

NDSU Inventors' Basic Training Boot Camp

Speaker Bios

(In order of appearance)

D.C. Coston, Vice President for Agriculture and University Extension, NDSU, Fargo, ND

D. C. Coston came to NDSU from Oklahoma State University, where he served as the associate director and chief operating officer of the Oklahoma Agricultural Experiment Station and the interim associate director of the Oklahoma Cooperative Extension Service.

Coston previously served at Clemson University as a faculty member and as associate dean and associate director of the South Carolina Agricultural Experiment Station. His career also includes being a faculty member and extension specialist at Virginia Tech.



Coston earned his bachelor's degree at North Carolina State University, and his master's degree and doctorate at Michigan State University. He also has received training through the Higher Education Management Development Program at Harvard University, the W.E. Deming Quality Leadership Program and Milliken Corp. Quality Leadership Program.

As Vice President, Coston has responsibility for the North Dakota Agricultural Experiment Station, the NDSU Extension Service, and the Northern Crops Institute. There are more than 800 faculty and staff in these organizations. These agencies have annual expenditures exceeding \$90 million, with more than half coming from non-state sources.

Shortly after arriving at NDSU in summer 2005, Coston began working with the State Board of Agricultural Research and Education, NDSU faculty and staff throughout the state, and with many industry and community organizations and leaders across North Dakota on a long-range plan for continued innovation and prosperity, particularly in rural regions. GROW21, a comprehensive strategy emerged from this effort and has been the template for program development and new directions in efforts. Through these initiatives, many highly successful partnerships with the private sector have emerged and prospered.

Evan R. Anderson, CEO, Innovative Solutions, LLC, Bismarck, ND

Evan currently leads Innovative Solutions, LLC, an engineering, prototyping, and manufacturing company in Bismarck, ND. In this role, he works with clients ranging from the Federal Aviation Administration to inventors with new product ideas. Some recent projects include components for medevac helicopters, electrical harness test system for a manufacturing environment, a police pursuit ending device, automated test stand for a truck lid, age calculator for bar and restaurant use, lancet for drawing blood samples, and ice fishing reel with electronic catch indicator.



Prior to creating Innovative Solutions, Evan founded and subsequently sold Widget Works to Applied Engineering where he spent 3 years as the Director of Applied Engineering's new design, prototyping, and manufacturing division. Widget Works was originally started by Evan to leverage his past manufacturing management and product development experience. Widget Works projects included prototyping Boeing 777 cargo handling system components for Goodrich Aerospace and designing production fixtures for

Ingersoll-Rand. Evan and his team purchased the Widget Works assets from Applied Engineering and created Innovative Solutions in February of 2010.

Some of the products that Evan personally invented and developed include a repair stand for bicycle mechanics and a Halloween tool for cleaning out pumpkins. The repair stand was awarded patents in 2003 and 2004, was a finalist in Colorado's Most Innovative Products, and entered into a licensing agreement in 2004. The Halloween tool, The Pumpkin Gutter, is patent pending, was featured on Martha Stewart & The Today Show, entered into a licensing agreement in February 2008, and was re-acquired in 2009.

Evan serves as the current president of the UND Technology Department Advisory Council and serves on the IDEA Center Board of Mentors.

Evan holds Master's and Bachelor's Degrees in Industrial Technology from the University of North Dakota.

Jonathan P. Sanstead, Partner, Pearce & Durick, Bismarck, ND

At Pearce & Durick, Jon Sanstead is the managing partner of an experienced and innovative team of attorneys and support staff who are committed to developing working relationships that fully address the needs, objectives and expectations their clients.

Mr. Sanstead practices in the area of intellectual property and helps clients protect their patents, copyrights and trademarks by securing and enforcing patent, trademark and copyright protection, and advising clients regarding trade secret protection. He offers extensive knowledge of intellectual property law to protect and defend your intellectual property rights and assets.



