

Michael P. Glimcher



Michael P. Glimcher is Chairman of the Board and Chief Executive Officer of Glimcher Realty Trust, a role he assumed in January 2005. During his tenure, Michael has focused on the company's transformation into one of the country's premier mall REITs.

Michael is active in both industry and community organizations and currently sits on the Board of Directors for M/I Homes, Inc. and The Columbus Partnership. He is active within the retail REIT industry, serving as a member of the Board of Governors for NAREIT, a past trustee of ICSC and a member of the Real Estate Roundtable. He is also on the Board of Directors of the Arizona State University Foundation and the Wexner Center for the Arts.

Michael has been a noted speaker on retail and commercial real estate and a pioneer of Experience Retail™. He was a 2013 Ernst & Young Entrepreneur of the Year, a member of the inaugural class of the Smart Business Smart 50 and named a Midwest Real Estate Icon by Real Estate Forum magazine.

Kathy S. Krone



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Senior Partner Leadership & Talent Consulting

With over two decades of combined strategy consulting, line executive management, and organizational consulting experience, Ms. Krone develops and implements leadership, succession and large-scale change strategies for organizations, teams, and individuals. Her approach is grounded in a deep ability to align the leadership, organizational and cultural levers to deliver the business strategy across the enterprise.

Ms. Krone is a recognized expert in CEO effectiveness and development, CEO succession and transition, strategy development & alignment, executive assessment (pre-hire, pre-invest, M&A, restructure, development, high potential programs), leadership development, Board & top-team effectiveness, governance, organizational architecture, and culture shaping.

She has coached CEOs, Board Directors, and senior leaders transitioning into expanded leadership roles, leading organizations through periods of change and transformation, encountering organizational resistance, and addressing leadership style challenges.

Ms. Krone has served clients across an array of industries, working with both privately-held and public firms ranging from entrepreneurial, high growth

ventures to private equity and global, Fortune 100 market-leaders.

Based in Europe for several years and with on-the-ground leadership experience in Asia, she brings a practical understanding to global leadership issues.

Prior to joining Korn Ferry, Ms. Krone worked with a broad portfolio of clients, addressing issues of strategy, innovation, organizational architecture, M&A, leadership effectiveness, culture and succession with Deloitte, Mercer, and Bank of America. More recently, she was a practice leader at a top tier, global leadership, succession and executive search firm.

Ms. Krone has had her greatest impact working with Boards, CEOs, and senior management as they navigate significant organizational change, including periods of rapid growth, global expansion, formation of joint ventures, mergers & acquisitions, start-up ventures, turnarounds, and reorganizations.

She earned a BBA Finance from University of Georgia and dual M.S. degrees in Technology and Risk Management from Georgia State University. In addition, she attended Harvard Extension Program in Organizational Behavior.

Anthony J. LoPinto



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Global Sector Leader, Real Estate

Anthony J. LoPinto is Global Sector Leader, Real Estate, and Managing Director, New York Region for Korn/Ferry International. Based in the Firm's New York office, he is a member of the Global Financial Market and Financial Officers Center of Expertise.

For more than a decade, Mr. LoPinto has been serving his clients with deep knowledge and perspective on talent needs and organizational challenges to public and private companies – knowledge gained from a 25-year career in real estate. Prior to his current position, he founded and served as Chief Executive Officer of a boutique real estate executive search firm, where he oversaw offices in New York, Chicago, Washington, DC, San Francisco and Los Angeles. He has successfully led several high profile search engagements for Chief Executive Officers, directors and a wide-range of executive level positions across all industries and sectors.

Prior to entering executive search, Mr. LoPinto had extensive experience in capital markets, development and investments, having held executive positions with Bankers Trust, Mobil

Land Development Corporation, Cushman & Wakefield, First Chicago and The Charles E. Smith Companies, where, as Executive Vice President and Chief Financial Officer, he managed the company's initial REIT public offering on the New York Stock Exchange.

Mr. LoPinto is a weekly commentator on GlobeSt.com and is a frequent speaker at major industry events. He is also a member and governor of Urban Land Institute and member of the National Association of Real Estate Investment Trusts, Pension Real Estate Association, National Multi-Housing Council and The Real Estate Roundtable.

He earned a Bachelor of Arts degree in European History from Loyola University in Chicago, IL.

Gwendolyn Taylor

Boston, U.S.A.

HayGroup®

Hay Group **Insight**



Overview

Gwendolyn partners with clients in the design, implementation, analysis and follow-through of employee research efforts. Through customized surveys, she helps organizations collect and use employee perspectives to help achieve their business objectives.

Delivering results for clients

Gwendolyn Taylor is a Consultant in the Hay Group Insight Practice in the Metro New York Office. She assists clients in the development and implementation of employee research. Her expertise lies in survey design, data analysis, and using results to effect meaningful positive change in organizations.

Prior to joining Hay Group Insight, Gwendolyn conducted survey-based project evaluations for several international development organizations, such as the International Rescue Committee, CHF International, the United Nations, and the World Bank.

