



**John J. Hickey**  
**Chief Financial Officer**

Financial Consulting	2002 – Present
Spherion Corporation –Fort Lauderdale Fl/Atlanta GA (Formerly the Norrell Corporation)	1992 – 2002
Senior VP Finance & Operations - Outsourcing Operations	2001 – 2003
Senior VP Operations - Outsourcing Operations	1999 -- 2001
Senior VP Western Operations	1998 -- 1999
VP Outsourcing Operations - IBM National Account	1992 – 1995
 IBM Corporation	
Boulder Colorado Office Products Division	
Director of Operations - Joint Venture Development	1988 – 1992
Product Management -Printer/Copier	1986 -- 1988
Strategic Planning - Office Products	1983 -- 1988
Controller –Manufacturing & Development	1980 – 1983
Rochester Minnesota General Systems Division	
Product Management - Low End Storage Products	1978 – 1980
Controller Manufacturing & Development	1975 – 1978
Financial Analysis Mid Range Systems	1972 – 1975
Endicott New York -Data Processing Group	
Financial Analysis Large Systems	1969 – 1972
New York, New York System Manufacturing Division HQ	
Various Financial Positions	1967 – 1969
 Public Accounting Chicago Illinois	
CPA - Licensed in State of Illinois	1964 – 1967

**Education/Certifications**

- Certified Public Account
- IBM Executive Management Programs
- Emory University Executive Program
- BA – Finance & Accounting St. Ambrose University
- MBA Studies DePaul University & University of Connecticut

### ***John J. Hickey - Bio***

**John J. Hickey has more than thirty five years experience in Industry and Public Accounting.** Following his graduation from college, he entered the field of Public Accounting as a licensed CPA in Chicago Illinois, where he worked until joining IBM in 1967 in New York.

Experiences in IBM were many and varied. Initial roles made use of the Public Accounting experiences in the headquarters accounting and planning areas of the Systems Manufacturing Division. In 1969 John relocated to Endicott, New York, where the Systems Development Division laboratories charged with the development of mid range systems was located. Here he joined the head quarters group responsible for the financial analysis and pricing of the new systems that were being introduced in the market. In 1972, John moved to Rochester, Minnesota to manage the financial analysts responsible for the analysis and pricing of the low end systems of the General Systems Division. In 1974, he assumed responsible for the financial planning of what was then a 7000 person manufacturing and development organization. In 1976, he was named controller of the Rochester operations.

In 1978, the General Systems Division, transferred the low end storage products from San Jose California to Rochester and established a new product area while investing in completely new laboratories and manufacturing capability. As a result of this, John moved to a new position as the Business Manager for the new product area.

In 1980, John relocated to Boulder Colorado, to assume the position of Controller of the Boulder facilities of the Office Products Division, then responsible for the development and manufacturing of the printer and copier products. In 1983, John assumed roles in strategic planning and business management for the chemical supplies supporting the printer, copier and disk operations. In 1987, a decision was made to exit the copier product market place, at which time John joined with several other individuals, establishing a team to develop a plan for and negotiate the sale of the business. The sale of the US and European operations to the Kodak Corporation was completed in 1989 and implemented over the next year. The success of this initial strategy lead to the evaluation of exiting other product and service areas, either through outright sale or joint ventures which IBM could later exit from.

In 1992, IBM formed a joint venture with the Norrell Corporation to establish an Outsourcing Division which would become a subsidiary of the Norrell Corporation, providing various services, with a focus on process improvement, to IBM and other companies. Having worked on the formation of the venture, John was asked to join the venture at its inception, which he did. What began as an eighty million dollar contract to provide services back to IBM eventually grew to a three hundred million dollar division by the year 2000. John retired from the firm in 2002, as the Senior Vice President of Finance and Operations for the outsourcing group.

Since 2003, John has been involved in financial consulting and a number of community based volunteer organizations.