Education

- St. Cloud State University (B.A. 1992)
- William Mitchell College of Law (J.D., cum laude, 1995)

Admissions

- State Bar of North Dakota - 1995
- Cheyenne River Sioux Tribal Court
- Fort Berthold Tribal Court
- Turtle Mountain Tribal Court
- Spirit Lake Tribal Court
- Standing Rock Sioux Tribal Court
- U.S. District Court, District of North Dakota, 1996
- U.S. Court of Appeals, Eighth Circuit
- U.S. Supreme Court, 2002

Recognition, Activities & Memberships

- Law Clerk to the Honorable Patrick A. Conmy, U.S. District Court, District of North Dakota, 1995-1996
- State Bar Association of North Dakota
- American Bar Association

Dr. David Wells, NDSU Department of Industrial and Manufacturing Engineering, Fargo, ND

David L. Wells has been Professor of Industrial and Manufacturing Engineering at North Dakota State University since January 2000. He teaches undergraduate and graduate courses in process engineering and production engineering systems design for conventional manufacturing, electronics assembly, biomedical products and micro-manufacturing. His instruction is characterized by heavy reliance upon project-based, design-centric learning. Course projects are drawn from real industrial applications with real industrial constraints, often interactive with a corporate sponsor. Students are challenged to design effective and efficient part manufacturing methods and complete production systems for commercial and industrial products. The common theme for students is mastering process and system design procedures that are applicable to any product in any industry. Graduates have been successful in manufacturing enterprises that produce virtually every type of product -- literally, from spacecraft to foodstuffs. Dr. Wells also leads innovation teams in two engineering venues: product realization and transforming laboratory research into commercial products.



Dr. Wells' active research lies in orthopedics, micro-assembly, micro-machining, circuit board process engineering, printed electronics, applications of RFID technologies and manufacturing engineering pedagogy. Through his research, Dr. Wells has supervised the completion of twelve graduate degrees in the past six years. His publication history includes nearly seventy print publications and over forty invited presentations. He has addressed professional audiences in Ukraine, Japan, India, Brazil, Peru, Mexico and Canada, as well as in many United States venues. For many years, he has been active in the national leadership of Society of Manufacturing Engineers, American Society for Engineering Education, and ABET. Over the past twenty-six years, he has been a central figure in the design, development and articulation of curricula for educating manufacturing engineers in the United States and in selected off-shore venues. He is also a contributor to Surface Mount Technology Association and Institute of Electrical and Electronics Engineers.

Prior to joining NDSU, Dr. Wells held manufacturing engineering and management positions in energy, aerospace, commercial sheet metal and automotive industries for twenty-six years. He also held a faculty position at University of Cincinnati for fifteen years, including thirteen years as chair of a department of some five hundred students. He has also served as an academic dean in an experimental manufacturing engineering education program at Focus: HOPE (Detroit, Michigan) and as chair of the IME Department at NDSU. Dr. Wells is a certified manufacturing engineer and earned the BS and MS in Mechanical Engineering from Stanford University and the PhD in Engineering Management from the Missouri University of Science and Technology.

Tony S. Grindberg, Executive Director, NDSU Research & Technology Park, Inc., Fargo, ND

Tony S. Grindberg was named the first Executive Director of the NDSU Research & Technology Park in 2002. Incorporated as a 501 (c) 3 organization in 1999, the NDSU Research & Technology Park will celebrate its tenth anniversary this year with an event to honor the milestone taking place in early 2010. Advancing public/private partnerships of technology-based businesses and the development of a successful entrepreneurship program has been the cornerstone of Mr. Grindberg's accomplishments.



With the completion of the first research park facility constructed by John Deere in 2002, his leadership has led to a dynamic and growing environment at the NDSU Research & Technology Park which included the addition of six new facilities on 55 acres. In 2007, the Park opened its Technology Incubator after a successful three year fundraising campaign that raised \$7.4 million dollars. The Technology Incubator is home to seven technology-based entrepreneurial companies employing 119 people with an estimated annual payroll of \$12.3 million dollars. Additionally, the Park provides technology employment opportunities to over 600 people. In 2006, the park received a National Award from the U.S. Dept of

Commerce as "Best" in the nation for *Technology Based Economic Development*. In 2010, the park received a National Award from the National Association of Business Incubation for Technology Graduate Company of the year, Appareo Systems.

In 2008, Mr. Grindberg created a \$4 million dollar venture fund that has stimulated infrastructure growth in the Park. As a result of these efforts, a new multi-tenant facility, currently under construction, will house two successful graduates of the Technology Incubator and a new NDSU nano-materials research initiative upon completion in the fall of 2009. In total, the Park is comprised of seven buildings with 370,000 square feet and a \$60 million dollar capital investment. His accomplishments also include the creation of the first *Angel Investment* fund which is administered by the park and a *Youth Entrepreneurship* program that is supported by area K-12 school districts.

