications, including the *National Law Journal* and Harvard's *International Journal of Press/Politics*. He is a graduate of Bates College and Harvard University.



## EXECUTIVE COMMITTEE

### JASON McNAMARA

Senior Vice President & Chief Information Officer

Jason McNamara joined the company in 2004 as elearning technology manager, where he was responsible for the development of platform, database, and delivery tools for our elearning products in Corporate Learning. In 2006, he moved into the leadership position of director, information technology in enterprise technology. In 2010, he was promoted to vice president, enterprise technology, where his responsibilities included strategic leadership for technology across the organization. He also acts as chairman of the Information Technology Council which oversees client-facing and web technologies.

Today, McNamara is the senior vice president and chief information officer, serving as the information technology leader for Harvard Business Publishing. He has oversight of information technology architecture, at both the corporate and market group levels.

Prior to joining Harvard Business Publishing, McNamara worked at Comet Learning, Inc. as technical director and Instruction Set, Inc. in several media management roles. McNamara is a member of the Online Publishers Association and has attended several executive education programs at MIT and HBS. He received his BS in electronic media production from Syracuse University.

