



David A. Mansbach, CCP

Employment

2009 to present

CO-PRESIDENT, NORTH AMERICA

HVS EXECUTIVE SEARCH, A DIVISION OF HVS INTERNATIONAL

Mineola, New York

(Retained Executive Search, Compensation Consulting and Corporate Governance Counseling for the Lodging, Restaurant, Retail and Gaming Industries)

2007 to 2009

MANAGING DIRECTOR

FERGUSON PARTNERS

New York, New York

1998 to 2007

MANAGING DIRECTOR

HVS EXECUTIVE SEARCH, A DIVISION OF HVS INTERNATIONAL

Mineola, New York

1996 to 1998

SKY MARKETING GROUP

New York, New York (Hospitality Industry Consultant)

1991 to 1996

THE PLAZA HOTEL

New York, New York (Sales & Marketing)

Professional Affiliations

Association of Executive Search Consultants (AESC)

World At Work

National Association of Corporate Directors (NACD)

National Restaurant Association (NRA)

American Hotel & Motel Association (AHMA)

Board Memberships

Pillsbury Institute Advisory Board, Current

Asperger Foundation International, Board Member, 2004-2006

Merchant Capital Options - a consulting firm providing working capital solutions for hotel, restaurant and retail owners, Board Member

Education

BSBA – Barney School of Business, University of Hartford

Certifications

Certified Compensation Professional, CCP

Affiliated Interests

Growth Point Partners – An opportunity fund, which invests in emerging restaurant companies. (Investor)



Selection Of Clients Served

CNL Financial Group, Inc.	Pizza Delight Corporation, Ltd.
Cosi Inc.	Royal Caribbean Cruise Lines
Donatos Pizza Inc.	Pollo Campero
Raising Cane's Chicken Fingers	Morton's of Chicago
Thomas and King	Host Hotels & Resorts
Palm Management Corporation	Hilton Hotels Corporation
Shari's Restaurant Group	Thayer Lodging Group
Beef O'Brady's	Bubba Gump Shrimp Company
Fired Up Inc.	Not Your Average Joe's
OSF International	The JBC Companies

**Teaching
Assignments and
Seminars (continued)**

2009 Cornell University – *Experiences from the Trenches – How to Chart an Effective Career Path within the Hospitality Industry*

2008 AICPA Conference – *Senior Level Executive Compensation Trends within the Chain Restaurant Industry*

2007 FSTEC Conference – *Attracting & Retaining Talent In The IT Arena*

2006 Restaurant Finance & Development Conference - *Executive Compensation Trends and Presentation of the 2006 Chain Restaurant Compensation Report*

2003 Restaurant Finance & Development Conference – *Chain Restaurant Chief Financial Officer, VP Franchising, Controller Compensation & Benefits*

2002 Restaurant Finance & Development Conference – *Best Practices In Incentive Compensation*

2002 Young Presidents Organization – *Compensation/Benefit & Employee Ownership Programs*

2001 Restaurant Finance & Development Conference – *Restaurant Unit General Manager Employee Ownership Programs*

Fuddrucker's 2000 Franchisee Convention - *How To Attract & Retain Restaurant Employees in a Dot.Com world.*

**Published Articles
and Authored Reports**

*HCE Hospitality
Compensation
Exchange®*

2007 CEO/CFO Compensation Report (Restaurant Edition)
2006 HVS Chain Restaurant Compensation Report©
2006 Specialty Apparel Compensation Report©
2005 Hospitality Board Director Compensation Report©
2005 Chain Restaurant Corporate Annual Report©
2004 Retail Compensation Report©
2004 Restaurant Corporate Annual Report©
2003 Retail Compensation & Benefits Report©
2003 Board of Director Compensations Report©
2002 Restaurant Corporate Annual Report©
2001 Board of Director Compensation Report©
2000 Restaurant Corporate Annual Report©
2000 Restaurant General Manager Compensation/Benefits Employee Ownership Report©

*Restaurant
Finance
Monitor*

How Do Restaurant, Lodging and Retail Executives Stack Up When It Comes To Executive Compensation?, *May, 2005*
Executive Search Practices Within The Chain Restaurant Industry, *April, 2004*
Restaurant & Retail Industry Senior Level Executive Pay, *March 15, 2004*
Corporation Governance Issues Within The Chain Restaurant Industry, *October, 2003*
Chain Restaurant Chief Executive Officer Pay – Which CEOs “Truly” Earned Their Paycheck? *August 21, 2003*
Casual Dining: Getting A Handle On Compensating Key Operations Personnel *May 22, 2003*
Compensation & Benefit Programs for the Restaurant Unit General Manager: What Is the Industry Doing to Attract and Retain High-Performing Talent? (Part 2 of 2) *March 21, 2002*
Compensation & Benefit Programs for the Restaurant Unit General Manager: What Is the Industry Doing to Attract and Retain High-Performing Talent? (Part 1 of 2) *January 21, 2002*
Board of Directors Analysis: Good Corporate Governance is Critical to Efficiently Running A Public Entity, How Do Restaurant Companies Measure Up? *October 24, 2001*