Mr. Grindberg has served as a North Dakota State Senator since 1992. He presently serves as Vice-Chairman of the Senate Appropriations Committee. His legislative leadership has led to the creation of a \$60 million dollar "Center of Excellence" program, venture capital programs, expansion of the State "Seed" tax credit program and a newly created Angel Investment tax credit program. In addition, during the recent 2009 legislative session, Mr. Grindberg was successful in passing legislation that created a Technology Based Entrepreneurship and Economic Development grant program. This program will support technology-based entrepreneurship efforts across North Dakota and lay the foundation for future economic growth and diversification.

Mr. Grindberg is the 2005 recipient of the North Dakota State Chamber of Commerce *Education & Business Partnership* award. He has served on numerous boards and commissions including the Chamber of Commerce of Fargo/Moorhead. Presently he serves on the national board for the Association of University Research Parks. He is a graduate of Minnesota State University-Moorhead, North Dakota State College of Science and is a licensed pilot. He and his wife Karen have three children.

Kari Warberg Block, Founder/CEO, Earth-Kind, Inc, Bismarck, ND

Kari Warberg Block is the founder & CEO of Earth-Kind, Inc, Bismarck, ND. Her inventions, which are sold throughout 15,000 stores in the USA and Canada, include FRESH CAB®, the first indoor EPA registered rodent repellent on the market; and Prairie Aire® the first air freshener on the market to naturally clean the air. Kari's career mission is to create first to market inventions that solve natural problems more safely and more effectively than traditional chemicals have.



Paul Wolf, Inventor, Wolf Technologies, LLC, Bismarck, ND

Paul Wolf of North Dakota invented Light Check - a product to simplify testing of trailer lights. Mr. Wolf, an outdoor enthusiast and founder of Wolf Technologies, LLC, has owned a boat and camper for many years. Trailer lights have a high failure rate and require frequent testing for safety in traffic. Mr. Wolf was frustrated with the time, hassle and expense of testing trailer lights the normal way of needing a towing vehicle connected to the trailer light wiring.

Mr. Wolf realized that there are millions of trailers in use in many industries including agriculture, construction, equipment rental, recreation, commercial transportation and more and that owners of trailers are experiencing the same



problems of testing trailer lights. Light Check allows one person to easily test trailer lights without a towing vehicle or second person to assist thus saving time and money and providing traffic safety with properly operating trailer lights. See more on Light Check at www.trailerlightcheck.com.

Ron Nissen, Owner, Dean Floyd LLC, Minot, ND

Ron Nissen, a Minot ND native, started work on the Toilet Boot approximately four years ago with his business partner. Their company Dean Floyd LLC was formed in 2009 to help further the progress in bringing their product to the market. Along the way, they were named one of the Innovate ND Champions for 2010. You may find further information on the Toilet Boot along with a demonstration at www.toiletboot.com.



David Lehman, NDSU Industrial and Manufacturing Engineering Extension Specialist, NDSU IME Extension, Dickinson, ND

Originally from Kenmare, ND, David graduated from NDSU with an Agricultural and Biosystems Engineering degree in 2000. After graduation, he served the compact construction equipment industry as a manufacturing engineer in fabrication, weld, paint, and assembly. He has international experience coming from a 2 yr assignment in France in a Methods Central position (Manufacturing Engineering Manager) as well as facility benchmarking experience in Mexico, with additional management experience resulting from management of an e-coat/powder coat operation. In 2009, he completed his MBA degree through the University of North Dakota. His background includes work with general manufacturing systems, robotics, lean sigma, coatings, ESH, wastewater systems management and compliance, operations management, project management, TPS, Sarbanes-Oxley, strategic planning, and capital justification and implementation.



In his current role as an Industrial and Manufacturing Engineering Extension Specialist based out of the NDSU Dickinson Research and Extension Center located in Dickinson ND, he assists manufacturers and inventors across the state through education and outreach activities.

David is a member of the Dickinson chapter of Rotary International, the Dickinson Young Professionals Network, and the Society of Manufacturing Engineers. He served as a Company Advisor for the 2010 Business Challenge Competition, is a manufacturing mentor for the IDEA center in Bismarck, is involved with the SW ND Economic Development group, the Dickinson Community Relations Committee, the Dickinson Manufacturers Roundtable, the Economic Development Association of North Dakota, and is on the NDSU Industrial and Manufacturing Advisory Board.

