

# FRANK J. CARR, CPRW

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## EXECUTIVE COMPENSATION, HIRING & EMPLOYMENT

Executive Recruiter – Career Consultant – Expert Witness

### EDUCATION AND CERTIFICATIONS

#### Cornell University, Ithaca, NY

School of Industrial and Labor Relations - Compensation Studies Certificate

School of Industrial and Labor Relations – Employment Law Certificate (completion expected July 2023)

#### World at Work – Total Rewards Association, Member

Compensation research and study work includes FASB Topic 718 (Stock Compensation), IRS Section 162(m)(1), IRS Section 409A/ 2004 Jobs Act, IFRS 2 Share-based Payments, SEC Section 16(a) / 16(b), NEO compensation reporting

#### Chartered Alternative Investment Analyst (CAIA) Association

- Passed Level I of the CAIA program, covering hedge funds, private equity, real estate and commodities

#### Certified Professional Resume Writer (CPRW), Professional Association of Resume Writers & Career Coaches

#### Global Law Experts – Recommended Employment Expert Witness, New York 2020 & 2021

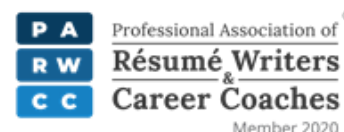
<https://www.globallawexperts.com/CompanyProfile.aspx?PID=6738>

#### Williams College, Williamstown, MA

- B.A. Political Economy, 1978
- Courses in political science, economics, finance, banking, and statistics
- Sports Editor, THE WILLIAMS RECORD

**Securities Licenses:** (previously held) FINRA Series 3, Series 6 & Series 63; NY, NJ, & CT Life and Health Insurance

### CURRENT CAREER EXPERIENCE



#### Centennial Advisory Group, LLC, Tarrytown, NY

2004– Present

#### Founder and Managing Partner

Manage all day-to-day activities of this independent executive search and consulting firm focused on career consulting services and recruiting executive and manager-level talent across multiple job functions within the Financial Services and Investment Management industries.

- In addition to search mandates, advise executives on career path options, compensation and provide resume writing and editing services as a Certified Professional Resume Writer
- Provide Expert Witness services on matters involving employment, compensation, hiring practices and lost earnings.
- Have prepared more than 30 expert reports for both plaintiffs and defendants and have testified in matters before State and County courts and in American Arbitration Association, JAMS and FINRA arbitration matters in jurisdictions including New York, New Jersey, Connecticut, Massachusetts, Texas, Florida, California, Illinois, Ohio, Wisconsin, Minnesota and in the High Court of Singapore.

Centennial Advisory Group is a specialist in recruiting and consulting for the financial services industry, formed in 2004. Centennial was named "Recruitment Firm of the Year" for 2009 by Hedge Fund Manager Week magazine. In 2011, Mr. Carr also became affiliated with MJE Advisors, a specialist investment industry recruiting firm. Prior to forming Centennial, he had been a Managing Director in the New York office of Diversified Search, a Philadelphia based firm ranked in 2018 as the fifth best executive search firm by CEO World magazine; and a Managing Director in the Global Asset Management practice at A.T. Kearney Executive Search, a top 10 U.S. search firm, starting in 1999. He began his search career at LAI Ward Howell which was later acquired by TMP Worldwide (owners of Monster.com). Mr. Carr's recruiting experience covers a broad range of job functions within financial services, asset management, wealth management, banking and brokerage.

Mr. Carr has authored several articles for **The Financial Times**, **FundFire**, **Ignites**, **HedgeWorld**, **The MFA Reporter** and **FINalternatives.com**, and he has been quoted in publications such as **FundFire**, **Ignites**, **Bloomberg News**, **CNN Money**, **Absolute Return**, and **Hedge Fund Manager Week**. He has also served as both a moderator and panelist at conferences and events sponsored by **The Managed Funds Association**, **EuroMoney**, **InfoVest21**, **Columbia Business School**, and **CAIA**, the Chartered Alternative Investment Analyst Association.

