

Steen Jensen CEO:

Steen Jensen CEO of Empathy Systems and founder of the company. Prior to Empathy Steen was VP of EMEA for 3 years for Blue Pumpkin a market leader in Work Force Management Software, here Steen was responsible for develop a new strategy for the company's EMEA operation this include a transition from a direct to an indirect sales model without a revenue drop. Prior to BP Steen was Man. Director for E-system a Scandinavian company that sold an implemented Service management solutions. As a co owner Steen was responsible for the sale of the company to the Materna Group of Germany. Prior to E-system Steen has hold a number of management and sales management positions in companies as Olivetti, Storagetek, Nordic Computer, and Edata. Steen Holds a Master in accounting from Odense University.

Roger Nunn - VP Sales US

Roger has over 25 years in the software and technology space. Most recently, he was Executive Vice President of Worldwide Sales and Marketing for Blue Pumpkin Software (acquired by Witness Systems). Blue Pumpkin offers an integrated suite of Workforce Optimization applications and professional services focused on the people, processes, and technology needed to help companies align performance measurements with business goals. In this role, Roger was responsible for all of the company's direct and channel sales of software and professional services. Immediately prior to joining Blue Pumpkin, Roger was vice president of channel sales for Avaya where he delivered \$800 MM in annual revenue, and increased applications sales by over 100% during his tenure. Roger's successful 25-year career has also included senior sales roles with Sun, Quintus (a competitor of Apropos), Auspex Systems, Prime Computer, and NCR. He has led teams focused on both the International and North America markets where he has consistently shown strong revenue growth, the ability to open new marketplaces and to establish leadership positions for his company's products. Roger holds a M.Sc. in Management Science and B. Eng degree, both from Imperial College, London University.

Julian Edwards CTO & VP of R&D: Julian Edwards is Chief Technology Officer and brings over 20 years of leadership and management skills in the IT space to the team. Julian was a part of the former TISL Management team with similar responsibilities. Julian's broad experience spans research & development, professional services, IT, customer support, and operations. Julian is responsible for the specification and subsequent development of the new generation product set. After the Empathy Acquisition, Julian re-organised the development team and introduced and implemented an Object Oriented development process focusing on reliability, ease of change and maintenance and product reuse. Prior to joining TISL /Empathy Systems, he also held a senior position with Prime Computers and Oracle.

Kurt Højgaard Jensen Dir. Of Customer Service.

Kurt brings 20 years of experience in IT service support and consulting. Most recently Kurt for 2 years was responsible for support and maintenance in EMEA Blue Pumpkin/Witness, offering service and design for strategic business partners. The last 8 years before Blue Pumpkin Kurt was Manager of Professional Services in E- Systems and NCN Systems. In both companies his role was to organize, setup and develop a service organization able to utilize E-systems solutions by offering: application deployment, project management, custom engineering, training, maintenance and customer support. Prior to NCN Systems Kurt has 10 years of experience at Dansk Data Elektronik managing "Turn-key" Projects for Large account customers. Education, - Project Management and Electronic Engineer.