Areas of expertise

During her time at Hay Group, Gwendolyn has worked with clients covering an array of industries and sizes, including The Walt Disney Company, Kimberly Clark, Moen, Deutsche Bank, T. Rowe Price, and Aegon. She has also worked on several large-scale government projects for clients such as the Department of Homeland Security, NASA, and the US Senate. Gwendolyn has ten years of experience designing international projects, conducting quantitative and qualitative analysis, and communicating results.

Gwendolyn's Education and Affiliations

Gwendolyn holds a B.A. in Public Policy from the University of Chicago and a Ph.D. in Political Science from New York University, where she focused on survey methodology.

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Rebecca Teasdale, Partner



In 2008, Rebecca co-founded The Trispective Group, continuing her extensive career in executive coaching, team development and organizational alignment. Her twenty-five years of experience combines expertise in executive coaching, team development, talent management, human capital strategy, and human performance consulting. From 1999 to 2006, she served as VP of Global Learning Services at Level 3 Communications responsible for organization and leadership development. She built a best-in-class department recognized for its ability to deliver high-impact strategic programs across the organization through the years of the tech boom and the harsh industry downturn of the early 2000s.

Prior to Level 3, Rebecca spent her career in high-tech as an expert in consulting, change management and organization development including time with StorageTek, Accenture, EDS, and McDonnell Douglas.

Rebecca's success stems from her capacity to combine pragmatism with vision, a personable style with intuition. In working with executives, Rebecca brings a keen ability to listen, hone in on critical issues and provide astute insights on effectively addressing challenges. Her expert-level knowledge in human interaction, leadership practices, executive development, and talent management have made her a great asset to the executives and teams she works with.

Expertise

Leadership Development, Team Development, Relationship Management, Customer Service, Conversational Effectiveness, Conflict Management, Change and Transition Management, Career Development, Culture Alignment

Industry Experience

Technology, telecommunications, retail and consumer products, travel and leisure, financial services, food services, manufacturing, engineering, public education, REIT, mining, public utilities and non-profit. Rebecca has global consulting experience in Europe, Asia, Africa and South America in addition to the U.S. and Canada.

Certifications

Personality Profiles	Myers-Briggs Type Indicator, Insights Discovery Assessment, Hogan Assessment Series, DiSC Personality Styles, FIRO B Personality Assessment, EQi
360 Assessments	Lominger, PDI Profilor, Leigh Hecht Harrison 360, Pilat, Leadership Contour, EQi
Other Certifications	Team Contour Assessment, CCUI Coaching Certification (in progress), Crucial Conversations, Emotional Intelligence, First-Ninety Days, Drotter Human Resource Leadership Pipeline, ODR Change Management, SHRM PHR Certification

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Senior Partner

Laryssa Topolnytsky, Ph.D., is a Senior Partner in Korn Ferry's Leadership and Talent Consulting group, based in the Firm's Toronto office.

Before joining Korn Ferry, Ms. Topolnytsky worked with Mercer Delta Consulting as a founding member of the firm's first international office. An expert in individual, team, and organizational assessment, Ms. Topolnytsky was a key member of the Organization Research Group. She supported executive-led change initiatives by advising on motivation and retention issues, delivering leadership development programs, and evaluating progress against custom-designed benchmarks.

Prior to Mercer Delta, Ms. Topolnytsky consulted for Enbridge, Inc. during a challenging deregulation process. She worked closely with executive teams to both identify talent retention risks and establish executive succession and management systems. She played a vital role in supporting change management efforts as

key parts of the utility were transformed into new organizations.

Earlier, Ms. Topolnytsky served as a consultant in Ernst & Young's Change Management Practice. In this role, she worked on competency modeling, conducted change readiness assessments, and pioneered a program to assess and develop the company's corporate culture.

Ms. Topolnytsky co-authored a book on employee retention and numerous articles on employee commitment and organizational change. She speaks at professional conferences and is a guest lecturer at many business schools including University of Toronto's Rotman School of Business.

Ms. Topolnytsky holds a doctorate in industrial and organizational psychology and a master's degree in the same field. Both degrees are from the University of Western Ontario.

Grace E. Schmitt



Grace E. Schmitt is Vice President, Human Resources for Glimcher Realty Trust, a role she assumed in 2007. During her tenure, Grace has been responsible for leading the cultivation of an award winning culture, in addition to the development and execution of organizational planning, talent management, compensation and benefits, and wellness and health initiatives.

Under Grace's leadership, Glimcher has received various third-party awards and recognition for its culture, benefits and wellness initiatives. These include being named a 2012 Best Employer in Ohio by the Ohio Society for Human Resource Management; a 2012 Columbus CEO/10TV Top Workplace; a 2010, 2011 and 2013 Columbus Business First Best Place to Work; and an American Heart Association Fit-Friendly Workplace. Grace was personally named to Columbus CEO's Superstars List in 2010 and received the publication's HR Excellence Award in 2014. She is an active member of the International Council of Shopping Centers, United Way's Women's Leadership Council, The Columbus Partnership's Widen the Circle, and the Ohio chapter of Women for Economic and Leadership Development.

Prior to joining Glimcher, Grace served in the human resources leadership role for Casto Management Services. Her experience also includes work in the construction and retail sectors. She holds a J.D. from The Ohio State University, College of Law, a Bachelor of Arts of Business Administration from the University of North Texas, and is a licensed attorney in the state of Ohio.