Jerod Tufte, Patent, Trademark, and Business Attorney, Tufte Law Office, PC, Steele, ND

Jerod Tufte is a business and patent attorney with an office in Steele, 40 minutes east of Bismarck. After receiving a BS in Computer Engineering, Jerod worked for Motorola on cellular network products for two years prior to attending law school. Since 2002, Jerod has worked on significant patent litigation matters for clients in the semiconductor industry, counseled independent inventors and small businesses



relating to business start-up issues, and worked with numerous independent inventors to protect their intellectual property in the form of utility and design patents, registered trademarks, and copyright licensing and registrations.

Eric Veidel, Engineering Consultant, UND Center for Innovation, Grand Forks, ND

Eric is from Isanti, Minnesota and graduated University of North Dakota with his Bachelor's degree in Mechanical Engineering. He has been a New Product Engineer for hydraulic cylinders and valves at Bobcat in Bismarck, ND coordinating a \$4 million R&D budget, developing the cutting-edge innovations. Prior to that was his experience at Nodak Electric Cooperative of Grand Forks, ND where he was a Systems Engineer. In October 2008 Eric co-founded VEICOR Technologies, LLC to build a company that helps return stolen bicycles to the owner with help from the law enforcement network. He now serves as an engineering consultant for the Center for Innovation while coordinating the ND SBIR and RBEG programs.

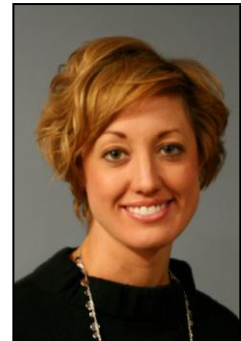


Ellyn Rost, Account Manager, TKX Marketing, Director, I.D.E.A. Center, Bismarck, ND

Ellyn Rost is the Account Manager for TKX Marketing and a Director at the I.D.E.A. Center in Bismarck, ND. After graduating from UND she entered the insurance industry and realized her passion laid in entrepreneurial development and helping businesses find their creative niche and reach their potential customers. Ellyn helps grass-root start-ups get launched at the IDEA Center and helps all different types of businesses brand and market their product or service.

Ellyn has worked on anything from branding small start-ups, developing full marketing plans for new product launches, and assisting developed companies create fully functioning, interactive websites.

She loves meeting all sorts of people and finding out what gets them excited about their business and how she can help them market and grow.



Deb Eslinger, Operations Manager, TKX Marketing, Director, I.D.E.A. Center, Bismarck, ND

Born and raised in Bismarck, ND. Deb has been married for 11 years, a mother to 3 beautiful children, and a self-entrepreneur for most of her life.

Deb is the Operations Manager with TKX Marketing and a Director with the I.D.E.A. Center in Bismarck, ND. Her duties there include helping start-ups to large organizations with consulting, branding, web development, marketing tactics, project and marketing plans, and marketing projections.

Deb has been involved in building businesses from scratch and taking them to new heights. As a retired photographer, she had the ability to capture moments that mattered most. She left the profession to give all of her attention investing in others and helping them develop their businesses. For the past three years, she has been working with many companies using online and offline tactics to grow their bottom line.



Brandi Schoenberg, Innovate ND Program Manager, ND Dept of Commerce, Bismarck, ND

Brandi Schoenberg, originally from Mohall, graduated from the University of Mary with a double major in Business Communication and Business Administration in 2007 and works at the North Dakota Department of Commerce as Program Manager for Innovate North Dakota. Innovate ND is a statewide business venture competition launched in 2006 to help entrepreneurs build a business and gain access to capital.



Renee Kipp, Marketplace of Ideas/Marketplace for Kids, Inc./Marketplace SBDC Satellite Center, Bismarck, ND

Renee is the Director of Operations for Marketplace of Ideas/Marketplace for Kids, Inc. Marketplace works to cultivate and grow entrepreneurs and entrepreneurial communities by providing education, support, mentorship, solutions, and networking opportunities through its programs: Marketplace of Ideas; Marketplace Invention Showcase and Contest; Opening the Doors of Opportunity; and Marketplace for Kids.

