



KENN KURTZ | +1 (775) 277-1009 |
kurtzkenn@gmail.com

CEO, Technologist, Strategist & Operator |

Entrepreneurial Visionary

Areas of Expertise

- Digital transformation
- Marketing and brand integrity
- Rapid growth through technology, regulatory and market changes
- Strategy and business model development
- Technology platform strategy
- Emerging market growth strategy
- Operational growth and execution
- International business
- Global supply chain development
- Complex legal and regulatory risk management
- Corporate security, finance and compliance
- Distributed team management and global talent development

INTRODUCTION

Kenn is an innovative, solutions-focused executive who enjoys applying disruptive technology and techniques to new spaces and teams. A straight shooter, he listens carefully and then asks the questions that nobody else wants to ask. Seeing white space and opportunity quickly, he's the voice saying, "Your company could be growing twice as fast if you made these changes."

A creative, collaborative, team-oriented leader who advises businesses at critical inflection points, Kenn helps companies scale from revenues of \$50–100M to the next level. His experience building a global supply chain across 190 countries made him an expert in international business, as he managed multiple cultures and geographies under one corporate umbrella. He understands government regulations, how to set up businesses internationally and how to engage with foreign governments. He has advised numerous boards of directors and business leaders on brand integrity, complex legal and regulatory risks and emerging market growth strategies. He has integrated acquisitions and restructured businesses through divestiture of operating entities.

CAREER HISTORY

Kenn's career spans the integration of professional services and software on a global scale. From a sales and operational background, he has taken multiple companies from concept to scale and exit with no outside investors. He is a team builder with a keen ability to evaluate and select effective leaders. Kenn is a master at spotting market opportunity and filling the white space. He has pioneered several industry disruptions, including the following:

Privatizing diplomatic security services: his company provided the first-ever private presidential security unit hired by a sovereign nation to protect its heads of state and their families. The company established and trained the country's presidential security division.

Privatizing environmental emergency response: Kenn's company deployed the first private quick-reaction military force as disaster-response peacekeepers on U.S. soil. They led 300 armed security agents and disaster relief personnel on the ground in New Orleans within 24 hours of Hurricane Katrina to support the interests of more than two dozen Fortune 500 companies.

Creating the third-party management software market: Kenn innovated a SaaS-based software solution integrating professional services (fixed cost, fixed scope due diligence) and software to securely automate the onboarding, management and monitoring of third parties globally for the purpose of regulatory and business compliance.

Kenn's professional legacy emanates from multiple companies, including the following:

[FirstCall CSS, Inc.](#), an integrated executive protection, crisis management, telematics and emergency response provider. Kenn currently serves as Chief Executive Officer; prior to that, he held roles as President of Europe and North America, then CEO of the larger organization.

He built an international network of 1,500 employees and contractors across 80 countries delivering best-in-class executive security and crisis management services. Under his leadership, the company has installed and monitored B2B telematics and vehicle GPS tracking products providing 24/7 concierge and security support to 40,000 corporate employee subscribers throughout Mexico, successfully navigating 125+ kidnapping negotiations and recoveries to date.

[Steele Compliance Solutions, Inc. and Securimate, Inc.](#), a supply chain due diligence and third-party regulatory compliance company, integrated with SaaS-based enterprise third-party management, risk analysis and data analytics software (Securimate, Inc.). Kenn and his team constructed a global supply chain across 190 countries of trained investigators providing a spectrum of predictive due diligence services executing more than 250,000 investigations per year. Both companies were sold in 2016. Kenn served as Chief Executive Officer, Chief Innovator/President and Founder of Securimate, Inc. and remains an investor and Chairman of the Advisory Board for Steele Compliance Solutions.

BOARD SERVICE, HONORS, SPECIAL SKILLS & EDUCATION

Kenn currently serves as Chairman of the Advisory Board for Steele Compliance Solutions, a third-party management and regulatory compliance (SaaS) software company that integrates supply chain due diligence services, risk analysis and data analytics. He also sits on both the Business and Product Advisory Boards for Sequoia Consulting Group, an HR risk-management software, global benefits, 401(k) and HR/payroll outsourcing company, as well as on the Board of Directors for the Boys and Girls Club of America, North Lake Tahoe Chapter. He is a constituent of the U.S. State Department's Overseas Security Advisory Council and recently attended the Directors' College at the Rock Center at Stanford Law School. He is a long-time member of Young Presidents' Organization and is a 32° Master Freemason. He holds a degree in Legal Studies from the University of California at Berkeley.

