

Executive Team Biographies

Doug Percy

President and CEO

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Doug is a software industry veteran with over 30 years of sales, operations, and executive management experience in the high technology sector, leading several organizations through steady and profitable growth.

Most recently, Doug served as CEO and Chairman of the Board at W3Health Corporation.

Prior to W3Health, Doug was a Senior Vice President with GEAC Computer Corporation, serving as the General Manager for GEAC's SmartStream division. Under Doug's leadership, SmartStream was successfully assimilated into GEAC, after the entity was acquired from Dun & Bradstreet in 1996.

Doug served as President, Chief Operating Officer and Director of HPR, Inc., a leading healthcare software provider. After achieving 30 percent growth each year with HPR's proprietary database software, Doug led the company to a successful IPO in August of 1995.

Previously, Doug spent close to a decade with Pansophic Systems, holding a number of sales and leadership roles and eventually becoming the Senior Vice President and General Manager of the Applications Software Division. During Doug's tenure, the division grew from \$17M to \$70M, with one significant acquisition and several strategic partnerships completed. Pansophic was acquired by Computer Associates in 1991.

Mike McMahon

Founder, Chief Technical Officer

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With more than 20 years of experience developing advanced software tools and applications, Mike is the company's technical visionary and overall product architect.

Mike founded Oberon Software in 1989, and through the next 10 years as Oberon's CTO, provided the visionary architecture that was the foundation of the first generation of Enterprise Application Integration (EAI) products. Upon Oberon's acquisition by OnDisplay in early 2000, Mike took on the role of CTO at OnDisplay until its subsequent acquisition by Vignette in July 2000. While at Vignette, Mike was a member of the Office of the CTO, and instrumental in shaping the next generation of Vignette products.

Prior to Oberon, Mike was a founder of Symbolics, Inc. Symbolics produced a pioneering personal workstation that provided superior access to information and employed one of the earliest graphical user interfaces. Mike was the principal architect of Symbolics' object-oriented user interface. Prior to Symbolics, Mike conducted research at the MIT Artificial Intelligence Laboratory as part of the Lisp Machine team. Mike has also held positions at SRI International and BBN. Mike majored in Pure Mathematics at MIT.

Mark Wick

Founder, Senior Vice President

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Mark is a founder of Blue Agave Software and is responsible for our product and technology development.

Mark joined Oberon Software in 1992 to develop the company's initial product offerings in application assembly. In early 1995, he was promoted to Director of Engineering, responsible for the engineering team that delivered Prospero, the first Enterprise Application Integration (EAI) product. Over the next five years, Mark managed an organization that grew to 60 professionals and successfully delivered five additional releases of Prospero along with related products for the ERP, SFA, and Supply Chain applications.

As Vice President of Product Development, he was responsible for all products and engineering relationships, and was heavily involved in strategic planning for the company. Mark was a frequent speaker at industry and partner conferences.

As a result of the acquisition by OnDisplay, Mark became the General Manager of OnDisplay's east coast operation, where he helped forge the company's supplier enablement program. He left as a result of the acquisition of OnDisplay by Vignette in July 2000.

Prior to joining Oberon, Mark was with Oracle Corporation from 1989-1992, where he helped design and develop the Oracle Data Browser. He earned a BS in Computer Science from MIT in 1989.

James Morganstern
Founder, Vice President Business Development

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Jim is a founder of Blue Agave Software and has primary responsibility for the company's corporate development strategy. Jim brings seventeen years of sales and business development experience, helping organizations to build successful, global business partnerships across inter-enterprise process boundaries.

Prior to Blue Agave, Jim served as Vice President of Business Development for Oberon Software, a leader in business process integration. Jim joined Oberon in 1996, chartered with building the business development strategy and vision. Under his leadership, Jim's team successfully established global distribution relationships with many of the world's leading ERP and SCP application vendors, including J.D. Edwards, Manugistics, and SAP. These strategic alliances significantly enhanced Oberon's valuation, contributing to the successful acquisition by OnDisplay in March 2000.

Jim previously worked in various roles at Progress Software Corporation. As Director of Partner Programs, Jim managed the programs marketing for Progress' primary sales channel which included 2,300 application companies worldwide. Jim also led the product marketing group for Progress' product line for the AS/400 platform.

Jim began his sales career with IBM Corporation and has also held programming positions with Honeywell and Bell Atlantic. His background in sales, marketing and business development, combined with a degree in Computer Science from Merrimack College, enables him to help organizations identify the best methods for achieving business objectives through strategic alliances and the application of innovative technologies.

Frank Murphy
Vice President Sales

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Frank leads Blue Agave's sales organization, bringing over 25 years of successful sales and sales leadership experience to the team. He has held positions in a variety of software organizations, ranging from providers of enterprise management software to productivity tools and languages, as well as systems management software. This breadth of experience gives Frank a unique perspective on the solutions that will deliver substantial benefits to his customers.

Most recently Frank served as Vice President of Sales for Frontstep/Symix, where he was responsible for sales in North America. Part of the company for seven years, Frank was a key member of the management team that grew the company to 130M before its sale to MAPICS in 2003. As the market leader in the Engineer-to-Order (ETO), Made-to-Order (MTO) and Configure-to-Order (CTO) ERP market Frontstep had over 7,000 customers.

Frank has also held Vice President and Director of Sales positions with Forte Software, LEGENT, Goal Systems and Pansophic Systems.

Patrick Sim
Vice President Industry Solutions

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Patrick brings close to 25 years experience in senior operations management, software implementation, and management consulting with a specialization in supply chain processes and applying information technology to improve operational performance. His experience spans a range of industries including computers, consumer electronics, semiconductors, telecommunications equipment, consumer goods, building materials, chemicals and automotive. Patrick possesses a broad understanding of strategic management issues in addition to practical

experience and technical project leadership. At Blue Agave, Patrick is responsible for working with clients to ensure that our applications solve specific business problems and improve customer performance.

Most recently, Patrick served as Vice President for Supply Chain Reengineering at Nortel, which included the development of the supply-chain strategies and the end-to-end supply-chain processes. During this time, he led the deployment of SAP to support Nortel's global order fulfillment program, as well as the implementation of i2 for one of the largest divisions. He was the key leader in the development of an outsourced logistics strategy that is projected to save \$100+ million over the next 3 years.

Patrick has held a variety of senior leadership roles at General Instrument, overseeing Global Logistics, Manufacturing Operations, Materials, Supply and Demand Planning and Purchasing. Throughout his tenure, he led the development of strategies and programs that drove significant cost savings. As a Senior Manager at Deloitte Consulting in their High-Technology Supply Chain Practice, Patrick worked with clients both in the U.S. and internationally on a variety of engagements.

Patrick graduated from Philadelphia University with a Bachelors Degree in Business Management and became APICS CPIM certified in 1984. He has presented at numerous industry conferences including Council of Logistics Management, LOGTECH and the World Supply Chain Summit.