Renee also works with the NEW Marketplace SBDC Satellite Center to provide counseling services to inventors and youth.

Renee, a Bismarck native, holds a B.S. Degree in Business Administration from the University of Mary. She and her daughter Kaitlyn reside in Mandan, ND.



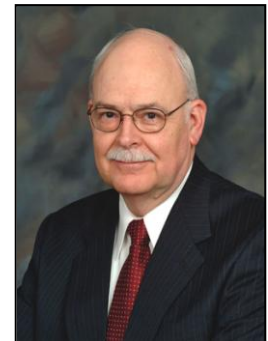
Sara Kelsch, Marketing Specialist, North Dakota Department of Agriculture, Bismarck, ND

Sara Kelsch is a native of rural North Dakota. She attended Minnesota State University Moorhead and graduated with a Bachelor of Science Degree in Mass Communications. She has been with the North Dakota Department of Agriculture since 1998 and has over 10 years working with small business in North Dakota. She manages the Pride of Dakota program as well other marketing avenues within the Department. Sara and her husband Jon and their children reside in Bismarck and enjoy being a part of the Bismarck community.



Al Jaeger, Secretary of State, North Dakota Secretary of State's Office, Bismarck, ND

Al Jaeger was born and raised in Beulah. He attended Bismarck State College and Dickinson State University. A former school teacher and a business owner for twenty years, he was elected in 1992, as North Dakota's fourteenth Secretary of State and is currently beginning his sixth term. In 2009, he was the recipient of the BSC Alumnus of the Year award. He and his wife, Kathy, have three children.



Nancy Krogen-Abel, Regional Director, Small Business Development Center, Bismarck, ND

Nancy Krogen-Abel is the Regional Director for the Small Business Development Center (SBDC) in Bismarck. The Bismarck Center covers Region 7 which includes the following counties: Burleigh, Emmons, Grant, Kidder, Mercer, McLean, Morton, Oliver, Sheridan and Sioux. As Regional Director, Nancy provides free and confidential counseling to start-up and existing small businesses. Nancy assists clients with the development of business plans, market analysis, and projected cash flows and financial statements. She answers questions, discusses ideas, solves problems and provides guidance on virtually any aspect of small business management. SBDC provides and sponsors workshops, seminars, and conferences aimed at providing continuing education in the latest business techniques.



Nancy's professional experience includes business management, strategic business planning, marketing strategies, budget administration, financial accounting, customer relations management, organizational leadership, credit union management, entrepreneurial management, and personnel management. Nancy also owned a successful small business and served as Loan Manager/Assistant CEO for Prairie Rose Credit Union.

Nancy holds a Master in Management with a Human Resource concentration and a Bachelor of Science in Management from the University of Mary. Nancy is a certified eBay Education Specialist. Nancy is a member of the Central Dakota Human Resource Association, Dakota Principal Performers, and Missouri Valley Chapter of Credit Unions

Chad Bjornson, Business Banking Officer, Starion Financial, Bismarck, ND

Bio not available, please check back for updates

Kirby Evanger, Chief Credit Officer, Starion Financial, Bismarck, ND

Bio not available, please check back for updates

Gaylon Baker, Executive VP, Stark Development Corporation, Dickinson, ND

Mr. Baker is a native of Jamestown, North Dakota. He is a graduate of the University of North Dakota with a Bachelor of Science degree in Geography and a Master of Science degree in Community and Regional Planning from North Dakota State University. He joined Stark Development Corporation in 1995.

He formerly was the President of the Duluth Greater Downtown Council and the Executive Director of South Central Dakota Regional Council.

He is currently the President of the Economic Development Association of North Dakota. He served as Rotary President in 2007-2008. He has also serves on the North Dakota Chamber of Commerce Board of Directors and was Treasurer of the Information Technology Council of North Dakota.



He received the Governor's Choice Award, Professional Developer of the year in 2004 and the Greater North Dakota Association, Business and Industrial Development Award in 1999.

He and his wife, Barbara, have four children, Amy, James, Brandi, and Anna.

