



Leadership Team:

Scott Schneider, *Chief Executive Officer*

As an entrepreneur and executive with more than 20 years of experience, Scott brings a history of success built on an ability to find creative solutions, fully leverage the talents of his team, engage and inspire those around him and act decisively. Scott has been successful in the initial implementation, revitalization and optimization of organizational infrastructure, combining a solid background in operations, financial management and senior level recruitment. As Co-Founder and COO of Ballantyne Consulting Group, Scott designed and implemented operational, financial and technology infrastructures. This start-up grew to over 100 full time employees within 3 years. As Co-Founder, President & CEO of SpendBoss, Scott Implemented organizational infrastructure from the ground up and successfully delivered a SaaS product to a new user base. Scott received his B.S. in Engineering from Clemson University.

Stephen Schram, *Chief Operating Officer*

COO & Founder of Cimplx, Stephen authored our original ACA Compliance Platform and continues to lead the software development team and internal operations. He has over 25 years of experience building, improving and developing business processes and creating software platforms to make complex processes simple. Stephen has established himself as an industry expert in Affordable Care Act compliance, speaking regionally and nationally at conferences and trade events, maintains a weekly blog on HR related issues and is ASQ Certified as a Six Sigma Black Belt. Stephen received his B.S. in Resource Management from Southern Illinois University, with graduate studies at Missouri University S&T for Manufacturing Engineering and is a veteran of the U.S. Army.

Jamie Best, *Chief Financial Officer*

As a Certified Public Accountant and the CFO for Cimplx, Jamie has over thirty years of experience in financial & risk management, human resources, employee benefits and operations. He began his career in public accounting at the national level and soon became the Southeast Controller for the second largest staffing company in the country, where he was responsible for managing 11 states and \$336 million in revenue. While in this role, Jamie also converted the payroll activities from existing local, regional and state-wide payroll centers and was responsible for ensuring 25,000+ employees received payment and over 10,000 clients were correctly invoiced. Jamie received his B.S. in Accounting from University of North Carolina at Charlotte.

Rick Fratcher, *Vice President of Sales*

Rick has spent his entire 26 year career in the Human Capital Management space, including 17 years at ADP. He has sold individually and has led highly successful, award-winning sales teams in every market segment from small businesses to large multinational Fortune 50 Corporations. Rick draws from his deep Human Resource experience at national HR/Payroll providers, as well as new privately funded startups to find the right balance between technology and service and to help new and existing clients realize their desired business outcomes. He is passionate about driving value for customers through their biggest assets, their people, with a simple yet effective philosophy. Treat your employees well, they will treat your clients well, those clients will stay longer and the company will thrive. Rick received his BBA in Marketing from the University of Texas at Austin.