Prior to entering executive search, Mr. Carr was Chief Financial Officer of The Marevista Fund, a Connecticut-based private investment firm which included a hedge fund and a Commodity Trading Advisor (CTA). He managed the accounting and compliance functions as well as the offering and sales process for the firm's investment units, including registration with the Commodity Futures Trading Commission and obtained his FINRA Series 3 license as part of the process. Mr. Carr had spent eight years in commercial bank lending, initially with Citigroup in their Wall Street Commodities division and later was a lender to the feature film and TV industries, while employed as a Vice President at European American Bank in New York. His clients included independent feature film producers, television program producers and TV station owners. Mr. Carr's commercial banking experience includes secured and unsecured revolving credit facilities and term loans, international trade finance (documentary and standby letters of credit & banker's acceptance financing), foreign exchange credit lines, plus acquisition and project financing.

## **ADDITIONAL CAREER EXPERIENCE**

**Diversified Search, Inc.**, New York, NY 2002 – 2004

***Managing Director, Financial Services and Asset Management Practice***

- Established hedge fund industry recruiting practice in New York office.
- Brought six new clients into the firm in the first 18 months
- Established brand identity for the firm through creation and sponsorship of Infovest 21's Hedge Fund Compensation study; moderated hedge fund conference panels and had numerous articles published

**A.T. Kearney Executive Search**, Stamford, CT 1999 – 2002

***Managing Director, Financial Services and Asset Management Practice***

- Joined the firm with two partners from TMP to establish the firm's asset management recruiting practice.
- Designed and wrote all marketing materials for the asset management practice and hedge fund sub-practice

**TMP Worldwide**, Stamford, CT 1997 – 1999

A leading publicly traded multi-division executive recruiting firm – owners of Monster.com

**LAI Ward Howell International**, Stamford, CT

***Principal, Financial Services and Asset Management Practice*** (1998 - 1999)

**Ward Howell International**, Stamford, CT

***Associate, Financial Services Practice*** (1997 – 1998)

- Developed new client relationships (Nuveen Investments) and supported other partners in executing searches for firms such as Barclays Global Investors, Bear Stearns Asset Management, Commercial Union Asset Management, Fleet Private Bank, Partner Re and Prudential Investments
- Responsible for executing search assignments from initial research, strategy, candidate interviews & profiles through compensation advisory and final negotiations between client and candidate

- Northway Associates, Riverside, CT** 1995 – 1997  
***Business and Financial Consultant***
- Business plan creation and negotiation of private financing transactions
  - Created budgets, cash flow projections and designed financing terms to assist client in raising in excess of \$1 million in private equity for an underwater salvage operation near Juneau, Alaska.
  - Successfully negotiated a \$5 million multi-property commercial mortgage restructure with Shawmut Bank, with client benefit of \$3.7 million.
- Northwestern Mutual Life / Robert W. Baird & Co., Inc. New York, NY** 1994 – 1995  
***Insurance Agent and Investment Representative***
- Sold Mutual Funds, Life and Disability Insurance, Annuities and Group Health Insurance
  - Earned FINRA Licenses: Series 6 & 63
- The Marevista Fund, L.P., Greenwich, CT** 1992 – 1994  
***Chief Financial Officer***
- Responsible for all administration, accounting, financial reporting and regulatory matters for this hedge fund and registered Commodity Pool Operator
  - Primary interface with the firm's accountants and auditors to prepare monthly investment performance reports and annual audited financial statements
  - Managed investor subscription documents and all addition/redemption activities
  - Obtained FINRA Series 3 license (Commodity Futures & Options) and prepared compliance files for NFA audits.
  - Managed the firm's Prime Broker relationships with Bear Stearns and Morgan Stanley
  - Created new Commodity Trading Advisor, obtained CFTC approval and initiated and closed a \$1 million sub advisor contract with Commodities Corporation (now Goldman Sachs Hedge Fund Strategies)
  - Designed and wrote all marketing materials and investment performance calculations
- Sherwood Productions, New York, NY** 1988 - 1992  
***Vice President***  
 Worked on tax advantaged funding projects for this independent film producer
- European American Bank, New York, NY** 1983 -1987  
***Vice President, Entertainment & Media Lending***
- Corporate banker to independent feature film producers, TV producers and TV station owners
  - Analyzed financial statements, film production documents and TV episode sales reports
  - Negotiated specialized, secured bank loan agreements with borrowers and bank's outside legal counsel
  - Managed the collateral process through UCC-1 and mortgage filings with the U.S. Copyright Office
  - Negotiated and managed assignment of film and TV proceeds with distributors such as 20<sup>th</sup> Century Fox, Universal Pictures, MGM, Columbia Pictures, ABC Television and leading home video companies.
- Security Pacific Bank, New York, NY** 1981 – 1983  
***Assistant Vice President, Corporate Lending Officer***
- Provided loans and banking services to middle market manufacturing companies
  - Analyzed manufacturers with complex deferred revenue/ revenue recognition issues such as Harris Corp.
  - Initiated new corporate lending relationship with F.W. Woolworth and Kinney Shoes
- Citibank, N.A., New York, NY** 1978 – 1981  
***Account Officer, Commodities Lending Division***
- Successfully completed Citibank's Management Training Program in Accounting and Corporate Finance courses taught by NYU graduate school professors
  - Analyzed financial statements, loan agreements, plus collateral documentation, and daily market value
  - Lead bank lending officer on \$200 million+ of credit lines for customers in crude oil and precious metals trading and distribution, commodities import/export and imported consumer specialty foods



