

PAUL D. FOSTER

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Summary

A proven CEO with strengths in strategy, sales and marketing, operations and acquisitions. Experienced in healthcare, staffing, financial services and consulting. BA and MBA from Columbia University.

Experience

INTREPID USA HEALTHCARE SERVICES, Dallas, TX www.intrepidusa.com **2016-2018**
Chief Executive Officer

- Turned around a \$150MM private equity owned provider of home care, hospice, and private duty services with 91 locations and 2,000 employees across the USA.
- Increased Revenues (setting records for Hospice Admissions and Census), improved operating margins in all 3 divisions, and grew EBITDA at double digit rates.
- Improved free cash flow by growing Collections to over 100% of Net Revenues and implementing over \$3.1MM in cost reductions, including migrating the data center and halving the HQ office space.
- Rebuilt the executive team, centralized and professionalized multiple functions (e.g., recruiting), and upgraded the planning process.
- Raised clinical quality and patient satisfaction CMS Star Ratings from below to above the national average with multiple new 5 Star agencies (top 2.6% of agencies nationwide).
- Addressed legacy issues, including successful resolution of wage-and-hour class action litigation.
- Upgraded sales processes, including implementing a CRM, training and compensation.
- Improved employee morale with open communications, DiSC profiling, a 360 process, new reward and recognition programs, and reinstating direct deposit.
- Revamped branding and updated web site and social media presence.

SPR TALENT, LLC, dba Digital and Creative Talent, Atlanta, GA **2014-2016**
Chief Executive Officer

- Founded a nationwide staffing firm focused on e-commerce professionals.
- Achieved revenues and cash, serving clients in four states within six months of formal launch.
- Built core team of sales, recruitment, marketing and operations and technology.

JACKSON HEALTHCARE, Alpharetta, GA **2008-2014**
President, Jackson Surgical Assistants

- Launched Jackson Surgical Assistants, a subsidiary of Jackson Healthcare (the third-largest healthcare staffing firm), as a nationwide surgical assisting practice management company.
- Grew revenues to over \$10 million with 9 practices in 5 states, becoming #3 in the industry.
- Hired leadership team, sold three year outsourcing contracts to hospitals, acquired four surgical assisting groups, and achieved Joint Commission Certification.

Managing Director, Business Development

- Grew acquisitions pipeline and wrote business plans, including for Jackson Surgical Assistants.

AMN HEALTHCARE **2001-2008**

President, O’Grady Peyton International, Fort Lauderdale, FL

- Scaled O’Grady Peyton International, a division of AMN Healthcare (“AHS” on the NYSE), which employs foreign-trained nurses on assignment in US hospitals.
- Grew Revenues 3x to \$73 million (700+ nurses on assignment) and EBITDA 5x to \$14 million.
- Developed strategy, reorganized management team, doubled the number of recruiters, consolidated back office functions, and achieved Joint Commission Certification.
- Added to existing offices in Birmingham, Cape Town, Perth, Savannah new offices in Bangalore, Dublin, Fort Lauderdale, London, Singapore, Sydney, Toronto plus licensees in Delhi and Mumbai.

GENERAL ELECTRIC

1998-2001

Chief Operating Officer, Realworkspace, Stamford, CT

- Led operations of an online marketplace for buying, leasing and financing commercial real estate.
- Wrote business plan, hired product managers, signed up 28 partners, presented to venture capitalists.
- Earned Six Sigma Black Belt and won Star Team Award.

Marketing Director, Capital Markets, GE Real Estate

- Provided strategic marketing direction to C-Suite and product executives.
- Won President’s Award.

BOOZ ALLEN & HAMILTON, New York, NY

1994-1998

Associate to Senior Associate, Financial and Health Services Strategy Group

- Sold work and led teams of consultants and client staff on multiple projects.
- Projects included program managing a \$700MM restructuring charge for a global financial institution.
- Captained recruiting at Columbia University and promoted fastest amongst cohort of 25.

WESTPAC BANK, Sydney, Australia

1988-1992

Graduate Trainee to Credit Analyst to Assistant to Chief Manager Credit, Corporate Banking

- Sold services, wrote credit proposals, and analyzed returns at Australia’s largest bank.
- Trained in financial statement analysis, capital markets products, and management skills.
- Received Special Recognition Award for loan workout.

Education

COLUMBIA BUSINESS SCHOOL, Columbia University, New York, NY

1994

MBA, Marketing. Graduated *Beta Gamma Sigma*. GMAT score 98th percentile.

Teaching Assistant, Marketing. Peer Tutor in all core subjects. Director, Tennis Club.

COLUMBIA COLLEGE, Columbia University, New York, NY

1988

BA, Philosophy. Dean’s List. Member, Varsity Golf Team and *Zeta Beta Tau* fraternity.

Other

Hold US, UK and Australian passports—lived on four continents and visited all seven.

Former member of Atlanta Technology Angels, ranked #4 angel investor group nationwide by Forbes.

Familiar with German. Instructor, Sports Car Club of America.