

RÉSUMÉ OF GALE A. KIRKING, CFA, MBA

Principal, Gale A. Kirking and Associates, LLC, Madison, Wisconsin and Brno, Czech Republic.

2016 to
present

- Established and managing the portfolio of a socially responsible, thematic private investment partnership with a life sciences focus.

Founder and Editor-in-Chief, English Editorial Services, s.r.o., Brno, Czech Republic.

2003 to
present

- Building a specialty business communication services firm in Central Europe.
 - Leading and training a multicultural team of editors, translators and others.
 - Responsible for key client business development.
 - Providing strong expertise in three main practice areas: Financial Services, Legal Services, Life Sciences.
 - Edited more than 2,000 scientific articles for submission to international journals in diverse fields of theoretical and applied life sciences.

Contract Consultant to Asian Development Bank, Manila, Philippines.

2005 through
2015, 2019 to
present

- Reviewing Board documents for the Office of the Secretary in relation to proposed, ongoing and past program and project loans to Developing Member Countries.

Head of Central and Eastern European Equities Research, Erste Bank, Vienna, Austria.

January 2000
through 2001

- Led a cross-border research effort with office and staff in Hungary, Czech Republic, Poland, Croatia and Austria. Secondary responsibility for Slovakia, Slovenia, Russia and Turkey.
- In early months, completed situation assessment and strategic plan for CEE equities research.
- Forged a constitutional basis within the bank and group for the research structure and function.
- Established and implemented analytical standards and practices.
- Substantially revamped and refined existing products and designed new ones.
- Formulated investment strategy on a continuous basis for the relevant equities universe.
- Contributed to the international sales and external communications efforts.

Professional Sabbatical.

April 1998
through 1999

- Researched, wrote and published the book *Untangling Bosnia and Hercegovina*.
- Studied German at University of Vienna.

Director of Research, Atlantik Group, Brno, Czech Republic.

July 1997
through
March 1998

- Established investment research function for Atlantik East, a new Kiev-based subsidiary.
- Maintained high-level responsibility for Czech research operation.
- Planned and implemented transition to a permanent structure for Group research.
- Member of Atlantik East management committee. Continued on parent-company Board.

Director of Research, Atlantik Financial Markets.

March 1996
through
June 1997

- Stabilized, restructured and advanced a research department in management crisis.
- Led and directed the Czech Republic's largest (15-person) equity research organization.
- Oversaw development and publication of top-quality research products in a timely manner.
- Planned strategy as related to departmental and company goals.
- Contributed directly to international sales and external communications efforts.
- Member of Atlantik Financial Markets Management Board.
- Firm named by *Euromoney* "Best Czech Broker" in 1996 and 1997.

Senior Equities Analyst, Atlantik Financial Markets, Brno Czech Republic.

September
1994 through
February 1996

- Responsible for Consumer Goods and Services Team (covering brewing and beverages, pharmaceuticals, food processing, textiles, general and financial services).
- Prepared valuations and in-depth reports for foreign and domestic clients.
- Led, directed and trained a team of five Czech junior analysts.
- Assisted international clients in selecting and managing investments.

Director, DCBC s.r.o., a company established to manufacture and market cheese for the pizza industry in the Czech Republic and Eastern Europe, Prague, Czech Republic.

August 1992
to May 1994

- Market research, financial modeling and business planning.
- Plant screening, selection and due diligence.
- Assembled participants, including a Fortune 500 US dairy firm, a USAID-sponsored development agency, and a US-Czech venture capital firm.
- Led negotiations with candidate plants, government officials and target customers.
- Presented opportunity to potential investors.

Associate Editor, Agri-View, Wisconsin's largest agribusiness newspaper.

1979-80 and
1983-91

- Wrote extensively about state, national and international food industry and agricultural commodity markets (economic and markets analysis, trade and policy issues, technology and management).

Writer/Editor, University of Wisconsin Department of International Studies.

1978

- Produced newsletter for university personnel working abroad.

Family farmer, Lodi, Wisconsin.

Prior to 1978

- Reared and worked fulltime on a traditional (mixed crops and livestock) family farm specialized on dairy cows and laying hens (milk and egg production).

EDUCATION

Institute of Chartered Financial Analysts, Charlottesville, Virginia.

- Chartered Financial Analyst.

American Graduate School of International Management (Thunderbird), Glendale, Arizona.

- Master of Business Administration in International Management.
 - Graduated with Honors.
 - Concentrations: Finance and Marketing.
 - Regional focus: Former Soviet Union and Eastern Europe

University of Wisconsin, Madison, Wisconsin.

- Bachelor of Science History.
 - Distinction in Major.
 - Emphasis: Russian, Soviet and East European history and area studies.
 - Includes 61 credits foreign languages and 33 credits economics.
- Bachelor of Science Agriculture.
 - Major: Agricultural Journalism.

PROFESSIONAL AFFILIATIONS

- American Association for the Advancement of Science.
- CFA Institute.
- Wisconsin Agricultural and Life Sciences Alumni Association.

PROFESSIONAL INTERESTS

- Basic and applied life sciences.
- Corporate and organizational communications.
- Food, agriculture, and aquaculture.
- Globalization and international development.
- Investment research, analysis, and portfolio management.
- Landscape preservation, restoration, and development.
- Public policy and institutions.
- Resource economics and management.
- Socially responsible investment.
- Corporate, environmental, intellectual property, international, and securities law.
- Sustainable development.