Tom Linnertz, Business Development Specialist, Small Business Association, Fargo, ND

Tom Linnertz was born and raised in Minot, North Dakota. Tom is married and his beautiful wife Donna teaches at Northern Cass Public School during the day and tutors Tom at night. She thinks he still has hope! He has three lovely daughters, who have graduated from college and have made him and his wife "Empty Nesters". He served in the Marine Corps from 1971 to 1973, the Army Reserve from 1976 through 1997, and retired as a Master Sergeant. He lived in Kenmare for 12 years working for Midwest Federal Savings and Kenmare Community Credit Union before joining with SBA in 1989. He has become the "Go To" person in the U.S. Small Business Administration (SBA) North Dakota District Office for anything in the Federal Contracting arena, consisting of the 8a, Small Disadvantaged Business, (SDB), HUBZone, Woman Owned Small Business, Veteran Owned Small Business (VOSB) and Service Disabled Veteran Owned Small Business (SDVOSB) and Small Business Program for the State



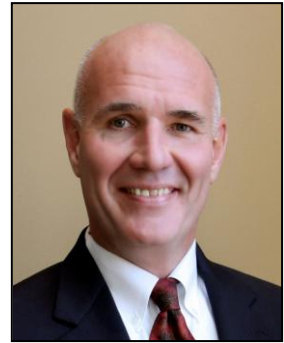
of North Dakota. Tom has been the District Employee of the Year, Fargo Federal Employee of the Year and won special recognition from the Regional Director for his work in the Federal Procurement Arena. Tom worked in Loan Servicing/Liquidation where he helped create and teach SBA's liquidation program across the nation. Since 911 Tom has been involved in Federal Contracting. Tom is currently part of the SBA National Team which is redesigning SBA's Procurement Program training and Processes. He states he is nine years in the program and still learning at light speed every day. In the past 9 years Tom estimates he has assisted in gaining in excess of \$320 million in contracts for North Dakota 8(a) firms

In his off time, Tom is active in his church. He is a North Dakota Hunter Safety Instructor of 30 years. He is a Member of Bugles Across America and the American Legion. He donates his time and considers it an honor that through the American Legion, and Bugles Across America as Bugler, he is requested to play TAPS during Military Funerals. He also enjoys hunting, fishing, camping, kayaking, restoring old cars and old clocks.

Dean Gorder, Executive Director, North Dakota Trade Office, Fargo, ND

Dean directs the daily operations and long-term goals of the North Dakota Trade Office. A Grafton, N.D., native, Dean is the former general manager of Mattracks Inc. of Karlstad, Minn. Dean took Mattracks to the global marketplace and established the company's foreign joint venture in China.

Dean's professional experience includes managing several departments within the University of North Dakota's aviation program. His responsibilities included managing the university's contract pilot training program and contract negotiations with China Airlines, Evergreen Airlines and Saudi Arabia's Gulf Air and Aramco.



Julie Kuennen, Director, I.D.E.A Center, Bismarck, ND

Julie Kuennen is the executive director of the Incubator for Developing Entrepreneurial Activity (I.D.E.A.) Center located in Bismarck, North Dakota. In addition to her MBA, Julie has been certified in facilitation, project estimation, grant writing, project management, and database development. She joined the I.D.E.A. Center in 2008. Prior to her service at the I.D.E.A. Center Julie enjoyed a career in systems design, development, implementation and operation management. Her experience and practical approach to business proves to be most beneficial to the clients served at the center where a focus is placed on grass roots economic development and providing workforce development through experienced based education. Clients of the center may receive help in marketing, bookkeeping, projections, planning and funding. Julie refers to her position at the I.D.E.A. Center as her dream job as its model encourages an open creative culture and her team which she boasts of their skills, diversity and passion to serve their community.



Brenda Wyland, Associate Director, NDSU Research & Technology Park, Fargo, ND

In her current role as Associate Director for the NDSU Research & Technology Park, Brenda Wyland manages the Technology Incubator where she is responsible for overall strategic development, planning, and operations. She also provides technical and business assistance to early stage start-up ventures and manages the Fargo Moorhead Angel Investment Fund. Prior to that, she was employed with the South Eastern Council of Governments (SECOG) where she held various positions from Planner, Senior Planner and Economic Development Director. Ms. Wyland performed a dual role managing the South Eastern Development Foundation's economic development programs and Dakota Business



Finance's SBA 504 portfolio. In addition, Ms. Wyland has worked extensively with new business start-ups and managed grants and contracts for several federal agencies such as the Department of Housing and Urban Development, Economic Development Administration, USDA Rural Development, Department of Treasury, Small Business Administration, and others.

