

JIM WITHAM

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EXPERIENCE & ACCOMPLISHMENTS

NEOCONIX, INC, Sunnyvale, California

2009 to 2013

acquired by Unimicron, May 2013

Neoconix is a manufacturer of miniaturized electronic connectors. The company leverages printed circuit board (PCB) processing techniques to enable high-density, high-performance connectors at low cost. Neoconix' products are used in mobile electronics, computing, military, telecommunications, and test equipment.

President & CEO

Introduced the patented PCBeam connector technology to the world's electronics industry.

- Closed \$9M 'D' round of funding in August 2009 & \$15M 'E' round of funding in Dec 2010 with VC firms USVP, Venrock, JP Morgan, Walden International and Venture Tech (TSMC).
- Recruited and hired new management team.
- Led strategic planning effort which guided the company away from high pin count, IC sockets and toward small pin count, fine pitch connectors for the \$4B mobile market.
- Established partnership with the world's largest PCB maker to build low cost, high-volume manufacturing capacity in Shenzhen, China. Recruited Neoconix engineering team at the Shenzhen factory.
- Executed on R&D programs for integrated compression hardware, ease-of-assembly features, and fine-pitch product development. Increased IP portfolio to 57 granted patents.
- Reduced Bill of Material cost by 63% by working with vendors to change product and processes & by qualifying new vendors.
- Grew revenue 10X. Secured major revenue wins at Apple, Finisar, & nVidia.
- Sold company to Unimicron Technology Corporation in 2013.

FULTEC SEMICONDUCTOR INC, Mountain View, California

2004 to 2009

acquired by Bourns, October 2008

Fultec was a fabless, analog power semiconductor company which developed patented electronic fuses to protect broadband telecommunication & industrial equipment from over-voltage and over-current damage.

President & CEO

2007 to 2009

Vice President, Sales & Marketing

2004 to 2006

Introduced the Fultec Transient Blocking Unit (TBU) circuit protection device to the world's telecommunications & industrial companies.

- Defined product line, target market segments, sales strategy and sales tools.
- Hired worldwide manufacturer's representative and distributor network, direct sales and application engineering force.
- Secured major revenue wins at Alcatel, Ericsson and Motorola.
- Closed a \$12M 'C' round of funding in January 2006 & a \$10M 'D' round of funding in July 2007 with VC firms Mayfield, ComVentures, Crescendo, and Allen & Buckeridge.
- Led 2007 strategic plan which included the definition and implementation of a dramatic product cost reduction program to open up large market segments previously unavailable due to price.
- Selected low cost Asian semiconductor fab and packaging partners. Established relationships with senior management at partner companies.
- Developed product roadmap to add features to product line as well as broaden the offering into additional market segments.
- Funded R&D efforts for low cost integrated circuits and advanced transistor technology in GaN, SiC and enhanced silicon structures.
- Initiated M&A process which had multiple offers and led to eventual acquisition by Bourns in 2008.

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AEGIS SEMICONDUCTOR CORPORATION, Menlo Park, California **2003 to 2004**

Aegis was an optical semiconductor company which developed inexpensive tunable thin-film filters for applications in telecommunication network equipment, gas sensors & thermal cameras. Aegis is now part of II-VI Corporation and continues to be the worldwide market share leader in optical channel monitors.

Vice President, Sales & Marketing

Responsible for sales, marketing and product management. Established sales channels, marketing strategy, public relations & marketing communications programs. Sales & marketing effort led to Aegis supplanting Axsun as the market share leader in optical channel monitors. Led effort to find additional market opportunities for the technology when it became clear that the optical communications market was not large enough to build a valuable company. Developed strategic relationships with Texas Instruments and Tokyo Gas in the gas sensor market. Established relationships with all the major thermal camera companies which led to the spin-out and funding of Redshift.

GENOA CORPORATION, Fremont, California **2000 to 2003** acquired by Finisar, April 2003

Genoa was an optical semiconductor company which developed the world's first InP-based single-chip linear optical amplifier. Products were targeted for telecommunication network equipment, telecom test equipment & military.

Senior Vice President, Sales & Marketing

Responsible for sales, marketing, product management & application engineering. Determined initial product definition & market segmentation via customer interviews. Planned & implemented corporate branding program. Planned & developed marketing, public relations & marketing communications programs. Introduced company, technology & product at OFC2001 tradeshow. Directed implementation of policies and procedures for customer service, product development, product roadmap, customer program tracking and forecasting. Hired, trained & managed a staff of 8. Responsible for direct sales to major telecommunications players such as CIENA, Cisco, Fujitsu, Lucent, Marconi, Nortel, NEC, Siemens. Developed customer relationships with senior management. With CEO, closed a \$75M 'C' round of funding in January 2001. With CEO & Senior VP Operations, set corporate strategy.

TYCO INTERNATIONAL CORPORATION, Menlo Park, California **1999 to 2000** **Raychem Interconnect Division**

Tyco International was a \$25 billion, widely diversified company with five major groups including Tyco Electronics. The \$8 billion Tyco Electronics Group was the world's largest manufacturer of passive and electromechanical products. Raychem Interconnect was one of 12 stand-alone divisions of the Tyco Electronics Group.

