



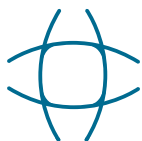
DAN KILGORE

Dan Kilgore Principal, Riviera Advisors, Inc.

Dan Kilgore is a seasoned recruiting and staffing leader with more than 25 years of highly-focused talent acquisition leadership experience. Prior to joining the Riviera Advisors team, Dan served for almost ten years as Director, Talent Acquisition for Getronics, NV, a \$4 billion global provider of Information Technology solutions and services. While at Getronics, Dan implemented innovations such as Total Recruiting Process Reengineering, streamlining workforce planning, implementation of recruiting technology tools, creating centralized sourcing, and award-winning employer branding and university recruiting programs. Dan's team at Getronics was awarded with recognition from such organizations as the Electronic Recruiting Exchange (ERE), the Recruiting Roundtable and the Corporate Leadership Council. Subsequent to his tenure at Getronics, Dan led a highly-specialized consulting firm focused on delivery of recruitment optimization, strategy, and project services to many high-profile organizations in such industries as retail, hospitality, technology, and healthcare.

Prior to his work in consulting, Dan worked as Corporate Director of Employment and Workforce Planning for Blue Cross/Blue Shield of Massachusetts leading a staffing team of more than 20 recruiting professionals supporting this major health care services provider. Dan also implemented a highly successful workforce and succession planning program, which resulted in decreased turnover and reduced recruiting costs. Subsequently, Dan spent eleven years as Group Employment Manager at Digital Equipment Corporation providing recruiting services and consultation to a region of 39 business units and 12,000 employees. Dan's prior experience also includes serving as Director of Human Resources and Labor Relations for National Patent Development Corporation.

Dan speaks to many audiences on the importance of serving as a consultative recruiting professional and the value of metrics, among other recruiting and staffing topics. Dan has held Board of Director and Chairperson positions with industry and professional groups, including: the Employment Management Association, Society for Human Resource Management, New England Human Resources Association, and the Association of Employment Professionals. Dan received a Bachelor of Arts from Clark University, and completed graduate work in Organizational Development and Human Resource Management at Clark University. Dan is based in Boston, Massachusetts.



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