**Published Articles
and Authored Reports
(continued)**

<i>Nation's Restaurant News</i>	"Best Restaurants Face Fierce Competition With Hottest Employee-Recruiting Strategy" <i>February, 2001</i>
<i>Chain Store Age</i>	Comparing Compensation, <i>October 2006</i> Retail CIO Pay Analyzed, <i>May, 2004</i> Salary Trends In Store Planning, <i>Special Issue, 2003</i>
<i>Hotel Business</i>	"New Techniques To Identify Quality Employees For The Timeshare Industry" <i>2000</i>
<i>Vacation Industry Review</i>	"Targeting the Vacation-Ownership Industry's Employment Needs," <i>November/December, 1999</i>
<i>Mansbach's Chain Restaurant Newsletter</i>	"Maximizing On An Organizational Compensation Philosophy Within The Chain Restaurant/Retail Industry" <i>August, 2007</i> "Greater Transparency For The Shareholder Community" <i>May, 2007</i> "Effective Long-Term Incentive Plan Design Within The Chain Restaurant Industry" <i>February, 2007</i> "Chain Restaurant/Retail Annual Newsletter" <i>November, 2006</i> "Total Rewards – A Critical Strategy for Chain Restaurant/Retail Companies" <i>April, 2006</i> "Executive Recruiting Within The Chain Restaurant Industry" <i>February, 2006</i> "Chain Restaurant Industry Pay Trends" <i>January, 2006</i> "Chain Restaurant Board Director Pay Trends as Role & Responsibility Increases" <i>December, 2005</i> "The Role and Responsibility of the New Compensation Committee" <i>November, 2004</i> "Restaurant & Retail Industry Pay" <i>October, 2004</i> "Retail Board Director Compensation Philosophies For the "New" Board Director" <i>July, 2004</i> "Restaurant & Retail Industry Senior Level Executive Pay" <i>February, 2004</i> "Changing Of The Guard", <i>May, 2003</i> "Proxy Statements-How To Read Them And What To Look For Part 2 of 2" <i>March 4, 2003</i> "What Should You Expect From Your Executive Search/Recruiting Firms" <i>January, 2003</i> "Corporate Governance Policies-Which Restaurant Chains Have Effective Models In Place?" <i>September, 2002</i> "Chief Financial Officer Pay – Company Vs Salary Payouts" <i>July, 2002</i>

**Published Articles
and Authored Reports
(continued)**

*Mansbach's Chain
Restaurant Newsletter*

- "Compensation & Benefit Programs For The Restaurant Unit General Manager: What Is the Industry Doing To Attract And Retain High-Performing Talent?" *April, 2002*
- "Targeting The Vacation-Ownership Industry's Employment Needs" *April, 2002*
- "Proxy Statements-How To Read Them And What To Look For Part 1 of 2" *February 2002*
- "Director Pay In Public Restaurant Companies" *January, 2002*
- "What Should You Expect From Your Search Firm?" *September, 2001*
- "Chief Financial Office Compensation: How Do Restaurant, Hotel and Gaming CFOs Stack Up When It Comes To Salaries" *April, 2001*
- "When Do Benefits Outweigh Compensation?" *May, 2001*
- "Hospitality Industry Pay – How Do Restaurant Executives Compare To Their Lodging Brethren?" *February, 2001*
- "Restaurant Director Recruiting & Director Training Pay – Are There Consistencies Between Compensation and Size of Company?" *January, 2001*
- "Restaurant Chief Operating Officer & Vice President Human Resources Pay – Does Segment and Size Matter?" *November, 2000*
- "Restaurant Vice President HR Pay" *September, 2000*
- "Restaurant Chief Information Officer Pay - Are Their Salaries Competitive?" *August, 2000*
- "Proxy Statements - How To Read Them And What To Look For" (Part 2 of 2) *July, 2000*
- "Proxy Statements - How To Read Them And What To Look For" (Part 1 of 2) *June, 2000*
- "Work Life Programs - How To Make Them Effective To Attract And Retain Employees", *May, 2000*
- Market Conditions Lead To 'Under Water' Stock Options", *May, 2000*
- "How Do Restaurant CEOs Stack Up Against CEOs In Other Segments Of The Hospitality Industry? - Part 4-Total Direct Compensation" *April, 2000*
- "How Do Restaurant CEOs Stack Up Against CEOs In Other Segments Of The Hospitality Industry? - Part 3-Stock Options" *March, 2000*

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*Mansbach's Chain
Restaurant Newsletter*

"How Do Restaurant CEOs Stack Up Against CEOs In Other Segments Of The Hospitality Industry? - Part 2-Bonus" *March, 2000*

"How Can Restaurant Companies Find Or Create The Superstar Restaurant Monthly Manager? - Part 2" *February, 2000*

"How Do Restaurant CEOs Stack Up Against CEOs In Other Segments Of The Hospitality Industry? - Part 1-Base Salary" *February, 2000*

"Effective Programs To Pump New Talent Into The Restaurant Sector," *January, 2000*

"How Can Restaurant Companies Find Or Create The Superstar Restaurant Manager? - Part 1" *January, 2000*

"Industry Compensation Information – How Useful are the Results," *December, 1999*

"E-cruiting vs. Traditional Search Firms," *October, 1999*

"A Recipe For Success: Setting Incentives for the Unit Level Employee – How to Chart an Effective Incentive Program – Part 3," *August, 1999*

"A Recipe For Success: Setting Incentives for the Unit Level Employee – The Customer Service Survey – Part 2," *June, 1999*

"A Recipe For Success: Setting Incentives for the Unit Level Employee," *May, 1999*

"Educate Your Employees On The Key to a Successful Retirement," *April, 1999*

"Retaining Employees – Build a Foundation That Will Give Your Company Long Term Rewards," *March, 1999*

"Company Revenue and Executive – Is there a Correlation Between Executive Sales and Company Revenues?" *February, 1999*

"Are Restaurant Executives Getting the Short End of the Compensation Stick?" *January, 1999*