Ms. Wyland received her Master's Degree in Business Administration from the University of Sioux Falls, a B. S. in Facility Management from North Dakota State University, and an A.S. in Architectural Engineering from Southeast Technical Institute. In October 2004, Ms. Wyland received certification as an Economic Development Finance Professional from the National Development Council.

John Holtan, President and Founder, LightsOn Safety Solutions, Spring, Tx

John Holtan is President and Co-founder of LightsOn Safety Solutions with offices in Bismarck, ND and Spring, Texas. John is originally from Garrison, ND where he grew up ranching and helping his family develop Indian Hills Resort on Lake Sakakawea.

John started of his career completing the Process Plant Technology Program at Bismarck State College and went on to get his Bachelors of Science from Valley City State University. John worked as a boiler and refrigeration lead at AVIKO USA L.L. C (now Cavendish Farms) in Jamestown, ND.

Prior to taking the lead role at LightsOn John taught for 7 years as an Assistant Professor of Process Plant Technology at Bismarck State College (BSC). At BSC, John was awarded Faculty Member of the Year in 2005. He then was hired by Martech Media to develop training curriculum for the energy industry. John has worked as a trainer and curriculum developer for over 14 years specializing in Hazardous Materials Operations, Confined Space Entry and energy related topics.

John developed the Gas Monitor Simulated with cooperation from the National Institute for Occupational Safety and Health (NIOSH) and many other industry partners. John has been working on the simulator project with his business partners Mike Holman and Chris Lane for a little over 5 years.



Paul Lucy, Director, Economic Development & Finance Division, ND Department of Commerce, Bismarck, ND

Paul Lucy is the Director of the Economic Development & Finance (ED&F) Division of the North Dakota Department of Commerce, serving in that capacity since October, 2006. The ED&F division is focused on the attraction, expansion and retention of new wealth in North Dakota through the development of primary sector businesses.

Prior to assuming responsibilities with the ED&F, Paul was the Senior Vice President of the Greater Fargo Moorhead Economic Development Corporation (GFMEDC) in Fargo, North Dakota. While with the GFMEDC, Lucy was responsible for the development and implementation of the corporation's strategic marketing efforts which were targeted at the development of primary sector businesses in Cass County, North Dakota and Clay County, Minnesota.



Paul also served as the President of the Minot Area Development Corporation (MADC) for four years from 2000 to 2004. Lucy moved into this role after serving as the Vice President of the organization from 1994 to 2000. The MADC is the lead organization within the Minot, North Dakota trade area that assists in primary sector business development.

Prior to his position with the MADC, Lucy was the Executive Director of the McKenzie County Job Development Authority and McKenzie County Tourism Bureau in Western North Dakota. Lucy began his career in business development and planning in 1989 when he began working for the Souris Basin Planning Council, a seven-county regional development organization, as the organization's business development specialist. Lucy interned with the Small Business Development Center (SBDC) in Minot in 1989. He was the first intern hired by the SBDC's in North Dakota - a program which has continued since that time.

Paul was a member of the board of directors of the Economic Development Association of North Dakota from 1995-2004 and served a two-year term as President for the organization. Paul is a board member of the North Dakota Agricultural Products Utilization Commission, on which he has served since 2006. Paul also served on the ND Department of Transportation Director's Advisory Council as well as the ND Department of Commerce Workforce Development Division Talent Recruitment Advisory Committee. Paul was a member of the Neighborhood Development Enterprises Board of Directors from 1999 - 2001. In 1996, Lucy was appointed by Governor Schafer (through the ND Industrial Dev. Assoc.) to the North Dakota Technology Transfer, Inc. (TTI) Board of Directors where he served until 1999. Lucy is a Certified Economic Development Finance Professional and is a member of a number of state and national professional development and industry trade associations.

Paul is a North Dakota native originally from the Powers Lake, ND area where he grew up on his family's farm/ranch. Prior to going back to college in 1985, Paul worked for seven years (off and on) in the oilfields of North Dakota, Montana, Oklahoma, South Dakota and Wyoming from 1978 through 1985. He graduated from Minot State University with a degree in Business Administration. Paul is married to Bonnie Lucy and has three boys: Zachary, Jordan and Alexander.