Vice President and General Manager

Full profit and loss responsibility for the \$580 million division, which specializes in holding, bundling, sealing, protecting, connecting and identifying high performance electrical cables and wire harnesses. Managed 2,000 employees with manufacturing locations in six countries, sales offices in 34 countries, and R&D groups in three countries.

- Major product lines include heat shrinkable tubing and molded shapes, wire & cable, wire terminating devices, connectors and wire identification labels.
- Major markets include automotive, rail and mass transit, commercial aerospace, defense, industrial electronics, and marine.
- Major customers include AFL, Alstom, Alcatel, Arrow, Boeing, Bosch, British Aero, Delphi, Embraer, Hutchinson, Labinal, PSA, Siemens, UTA, Vickers, and Yazaki.
- Restructured division in 1999 to improve profitability by 56%.
- Led the customer service initiative which increased on-time delivery 12%.
- Implemented FIT2000 strategy to widen product offering through acquisition in 2000.
- Acquired 3 companies

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RAYCHEM CORPORATION, Menlo Park, California
acquired by Tyco International, 1999

1990 to 1999

Raychem was a \$1.8 billion company specializing in customized materials-science-based products. The company was divided into two divisions of approximately equal size, Electronics and Industrial. The Electronics Division grew about 15% per year, led by PolySwitch resettable fuse sales into computers and cellular phones.

Director of Asia Sales and Marketing, Yokohama, Japan

1996 to 1999

Asia Marketing Manager, Yokohama, Japan

1994 to 1996

Responsible for electronic component sales and marketing for the Electronics Division's Asia region. Products including PolySwitch resettable fuses for over-current protection, SiBar thyristors for over-voltage protection, HeatPath heat transfer pads for power IC over-temperature protection, Tinel cellular phone antennas, NCAP liquid crystal displays, and Thermofit heat shrinkable tubing. Took PolySwitch resettable fuses from a little-known, niche product to the #1 circuit protection product in Asia, selling products at a price premium over competing technologies. Built a sales force of 40 direct sales people, 35 distribution firms, three marketing managers, and annual sales of US\$200 million.

- Territory covered Japan, Korea, Greater China, ASEAN, India, Australia and New Zealand.
- Major markets included automotive, cellular phones, computers, consumer electronics, industrial electronics, and telecommunications.
- Major customers included Acer, Adaptec, Alcatel, Asus, Compaq, Daewoo, Fujitsu, Hitachi, IBM-Japan, Matsushita, Motorola, NEC, Samsung, Sanyo, Sony and Toshiba.
- Designed and implemented marketing plan including advertising in electronics magazines, feature articles, press releases, direct mail and tradeshow.
- Analyzed new market segment applications, determined critical buying factors, developed sales tools and trained sales force on attacking the new opportunity.
- Worked with government agencies & industry committees to write specifications beneficial to our technologies.

Regional Sales Manager, Menlo Park, California

1992 to 1994

Responsible for western United States sales operations for the PolySwitch Division. Direct sales to large customers included 3Com, Apple, Bay Networks, Cisco, HP, Intel, Northern Telecom, Saft and Seagate. Managed three manufacturer's representative firms and six distribution companies for smaller customer penetration. Provided sales training and technical assistance. Implemented customer and project tracking system and launched target market sales programs. Established local tradeshow presence.

- Developed Packard Bell, Intel and General Instrument from no sales to million dollar customers.
- Created sales growth of 64% in FY93.

1990 to 1992

Area Sales Manager, San Diego, California

Managed San Diego sales operations for the commercial sector of the Electronics Division. Products included heat shrinkable tubing, wire and cable, connectors, and shape memory metal. Expanded sales to Mexican maquiladora plants and the medical market. Coached and motivated representative and distributor salespeople. Sales exceeded FY92 forecast by 78%.

GENERAL DYNAMICS - Space Systems Division, San Diego, California

1982 to 1988

Deputy Chief Engineer - Atlas Space Vehicle Program

1987 to 1988

Managed the design and development of space vehicles which deliver commercial satellites to orbit. Researched communication satellite market and implemented design to meet market requirements. Led bid proposal preparation for agencies wishing to launch satellites such as Eutelsat, Deutch Bundespost, Inmarsat, and NASA. Directed engineers in solving priority technical problems.

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Engineering Specialist - Thermodynamics and Fluids Analysis

1982 to 1986

Led three person engineering team in analyzing NASA Space Shuttle fluid systems. Expertise in cryogenic fluid dynamics, heat transfer analysis and fluid flow in a vacuum environment. Worked with NASA astronauts and technical staff to solve design problems. Responsible for meeting contractual schedules and budgets. Selected for Mission Control on interplanetary Space Shuttle missions.

EDUCATION

M.B.A., Harvard Graduate School of Business Administration, Boston, Massachusetts, 1990

M.S. and **B.S.** with distinction, Mechanical Engineering, Stanford University, Stanford, California, 1982

Three-year Letterman and 1981 Captain of the Stanford University soccer team.

Captain 1989-90 Harvard Business School soccer team.

Interests: Soccer, hiking, travel.