An engaging industry expert and frequent speaker, Kenn has presented with the FBI and has provided expert commentary to The New York Times, The Wall Street Journal, The Financial Times, BBC, Fox Networks, CNN, ABC, NBC and CBS.

Kenn lives in Lake Tahoe with his family. He likes to ski, boat and ride dirt bikes with his kids. He is a classic car collector, an avid chess player and a trained chef through the Culinary Institute of America.

RESUME

KENN KURTZ

San Francisco, California | kurtzkenn@gmail.com | +1 (775) 277-1009 |
<https://www.linkedin.com/in/kennkurtz/>

CEO & Board Advisor | Industry Pioneer Digital Transformation | Global Security expert | Privatized Environmental Emergency Response International Risk Management | Regulatory Compliance | Privatized Diplomatic Security

Security expert, technologist, strategist, and operator who advises senior executives to achieve quantum shifts in company performance. Straight shooter who counsels emerging startups and established corporations through phases of worldwide expansion, technological transformation, and industry disruption. Entrepreneurial visionary with a unique instinct for growing businesses, as evidenced by an international portfolio of companies in the security, software, and legal /corporate compliance arenas. Created two now-established industries from the ground up, defining best practice standards for operational excellence for the U.S. government and global enterprises to manage privatized emergency response and regulatory due diligence.

Emerging market growth strategy

Technology platform strategy

Executive & capacity building

Corporate financial discipline

Data-driven business insights

Marketing & brand integrity

- 1. People leadership** - Establishes a culture of excellence, leading inspired global teams to superior performance and directing and retaining world-class distributed teams in high-stakes, dynamic environments. Skilled talent developer who has a keen ability to select and evaluate effective leadership.
- 2. Technology & business transformation** – Leverages and creates software to expand business opportunities and increase shareholder value, converting transaction-based companies into strategic software-enabled platform providers.
- 3. Business strategy & planning** – Sees around corners, translating white space into disruptive technologies that define new industries. Opportunistic innovator who blends keen insight, a quick ability to assess strategy and risk, logical thinking, and a no-nonsense communication style to grow market share and drive competitive advantage.

- 4. Operational growth & international execution** – Architects business processes that become industry-defining protocols, building several businesses from concept to successful exit, with no debt or outside funding. Experience with emerging market growth strategies, including acquisitions and divestitures. Draws on an in-depth knowledge of global markets to navigate cultural, governmental, legal, security, and regulatory nuances.

BOARD & ADVISORY EXPERIENCE

Advisory Board Chairman, **Steele Compliance Solutions, Inc.**, San Francisco, CA

Third-party management software, regulatory compliance, training, due diligence - 2016 – present

Business & Product Advisory Board Member, **Sequoia Consulting Group**, San Francisco,

Risk management software, global benefits, 401K and HR/payroll outsourcing - CA 2019 – present

Board Member, **Boys and Girls Club of America**, Kings Beach, CA

National organization of local chapters providing after-school programs for young people - 2017 – present

Participant, **Directors College**, Rock Center, Stanford Law School, Stanford, CA

The nation's premier executive education program for directors and senior executives of publicly traded firms - 2019

Board Chairman, **Steele/Securimate Group**, San Francisco, CA

Enterprise risk management, corporate security, regulatory compliance software, due diligence - 2004 – 2016

PROFESSIONAL EXPERIENCE

Steele Compliance Solutions, Inc., San Francisco, CA

Supply chain due diligence services and third-party management and regulatory compliance (SaaS) software, risk analysis and data analytics software; was Steele Compliance and Investigative Services, Inc., and Securimate, Inc., both acquired in 2016. - 2008 – Present

Investor & Chairman, Executive Advisory Board, **Steele Compliance Solutions, Inc.** - 2016 – Present

Chief Executive Officer, **Steele Compliance & Investigative Services (CIS)** - 2011 – 2016

Chief Innovator/President & Founder, **Securimate, Inc.** - 2008 – 2016

Envisioned, formed, and led international company responsible for systematizing third-party management by developing cutting-edge workflow and risk analysis software integrating fixed-scope, fixed-price due diligence, document management, and analytics into a single-source solution for anti-bribery and anti-corruption compliance. Constructed a global supply chain across 190 countries of trained investigators, providing a spectrum of predictive due diligence services and executing more than 250,000 investigations per year for multinational companies such as Sun Microsystems, 3M, Medtronic and Hewlett-Packard.