## **Frank Carr Presentations, Publications and Press Quotes (2001 to Present)**

**Bloomsburg University of Pennsylvania, Zeigler College of Business** (Prof. Victoria Geyfman), Presentation on Private Credit / Direct Lending, March 2019

**Leveraged Buyout of WTTV**, case study co-author with Professor Victoria Geyfman, Bloomsburg University of Pennsylvania, Zeigler College of Business and Matti Prima, paper presented at The Institute for Business and Finance Research, Global Conference on Business and Finance, May 2019

**Hedge Funds Need Elite Distribution Teams to Compete**, Fund Fire, a Financial Times Service, November 2014

**Compensation Rising for Institutional Asset Management Sales Pros**, Fund Fire, a Financial Times Service, April 2014

**The Ultimate Hedge Fund COO**, The MFA Reporter, May 2009

**Capital Introduction – Where Are We Now?** FINalternatives, July 2007

**The Ultimate Hedge Fund Salesperson**, The MFA Reporter, January 2006

**The Ultimate Hedge Fund CFO**, Reuters HedgeWorld.com, June 2003

**The Care and Feeding of Your Human Capital: How Much Should You Pay for Asset Gathering & Retention**, The MFA Reporter, March 2001

**Hedge Funds Prize Non-Competes, But a New Rule May Change the Game**, Fund Fire, a Financial Times Service, January 2023, Carr quote

**Citadel, Point72, Millennium Up Hiring as Competitive Year Looms**, Fund Fire, a Financial Times Service, April 2021, Carr quote

**Hedge Fund Hiring Trends**, Fund Fire, a Financial Times Service, April 2020, Carr quote

**DE Shaw Implements Non-Competes Amid Hedge Fund Talent War**, Fund Fire, a Financial Times Service, April 11, 2019, Carr quote

**Millennium, Citadel, Two Sigma Grow Ranks as Hiring Picks Up**, Fund Fire, a Financial Times Service, April 10, 2019, Carr quote

**Bridgewater's Public Succession Plan Ups Pressure on Peers**, Fund Fire, a Financial Times Service, March 10, 2017, Carr quote

**Managers to Increase Compliance Spend in 2015**, FundFire, September 29, 2014, Carr quote

**Fund Hiring Blitz Targets Sales, Alt Pros**, Ignites, August 13, 2014, Carr quote

**Institutional Marketers Understaffed, Unloved**, FundFire, November 20, 2013, Carr quote