

Justin Menkes



Justin Menkes, Ph.D., is an acclaimed author and a leading expert in the field of C-suite talent evaluation. His research led him to the discovery of Executive Intelligence and the creation of a methodology to measure it. Justin is a founding member of the Executive Intelligence Group, a specialized assessment firm, which was integrated into Spencer Stuart in 2007. He applies his deep understanding of leadership performance to his succession work with clients such as Blackstone, Chevron, Mass Mutual and State Street.

Menkes has received international recognition for his expertise, authoring *The Wall Street Journal* best seller *Executive Intelligence*, as well as articles for *Chief Executive* magazine, *Directorship* magazine and *Harvard Business Review*. His upcoming book, *Better Under Pressure*, will be published in the spring of 2011 by Harvard Business School Press. He has chaired master tutorials to train other industrial and organizational psychologists in best practice assessment techniques, and was inducted into the Sigma Xi Psychological Honors Society in recognition of his research contributions to the field of psychology.

During his doctoral work at Claremont Graduate University, Justin studied under the late Peter Drucker. He graduated with honors from Haverford College and received his M.A. in psychology from the University of Pennsylvania. Menkes holds a Ph.D. in organizational behavior from Claremont Graduate University.



John L. Lumelleau

President
Chief Executive Officer
jlumelleau@lockton.com

Professional Profile

John Lumelleau is President & CEO of Lockton, Inc., the world's largest privately held insurance broker. Lockton serves more than 15,000 clients around the world with risk management, insurance, and employee benefits consulting services.

When John joined Lockton in 1997, the firm had six offices with 700 Associates and \$92 million revenue, operating only in the U.S. Today, there are more than 4,450 Lockton Associates around the world in 60 offices, generating \$836 million in fiscal 2011 revenue, a nine-fold increase. Lockton is known for its attention to client service which generates industry-leading client loyalty. Greenwich Associates recently honored Lockton with its Service Excellence Award based on an independent survey of large company risk managers.

Under John's leadership, Lockton has expanded globally, built a highly regarded employee benefits consulting practice, and expanded its expert practice groups in risk finance, mergers and acquisitions, energy, marine, and property. Lockton has also been recognized as the only large broker to earn the Best Places to Work in Insurance award from Best Companies Group and Business Insurance magazine in 2009, 2010, and 2011. Lockton's growth has earned it the #9 spot on the *Business Insurance* list of largest global brokers.

Before joining Lockton in 1997, John served as Executive Vice President and National Sales Director at Aon Risk Services, and held numerous senior leadership positions at Alexander & Alexander.

John is a member of the Board of Directors of The Council of Insurance Agents and Brokers. He is also a member of the Board of Overseers of St. John's University, School of Risk Management. John previously served as the Chairman of the Financial Executives Risk Management Client Advisory Group.

John is active in community affairs, currently serving as an Ambassador for the Big Brothers Big Sisters youth organization in Kansas City, just named the top Big Brothers Big Sisters agency in the country. He has previously served on the board of Norwalk Community College in Connecticut.

He holds a bachelor's degree in political science from Fordham University where he played football.

He and his wife Loretta are the parents of three grown children.

Current and Previous Positions

Lockton, Inc.

President, Chief Executive Officer

Aon Risk Services

Executive Vice President, National Sales Director

Alexander & Alexander, Inc.

Senior Vice President, Managing Director, Global Business Development; Managing Director, Latin America/Caribbean; National Director, Business Development; Eastern Regional Sales Director; Managing Vice President, A&A Inc., Connecticut; Other A&A Sales and Management Positions

Provident Mutual

Home Office Representative, Pension Investment

Education

- ❖ B.A., Political Science; Fordham College, Fordham University, New York

Professional Affiliations

- ❖ Board of Directors, The Council of Insurance Agents and Brokers (CIAB)
- ❖ Member of the Board of Overseers of St. John's University, School of Risk Management
- ❖ Previously served as Chairman, Risk Management Client Advisory Group
- ❖ Previously served on the board of Norwalk Community Technical College



ATTORNEY PROFILE

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AREAS OF PRACTICE

Air Transport Industry Group

Banking/Financial Institutions

Financing and Commercial

Transactions

Corporate Law

Sustainability Practice

BAR ADMISSIONS

Georgia

New York

Peter Barlow is a Partner and a member of the Air Transport Industry Group of Smith, Gambrell & Russell, LLP.

Mr. Barlow's practice concentrates in the areas of aircraft finance, commercial and corporate aircraft acquisitions and leasing, airline representation, aviation law and general corporate representation.

Mr. Barlow returned to the Firm in 2009 after having served as General Counsel for Skybus Airlines, where he managed the airline's legal functions, including operations procurement, financing and restructuring.

Mr. Barlow has represented U.S. and Ireland based aircraft leasing companies in aircraft and engine lease transactions, purchase and lease back transactions and purchase and novation transactions in the U.S., Europe, Asia and South America. Mr. Barlow has also represented numerous U.S. and foreign commercial airlines and private equity funds in complex aircraft financing and acquisition transactions including new fleet acquisitions from Boeing, Airbus, Bombardier and Embraer and new aircraft purchases from Gulfstream as well as numerous used aircraft purchase, sale and financing transactions involving commercial and corporate jet and turbo-prop aircraft. Mr. Barlow began his legal career in the Firm's Financial Institutions Practice doing mergers and acquisitions transactions, including numerous stock and asset purchase transactions in the mortgage banking industry, '33 Act public offerings, '34 Act compliance work, private placements and general corporate work, as well as Part 135 operators in connection with corporate jet timeshare and fractional ownership programs.

A member of the American Bar Association, Mr. Barlow is Chairman of the ABA's Aircraft Finance Subcommittee, having previously served as Vice Chairman of the committee from July 2006 to July 2009. Mr. Barlow has been recognized as one of the world's leading aviation lawyers being named to the *International Who's Who of Aviation Lawyers 2012* and has also been recognized as one of the world's leading international business lawyers being named to the *International Who's Who of Business Lawyers 2012*. Mr. Barlow was previously selected for inclusion in the *Georgia Super*

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Lawyers Rising Stars in 2006 and 2007.

Mr. Barlow received his undergraduate degree in International Business from the McCombs School of Business at the University of Texas at Austin in 1991, where he was a member of the Silver Spurs Honorary Service Organization (1989-1991). Mr. Barlow received his J.D. degree from Emory University School of Law in 1995. During law school, he was a Dean's Fellow (1994-1995), a member of the *Bankruptcy Developments Law Journal* (1993-1995) Notes and Comments Editor of the *Bankruptcy Developments Law Journal* (1994-1995) and the elected representative of his law school class to the Student Bar Association (1993-1995).

Mr. Barlow is the Managing Partner of the Firm's New York office.