- **Defined industry standard** - In support of the *Foreign Corrupt Practices Act (FCPA)*, standardized regulatory due diligence scopes and third-party management expectations across 280 multinational customers to create best practice as a safety barrier against both US and foreign regulatory enforcement. Advised boards of directors and executive leadership on industry standards and complex legal and regulatory risks to optimize impact on company culture, supply chain fluidity, and profitability.
- **Designed technology solution** - Defined business model and led the inception of Securimate, innovating a SaaS platform that integrated professional services and software to securely automate the onboarding, management, and monitoring of third parties globally for the purpose of regulatory and business compliance. Recognized a market need and partnered with Sun Microsystems to design, pilot, and evolve a credible and service-provider-agnostic software that now dominates the corporate compliance space and garners 50% of Steele's recurring revenue.
- **Integrated platform into core business workflow** - Directed the integration of Securimate with financial ERP systems, creating a single-source of truth and condensing company involvement to a simple onboarding and risk analysis process. Transformed company reliability on Excel spreadsheets and disparate systems into a fully automated and customizable workflow, complete with compliance dashboard, document management, forms, budget, analytics, and audit capabilities.

FirstCall CSS, Inc., San Francisco, CA

An integrated executive protection, crisis management, telematics, and emergency response provider; formally known as Steele International, Inc. - 2001 – Present

Chief Executive Officer, FirstCall CSS, Inc. - 2016 – Present

Chief Executive Officer, Steele International, Inc. - 2004 – 2016

President, Europe & North America, Steele International, Inc.- 2001 – 2004

Conceived, constructed and now leads global company responsible for privatizing diplomatic security and environmental emergency response and recovery. Built an international network of 1,500 employees and contractors across 80 countries delivering best-in-class executive security and crisis management services. Manages a strong company presence in Mexico, with 180 employees providing 24/7 support to employees of clients such as Nissan, Toyota and Foxconn.

1. Privatized Diplomatic Security:

- **Iraq infrastructure rebuild** – Hired by the Department of Defense to protect Army Corps engineers working to rebuild country infrastructure, including power plants regularly shelled with artillery.

- **Jean-Bertrand Aristide, president of Haiti** – Provided the first ever private presidential security unit hired by a sovereign nation to protect its heads of state and their families. Established and trained presidential security division for the country.
 - **HIV research** – Delivered executive protection for 70% of non-profit and U.S. government-funded HIV/AIDS research organizations across corporate facilities and conferences during epidemic to defend against domestic terrorism.
2. **Environmental Emergency Response:**
- **Hurricane Katrina response** – Deployed the first private quick-reaction military force as disaster response peacekeepers on U.S. soil. Led 300 armed security agents and disaster relief personnel on the ground in New Orleans within 24 hours of Hurricane Katrina to support the interests of more than two dozen Fortune 500 companies. Secured fuel, meals, and temporary housing, and evacuated thousands of customer employees while retaining critical local data and assets.
 - **British Petroleum (BP) oil spill** – Protected C-level executives and directed all security for BP operations across the Gulf region during the crisis, including on land and water.
3. **Telematics & Emergency Response:**
- **FirstCall Solution** – Install and monitor B2B telematics and vehicle GPS tracking product providing 24/7 concierge and security support to 40,000 corporate employee subscribers throughout Mexico. Successfully navigated 125+ kidnapping negotiations and recoveries to date.

PROFESSIONAL ASSOCIATIONS

Young President's Organization (YPO), Member - 2011 – Present

International Security Management Association (ISMA), Member - 2004 – Present

U.S. State Department Overseas Security Advisory Council (OSAC), Constituent - 2001 – Present

EDUCATION

University of California, Berkeley, CA

Bachelor of Arts, American / U.S. Law / Legal Studies / Jurisprudence

Kenn Kurtz | kurtzkenn@gmail.com | (775) 277-1009 |