

# EARL T. BENSON

Independent Director

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## TARGET DIRECTORSHIPS

High growth and expansion oriented businesses with sales \$50 million to \$250 million, retail and consumer product sectors.

## EXECUTIVE POSITIONS

<b>THE IONA GROUP</b> (Sudbury, MA and Setauket, NY)	Executive Director	Financial and business consulting	2007 to Present 1996 to 1999
<b>KATE'S PAPERIE</b> (New York City, NY)	Executive Vice-President & CFO	NYC based specialty retailer	2003 to 2007
<b>NWL HOLDINGS</b> (West Hempstead, Long Island, NY)	Executive Vice-President & CFO	\$400 million inner city discounter	1999 to 2002
<b>CHAMPPS ENTERTAINMENT</b> (Danvers, MA)	Executive Vice-President & CFO	\$400 million chain restaurant and food service provider	1996 to 1996
<b>ROSS STORES</b> (Pleasanton, CA)	Senior Vice-President & CFO	\$3.5 billion off-price apparel retailer	1984 to 1996
<b>DELOITTE</b> (San Francisco, CA)	Senior Manager	International business assurance firm (Responsible for nearly all Northern California retail clients.)	1974 to 1984

## EXPERIENCE & RESPONSIBILITIES

For nearly thirty-years, executive responsibilities include:

- ***Board and board committee affairs.***

Advisory board charter preparation, director nomination and compensation, proxy solicitation and filing, CEO and other senior management contract negotiation, audit committee presentations, D&O insurance negotiation and placement, stock option and restricted stock programs – design and funding, corporate legal affairs, general counsel liaison.

- ***Strategy, business advocacy, and executive committee.***

Business definition and retail strategy development, IR - primary financial and Street spokesperson for two public companies – sales and earnings releases, sell-side analyst conference presentation and speaker, executive position description and search, executive committee charter.

- ***Financial and banking strategy – raising capital.***

Private equity financial commitments, valuation and credit presentations for investor and syndicated credit road-shows, investment memoranda preparation, senior debt placement, IPO for Gap, Williams-Sonoma, Sharper Image, Advance Systems, and Ross Stores, seasonal and long-term borrowing requirements, stock repurchase strategy and financing, SEC filings, due diligence and interim management.

- ***Merchandising, real estate & site selection, and human resources.***

Open-to-buy design and integration, slow moving and non-productive merchandise identification, new store site evaluation and IRR, large distribution center feasibility and sale and leaseback negotiation, NYC administration facilities identification and lease negotiation, staff and executive performance evaluation and incentives, company-wide health plan negotiation and placement.

- ***Growth planning, control and forecasting, and IT.***

Model store design and performance metrics: square footage, merchandise mix, seasonal inventory, fixture, and build-out investment, annual business plans and cash forecasts, merchandising system vendor review and requirements assessment.

## EDUCATION, CERTIFICATIONS AND AFFILIATIONS

- Brigham Young University: BA and MS, CPA
- Advisory Boards: Consumer Growth Partners and JRA Executive Air