

Jeffrey P. Papows

WEBLAYERS, INC.

12/2008 – PRESENT

TITLE: PRESIDENT & CEO

Jeff is currently the President and Chief Executive Officer of Weblayers, Inc. Weblayers helps large enterprises to fully realize the benefits of moving to Service Oriented Architecture. They help define and enforce architectural standards and business policies to achieve the high level of the trust necessary from the very foundation of SOA. WebLayers automates what has traditionally been a manually intensive process to employ governance; we provide enforcement across the entire lifecycle; and give you the visibility to identify and resolve issues earlier. With SOA Governance, you will achieve the success you envisioned with your SOA initiative — Service reuse, reduce the cost of integration, and ultimately making your business more agile and adaptive

MAPTUIT CORPORATION

05/2000 – 12/2008

TITLE: CHAIRMAN

Jeff was the Chairman and Chief Executive Officer at Maptuit Corporation. Jeff spent nine years at Maptuit as President and Chief Executive Officer managing the company's development from near its founding, through the initial market segmentation, strategy development to its present position as the market leader in commercial real-time Navigation. Importantly, Jeff's insistence from the onset, Maptuit as an ASP (Application Software Provider) functions with a core business model that revolves around a subscription based pricing taxonomy that has lead to very high recurring product revenues now approaching eighty five percent of its revenue in any new fiscal period. Maptuit's flagship product NaviGo, is now the commercial standard embedded and shipped by Qualcomm, DriverTech, PeopleNet and Mobile Devices, accounting for all of the new generation WinCE based, speech enabled platforms in the market today. Currently, Maptuit enjoys four of the top five commercial long haul trucking fleets and eight of the ten enterprises as customers, making Maptuit the gold card standard in this important market segment. While it has taken a long time for the new typology to arrive in this large and interesting segment, Jeff has very patiently ensured Maptuit's progress. Jeff has raised three rounds of institutional venture capital totaling about twelve million dollars, kept expense growth in check, allowing for operating profits to be achieved in the last several periods. Maptuit is currently approaching a liquidity event based on the warrant coverage via a large International corporation with vested interest in Maptuit as a critical software service for its platforms. Jeff has hired, nurtured and matured a very senior management team in engineering, finance and sales which will enable Jeff to step aside on a day-to-day operating basis as the beforementioned exit is achieved and transition is put in place in early 2009.

LOTUS DEVELOPMENT CORPORATION

02/1993-05/2000

Jeff was President and Chief Executive Officer of Lotus Development Corporation, and IBM Company. During his eight years with Lotus and IBM, Jeff piloted the development of Lotus Notes to its status as the world's leading collaborative platform. He is widely viewed as the key force behind the successful integration of Lotus into IBM. During his tenure, Lotus Notes grew 2000% to more than seventy million users and Lotus itself grew in support from 2800 employees to more than 9500 employees. Jeff began his career at Lotus as the division head for Lotus Notes before its commercial launch. Jeff was lured to Lotus by Jim Manzi, Chairman and Chief Executive Officer of Lotus preceding Jeff. Jim organized a business unit around this new critical emerging product to include development, product marketing and product management. Jeff launched the product and piloted the market emergence of Lotus Notes with great initial success. Shortly after two million units of Notes were in the marketplace, IBM stunned the industry acquiring Lotus in an multi-billion dollar bid unprecedented at that time in the industry.

Jeff was quickly promoted to President and Chief Executive Officer when Jim Manzi departed some sixty days following the merger. Jeff remained in place for another six years ensured the successful melding of IBM and Lotus cultures and in each year bettered Microsoft's market share in this critical collaborative messaging market. During Jeff's tenure as CEO, following the merger, voluntary attrition remained below five percent significantly below industry averages emblematic of the market success the combined enterprises achieved.

COGNOS CORPORATION 1989 - 1993

Jeff was President and Chief Executive Officer of Cognos, Inc. where according to industry analysts; he converted a company plagued by red ink and institutional debt into a leading enterprise with dramatic cash generation, no debt, a significant secondary offering and years of consistent profitability regularly surpassing Wall Street expectation. During Jeff's tenure, Cognos grew dramatically from a small forty million dollar company to a public software enterprise with several hundred million dollars in annual revenue and market capitalization exceeding a billion dollars. Also during Jeff's time at the Cognos helm, revenues were diversified between its start in fourth generation software languages to its market entrance in Business Intelligence that ultimately led to billions in additional revenue. Jeff also grew its International presence greatly leading to a much more balanced North American versus European/Asian market presence. During Jeff's time at Cognos the employee population grew from several hundred to over three thousand employees.

EARLIER CAREER HIGHLIGHTS

Before joining the software industry Jeff was a commissioned officer in the United States Marine Corps. Following his service, Jeff held senior executive management positions at Cullinet Software where he served as the Executive Vice President of Sales and Marketing. Cullinet was the software industry's first publicly traded corporation and

market leader in the DBMS segment for many years before IBM's eventual market dominance in that segment. During Jeff's involvement at Cullinet, sales grew to more than two hundred million in annual revenues. When the Board of Directors made a decision to see the company, Jeff personally lead the search for acquiring companies, prepared and made the investment presentations that lead to Computer Associates paying more than six hundred million for the Company. Jeff then lead the transition and merger work for more than six months before departing for Cognos. Prior to Cullinet, Jeff was the Senior Vice President of Marketing at Software International, one of the early ERP software companies owned by General Electric. Jeff has had a software career spanning nearly twenty eight years in the industry. He has been named to Upside Magazine's list of one hundred most important people shaping the digital age, as well as numerous similar awards. Jeff has been the keynote speaker at Comdex and a frequent guest of CNN, CNBC and Fox News, as well as numerous other conferences, publication and media programs.

Jeff authored *Enterprise.com: Market Leadership in the Information Age* (Perseus Books, 2000). *Enterprise.com* sold in excess of one hundred thousand copies worldwide, was reprinted twice in the United State and ultimately published in several additional language editions across Europe and Asia.

Jeff has a B.S. in Biology from Norwich University, an M.A> in Human Resource Management from Pepperdine University and Ph.D. in Business Administration from California Coast University.