

## 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.
- Created (2024) and building the **BlueGreen** communications and consulting practice and brand. Purpose: **Maximizing sustainability impact.**

### 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.

September  
1994 through  
February 1996

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

- 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.

August 1992  
to May 1994

**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.

- 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.

1979–80 and  
1983–91

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

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

1978

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

- Produced newsletter for university personnel working abroad.

Prior to 1978

**Family farmer, Lodi, Wisconsin.**

- 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. Charter awarded 1998.
- CFA Institute Certificate in ESG Investing. Certificate awarded in 2024.

**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.