

Panelist Biographies

**Jon Weber****MODERATOR***Founder, Jon F. Weber
& Co., LLC*

Jon created and led operating partner groups for over 20 years at institutional investors, including Goldman Sachs, Icahn Enterprises, and Elliott Investment Management. He has impacted dozens of portfolio companies in a broad range of industries through operational engagement, talent management, and effective oversight in partnership with management, driving change as a board member, senior executive, and board-level advisor for companies in the Americas and Europe. Roles included President of Icahn Enterprises, L.P. (NYSE-IEP), CEO of Philip Services Corporation, WestPoint Home, and Viskase, and board member of Aligned Energy, American Railcar Industries, Crescent Communities, Martinrea Honsel, National Energy Group, PLH Group, Promises Behavioral Health, WIND Hellas, Windstream, Xenith Bankshares, and XO Communications. Earlier in his career, Mr. Weber was an investment banker at Morgan Stanley and JP Morgan and a corporate lawyer at Weil. He is a Life Member of the Council on Foreign Relations. Jon earned a J.D., cum laude, from Harvard Law School, and B.S. and M.B.A., magna cum laude, from Babson College.

**Ivona Smith***Independent Director and
Co-Founder, Restoration
Capital Management*

Ivona Smith is a fiduciary and investment professional with over 30 years of experience in the financial industry. Over the past decade, she has served as an independent director for several public and private companies, including Rayonier Advanced Materials (RYAM), SoulCycle, Peer Street, and The Weinstein Company (post-bankruptcy). She brings more than 15 years of special situations investing experience, including co-founding and managing Restoration Capital Management. Earlier in her career, her experience included distressed company advisory, M&A, valuation, P&L oversight, and internal audit.

**Alvaro Aguirre***Independent Director
and Advisor*

Alvaro has over 30 years of experience as a board member and a finance and operating executive. He has demonstrable expertise in adeptly representing financial sponsors in their portfolio companies, while developing effective counseling and oversight relationships with senior management. Alvaro has extensive experience with post-restructured businesses, including Advanstar Communications, Select Staffing/EmployBridge, JCrew Group, and Avianca Airlines. He has deep expertise in strategic direction, executive compensation, senior talent acquisition, operational improvements, M&A, financings and exits. Earlier in his career, he served in principal investing, capital markets, and advisory roles as a managing director at Warburg Pincus, an investment banker at Morgan Stanley, and a securities attorney at Sullivan & Cromwell. Later he served in senior management roles at several media and technology businesses where he was instrumental in shaping strategy, driving growth, and achieving successful financings and exits.

**Ben Duster***Founder & CEO,
Cormorant IV
Corporation*

Company Director Benjamin C. Duster, IV is the Founder and CEO of Cormorant IV Corporation, LLC, a consulting firm specializing in operational turnarounds and organizational transformations (founded in 2014). He is a 30-year veteran of Wall Street with extensive experience in M&A and Strategic Advisory Services in both developed and emerging markets. Mr. Duster currently serves on the board of directors of Expand Energy Corporation-- formerly Chesapeake Energy (NASDAQ:EXE), where he serves on the audit and compensation committees; and Weatherford International (NASDAQ:WFRD), where he Chairs the compensation committee and serves on the audit and governance committees. Mr. Duster previously served on the board of directors of Diamond Offshore Drilling Inc., Alaska Communications Systems Group, Inc., RCN, Chorus Aviation (Toronto Stock Exchange), Accuride, Multi-Fineline Electronix Inc., WBL/United Engineers Limited (Singapore Stock Exchange), Netia, SA (Warsaw Stock Exchange), Catalyst Paper and Algoma Steel. Mr. Duster also serves as CEO of Mobile Technologies Inc., a global retail security, smart locks and technology support services company. He obtained his BA in Economics (Applied Math minor) with Honors from Yale University, his Juris Doctorate from Harvard Law School and his MBA from Harvard Business School.