

Curriculum Vitae
Warren S. Burkholder, Jr.
As of January 1, 2012

Professional Designations:

The American Society of Appraisers: ASA, Accredited Senior Appraiser.2003
International Business Brokers Association: CBI, Certified Business Intermediary. 2002
International Business Brokers Association: Fellow of the IBBA. 2010
Institute of Business Appraisers: CBA, Certified Business Appraiser.2003
Institute of Business Appraisers: ABAR, Accredited in Business Appraisal Review, 2009
National Association of Certified Valuators and Analyst, CFFA, Certified Forensics Financial Analyst, 2011
Commonwealth of Massachusetts, Division of Professional Licensure, Real Estate Broker #133753.

Work Experience:

New England Venture Resource Group and Merrimack Business Appraisers , since 1986.
President of business consulting practice which provides a wide range of services to small business owners, accountants, and lawyers. As an appraiser has valued over 673 small and midsize businesses; as a broker has been the agent in over 100 business transfers; organized first New England data base of actual sales transactions; as a consultant has organized 4 startup companies, all of which have been successful.

Andover Chocolate Corporation. President and majority owner of confectionery manufacturing business; organized an LBO for selected assets of American Safety Razor. Operations included franchise network of 50 stores, manufacturing, and national distribution of Barton's Chocolates. Acquired specialty confectionery company with synergistic line; relocated production operations, introduced new premium box chocolate line that became #2 market share behind Godiva within 1 year.

American Safety Razor Corp. President of Bartons Inc.; managed confectionery operations and participated in acquisition and consolidation of several small chocolate confectionery companies into a single operating entity in Boston, Massachusetts. Took a public company private. Relocated 400- employee operation from New York to Boston.

Standard Brands Inc. President, Curtiss Candy Division, (1200 employees). Directed division through a major growth period during which both profits were increased from \$4M to \$18M per year and cash flows were increased to levels which were 3 times industry benchmarks. Introduced new national confectionery product, and consolidated operations, while making an acquisition of a new factory.

Cadbury Schweppes LTD. President of Cadbury North America; consolidated manufacturing operations of 3 factories and led the acquisition of Peter Paul Candy Corp. a publicly traded company with 7 plants, 1500 employees and \$180,000,000 in annual sales. As General Manager of Cadbury Division of Canada was responsible for major turnaround of business. As Vice President Manufacturing, built and started up Cadbury's first USA chocolate factory.

PVO International. Plant Manager of two different vegetable oil processing plants. Largest plant had 600 employees and 500 different products. Led plants through major reorganizations which led to turn around for the corporation.

Procter and Gamble Manufacturing Company. Project Engineer, Staff Chemical Engineer, and Production Manager of Detergent Making, direct management responsibilities for operations, personnel and construction of synthetic detergent making, vegetable oil processing, and specialty chemical processing in Sacramento and Long Beach, California plants.

US Army 1st Lt. Infantry Platoon Leader, Company Executive Officer, Company Commander, Staff Intelligence Officer. Served in Korea, Alaska, and Washington.

Awards, Committees, and Presentations:

Institute of Business Appraisers, Best Demonstration Report of the year 2003.

Presenter, of "Alarm Bells for Hidden Income," IBA Business Valuation Conference, 2003 and IBBA Conference 2004.

Instructor International Business Brokers Association, for business valuation courses 120, 130, 210, 220, and 221.

International Business Brokers Association, Lead Subject Matter Expert for business valuation courses, 210, 220, and 221. Position is responsible for maintenance of course content across all instructors.

Instructor Institute of Business Appraisers, business valuation courses #1039, 1040, and 8002B.

New England Business Brokers Association, (Director and Past President) Chair Education Committee.

International Business Brokers Association, Chairman's Award 2004, for contributions to education program.

Institute of Business Appraisers Qualification Review Committee, CBA Demonstration Report Reviewer since 2006, Co-chair of Committee since 2010.

Presenter Changing Market Multiples, International Business Brokers Association conference 2009 & 2010.

Expert Witness Qualifications:

Family Court, Rockingham County, New Hampshire 1998, 2001.

Massachusetts Superior Court, Newburyport, 2009, Dedham 2011

Massachusetts Probate Court, Suffolk County, 2010

California Superior Court, Santa Clara County, 2010

Education:

University of California, Berkeley, California, BS, Chemical Engineering, Honor Graduate Army ROTC.

Business Valuation Education:

Over 834 CPE Hours of training in business valuation and appraisal from American Society of Appraisers, Institute of Business Appraisers, International Business Brokers Association, National Association of Certified Valuators and Analysts, and others since 1986.

Previous Boards of Directors:

Board of Directors, United Way, Hazleton PA, 1978

Board of Directors, National Committee Prevention of Child Abuse, Chicago, IL, 1979 – 1982.

Treasurer, National Committee Prevention of Child Abuse, Chicago, IL, 1980

Treasurer, Christ Church Andover (Episcopal), 1986 – 2001

Board of Directors, New England Business Brokers Association, Worcester, MA, 1998-2008

President, New England Business Brokers Association, Worcester, MA, 2000-2002

Institute of Business Appraisers Governor (Northeastern Region). 2009 to 2011.