EXECUTIVE BIOS

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Accelerance Executive Bios –
Leadership Team and Thought Leaders

- Steve Mezak, Founder and CEO of Accelerance – In this role, Mezak oversees Accelerance overall operations, drives strategy for business development and leads the cultivation and recruitment of international partner firms. A technical entrepreneur and internationally recognized outsourcing expert and speaker, he has more than 30 years of experience in the IT industry, moving from writing software code to facilitating and managing software development teams and budgets. He came up with the Accelerance business idea based on his own experience working with an outsourced programming team in Russia in 1998. Then he realized there was no easy way to find qualified engineering firms overseas. He founded Accelerance in 2001 with the goal of helping clients find and select outsourced partner firms that best serve their technical needs and align with their corporate culture. Mezak has spent the last 15 years traveling the globe and interviewing thousands of software development teams to build the Accelerance network of partner firms. Prior to Accelerance, he co-founded and served as CEO of SendOrder.com, Inc., a B2B e-commerce site. Before that, he served as vice president of Technical Services at Digital Market, Inc., an online marketplace for electronic parts that was acquired by Agile Software in 1999. He also co-founded and served as the director of engineering at Aspect Development, Inc., a B2B software development company that was acquired by i2 Technologies in 2000. Throughout his career, Mezak has guided hundreds of software and IT executives through the strategic advantages of outsourcing their software development. He's also the author of *Software without Borders: A Step-By-Step Guide to Outsourcing Your Software Development* and co-author of *Outsource or Else. How a VP of Software Saved His Company*.

- Andy Hilliard, President of Accelerance – Hilliard is responsible for leading Accelerance overall operations and cultivating strategic partnerships to expand its network of software development firms worldwide. An IT industry veteran with more than 20 years of experience, Hilliard has a proven track record of taking a personalized approach to matching clients with software development partners best suited to fulfill their individual needs. His success is largely due to his passion for the global software development industry and his enthusiasm for helping the underserved market grow their networks and experience their full potential – no matter where they are in the world. Prior to joining Accelerance in 2009, Andy was Founder and Managing Director of Business Development at IsThmus, Inc., a leading nearshore provider of custom software development based in Costa Rica. He grew the company into one of the region's first successful nearshore software providers and has served numerous major clients including TSYS, Cushman & Wakefield and Gannett. Hilliard has held several other senior leadership roles throughout his career, including Division Manager at Cognizant, where he managed sales operations, business development and account management for the Southeast U.S. He also worked as: Regional Manager at Siebel; Director of Business Development for Latin America and U.S. East Coast at YOUcentric; and Vice President of Marketing at Bank of America. In addition, he was a Peace Corps Volunteer in Costa Rica. Hilliard has always been an advocate for the under served and the small business community looking to do more with less. Today, he works alongside small to medium-sized enterprises, helping them decrease expenses, accelerate their time to market and deliver bottom-line benefits – all through software development outsourcing.

- Hugh Morgan, Vice President of Strategy at Accelerance – In this role, Morgan is responsible for leading the strategic marketing vision and spearheading all sales and marketing initiatives for Accelerance global operation. With more than 15 years of experience working with high-growth tech companies, to drive their revenue and increase market share, Morgan brings this passion for start-ups to his role at Accelerance. A software industry veteran and strategic advisor, Morgan is known for coaching and guiding clients through the process of selecting a software development team that will bring the most value to their line of work. Prior to Accelerance, he served as principal of Hugh Morgan Consulting, where he provided strategic marketing services and executed go-to-market and lead-generation programs for numerous small to medium-sized software companies. Before that, he held senior leadership roles at various technology companies, including: vice president of business development at Angus Systems; vice president of sales at Asterop; and vice president at Corrigo. Throughout his IT and software consulting career, Morgan has lived and worked alongside companies in South East Asia, the Middle East and Africa. Through this experience, he truly garnered an appreciation for his partners in developing countries that were creating opportunities in software development. Morgan began his career as an investment banker and spent 10 years in real estate and finance before diving into the world of software and technology.

- Mike McAuliffe, Managing Director of Accelerance – McAuliffe is a global software outsourcing advisor at Accelerance, with more than 25 years of experience in business development, sales management and financial analysis. Most of this time was spent in New York, where he established an impressive track record of establishing client trust and developing new business to drive revenue and profit growth. Most recently, McAuliffe was deeply involved in technology, running business development for a leading capital market advisory firm, bringing to market that company's real-time risk prototype solution, and establishing its staffing practice. He brings an effective combination of selling and presenting skills, technical abilities and a commitment to customer service to achieve rapid success in new, highly competitive industries and positions.

- Cathy Foster, Vice President of Marketing at Accelerance – With a passion for B2B marketing and excitement for the next creative idea, Foster drives client and partner acquisition strategies for Accelerance. She has more than 25 years of experience in and around the software development industry. She started her career as a technical writer, collaborating with software developers and users for enterprise organizations including General Electric, BellSouth and Freddie Mac. Technical writing soon created entree into web writing and website design. Small freelance endeavors grew into a .NET

web development shop and interactive agency with more than 250 clients across the United States. Upon divesting her company in 2013, Foster joined one of Charlotte's top advertising agencies as digital services director, and then moved to Avast Software as a senior digital marketing leader, where she led the global launch of a new B2B SaaS product for the Czech-based security giant. Foster's strengths are in strategy, marketing and leadership. She's addicted to the creative chaos that comes with all things digital marketing, and believes marketing is the most exciting side of software development. Her mission is to find the levers that drive growth for Accelerance and execute tactics that push the needles.

- Scott Pollov, Chief Financial Officer at Accelerance – As a results-oriented professional, Pollov has more than 15 years of experience in planning, developing, financing, marketing and managing entrepreneurial ventures as a consultant, capital advisor, board member and investor. Throughout his career, he has focused on bringing together a strong business plan, with the most appropriate capital, connections and resources to help companies catalyze growth and profitability. In 1997, Pollov founded BizPlanIt, a management consulting firm that provided business and strategic planning services to hundreds of growth-oriented companies across the globe.

- *Check out the [Accelerance blog](#) to learn more about the company and to gain valuable insights on software development and software development outsourcing, or visit the Accelerance [Resource Center](#) to download free eBooks.*