Professional Profile

Kevin Whiting – MS – Computer Science

Managing Director – Dallas/Ft. Worth
KWhiting@PMIAdvisors.com
800-816-9630 x733

Kevin Whiting has over 20 years of experience in leading integration, both in the US and in Europe. He was the first Director of Acquisition Integration at Sun Microsystems, where he directed all integrations worldwide while managing cross-functional teams, designing the Integration Management Office and staffing the organization. His merger successes include JCP, Star Division, InnoSoft, MaxStrat, JavaStudio, ChorusOS, Procom Systems, NetBeans, Dolphin Systems, Pirus Networks, HighGround Systems, DSS, and Solaire.

Mr. Whiting also has served in a consulting capacity, where he led the IMO for SunPower's acquisition of Solaire. The project enjoyed an increase of 38 percent "favorable" rating, leading to a nomination for an Excellence Award. After SunPower, he was asked by Abry Partners, a major private equity firm, to lead the simultaneous integrations of HealthWyse and TherapySource (a carve-out) into Casamba, a health-care management software provider. He successfully organized and drove the Integration Management Office and provided stylized updates to the executive staff. Based on his success with Casamba, Abry placed him into another portfolio company, where he successfully led the integration of Vigillo into SambaSafety.

Mr. Whiting has presented integration best practices at private workshops and participated in cross-industry panels on integration with technology leaders such as Cisco, Intel, and Microsoft. He has led major integration projects for large publicly traded companies, privately held companies, and PE-owned platform companies.

HIGHLIGHTS

ACQUISITION INTEGRATION

Defined the acquisition integration process for a Fortune 100 company with acquisition spend over a $B

Built/managed the Integration Management Office (IMO) which produced the Integration Team User Guide

Drove integration best practices via stylized reviews post-close with the CFO office of Fortune 100 company

Participated in cross-industry panels on acquisition integration with Cisco, Intel, Microsoft, etc.

Directed all acquisition integrations over a 3-year period including JCP, Star Division, InnoSoft, MaxStrat, etc.

Led integrations in multiple US and international locations including Paris, Prague, London, and Oslo

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Led all aspects of the acquisitions & integrations of JavaStudio, ChorusOS, and DSS for Sun software group

Led the integration of Pirus Systems, HighGround Systems, & Procom Systems for Sun hardware group

Led the IMO for SunPower's acquisition of Solaire including regular presentations to the President and EVPs

Successfully managed seven figure integration budget for ten work streams to come in 25% below target

Conducted formal Lessons Learned process and revised SunPower M&A playbook accordingly

Ran weekly meeting with the BU owner on all deals going through Direct, Indirect, and VAR channels

Integration team I led was nominated for a SunPower Quarterly Excellence Award

Reporting to the CFO of Casamba, built the Steering Committee, IMO, and Functional Area Leads teams

Led the integration of Casamba's acquisition of HealthWyse (merger) and TherapySource (carve out)

As a "PE add", successfully onboarded two companies in three states tripling the size of the company Day 1

Placed by same PE firm (ABRY) into another portfolio company – SambaSafety – led the Vigillo integration

Reporting to the President of SambaSafety, defined the governance and successfully ran the integration project

Awarded CMAS (Certified M&A Specialist) certification by M&A Leadership Council

BUSINESS DEVELOPMENT

Co-led formation of Hitachi (HDS) OEM relationship resulting in > $1B revenues for Sun

Built out the cross-company implementation team with EVP of HDS to rapidly drive price-listing of product

Developed OEM Business Model for JavaWorkshop including pricing and channel strategy

Led license agreements for Java and C++ Tools with all key technology suppliers and vendors

Generated strategy for outsourced and offshore projects in Bangalore, Prague, and St. Petersburg

SOFTWARE PRODUCT DEVELOPMENT

Directed four groups totaling > 25 software product development engineers

Won "Developer Tool of the Year" award for SPARCworks development environment

Moved to second-line engineering manager via four promotions in seven-year period

EXPERIENCE

SUN MICROSYSTEMS

Director of New Business Ventures

Led the acquisition integration of HighGround Systems *(Storage Resource Management Software)*

Co-led the acquisition of Pirus *(Storage Virtualization System)* and the subsequent integration

Co-led the acquisition and integration for Procom Systems *(NAS stack)* and was site lead post-close

Co-led formation of Hitachi OEM relationship which resulted in > $1B revenues for the SE99x0 data center product

Teamed with EVP of HDS to lead implementation team comprised of sales, service, ops, and engineering

Generated strategy for outsourced and off-shore projects in Bangalore, Prague, and St. Petersburg

Director Acquisition Integration, Corporate Development

Based on successes, recruited by senior management to architect a Sun-wide acquisition integration process

Built and managed cross-functional team which produced the first Integration Team User Guide playbook

Corporate lead for the process and execution of the integration of all acquisitions including JCP (e-commerce authentication), Star Division (productivity applications), InnoSoft (directory services), MaxStrat (storage), etc.

Senior Business Development Manager in SunSoft

Drove all aspects of the acquisition and integration of JavaStudio, ChorusOS, and DSS

Engineering Manager in Developer Products

Managed 25 engineers which built SPARCworks, which won "Developer Tool of the Year" award

AIRWAYS MEDICAL TECHNOLOGY - Co-Founder

Built out the engineering organization which created a unique Spirometry system and achieved exit via acquisition

CONSULTING

SAMBASAFETY (project for transportation safety and analytics company)

Placed into second ABRY Partners' portfolio company to revise integration playbook and run the project

Led all aspects of the integration of SambaSafety's acquisition of Vigillo

Built the Steering Committee, IMO, and Functional Area Leads teams and ran all meetings and task lists

Successfully planned for and executed on a successful Day 1 event with live participation in 5 states

CASAMBA (project for post-acute care software solutions company)

Selected by ABRY Partners (PE firm) to develop the Post-Merger Integration Playbook and conduct training

Led all aspects of the integration of Casamba's acquisition of HealthWyse (merger) and TherapySource (carve out)

Built the Steering Committee, IMO, and Functional Area Leads teams and ran all meetings and task lists

Successfully onboarded over 130 employees from two companies in 3 states tripling the size of the company Day 1

As the "PE add" driving the integration, created the largest post-acute care software and services company

SUNPOWER (solar company)

Post-merger Integration Lead for SunPower's acquisition of Solaire

Conducted regular presentations to President, EVP, and BU VPs on Steering Committee

Successfully managed seven figure integration budget for ten work streams to come in 25% below target

Conducted formal Lessons Learned process post-Phase 1 and revised SunPower M&A playbook accordingly

An anonymous survey of stakeholders showed 38% increase in favorable ratings over previous integrations

Ran weekly meeting with the BU owner on all deals going through Direct, Indirect, and VAR channels

Integration team was nominated for a SunPower Quarterly Excellence Award

STARTUP MONTHLY (Entrepreneurship Accelerator organization)

Contributed to business strategy and signed on as Mentor for Idea Accelerator Workshop

Provided formal introductions to local investment community leading to initial $3M investment

PARITY COMPUTING (text-based search and data analytics company)

Performed organization development review for Founders and Chairman

Expanded management talent by recruiting the CEO, Chief Architect and Director of Product Development

EDUCATION

MS Computer Science, University of Missouri-Rolla

BS, Kansas State University