



STEVEN KOVAC

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EXECUTIVE SUMMARY

STRATEGIC | LEADERSHIP | INTEGRITY

A proven and strategic and operational leader that translates business strategies into maximum profits commensurate with the best interests of shareholders, employees and customers. An expert in enhancing profitability and or market share; developing dashboard metrics that work; and growing mid-market companies with an exit strategy. Very knowledgeable of technology, manufacturing, software development and subscriber based business models. Proven track record of implementing the necessary internal controls to ensure reliable decision making information and compliance with lenders, private equity and public company requirements.. Dedicated to maintaining a reputation built on quality and insightful work product and uncompromising ethics.

AREAS OF EXPERTISE

- Strategic / Tactical Planning
 - Private Equity Relationships
 - Regulatory Compliance
 - Turnarounds
 - Budgeting
 - Operations Management
 - Mergers and Acquisitions
 - Technology & Media
 - Contract Negotiation
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PROFESSIONAL EXPERIENCE

UNA VEZ MAS AZTECA TELEVISION GROUP
FIRST BROADCASTING INVESTMENT PARTNERS

2006 – present

CHIEF FINANCIAL OFFICER

A 90 day consulting agreement that has turned into five years when a Private Equity group needed replacement CFO's for both of these organizations after recent investments in the companies.

- Led senior management business-level discussion and decisions involving business vision and strategy, enterprise-level decisions, standardization of best practices, and project governance oversight.
- Managed administrative, HR, legal, and financial functions for both First Broadcasting for one year, then both companies for one year, focusing solely on the television group from 2008 to present.
- Developed strategies to improve non-performing markets, staffed functions with the right people, prepared companies for follow on rounds of financing.

ACHIEVEMENTS:

- Substantially reduced overhead and operating costs through process re-engineering, contract restructuring, and business cases for projects not realizing a return. Reduced complex structure of entities for simplified management and tax benefit maximization.
- Secured over \$50 million in subsequent investor financing and credit lines, and sold non-performing assets increasing cash and reducing cash burn.
- Stabilized First Broadcasting allowing full time focus on television group and purchased television stations in Dallas, Houston and San Francisco.

INTERPHASE CORPORATION (NASDAQ)
DALLAS, TEXAS

1999-OCT 2005

CHIEF FINANCIAL OFFICER

Responsible for all operations of this publicly traded 30 year old international technology company specializing in telecommunications networking for storage area and embedded servers for the broadband, wireless telephony markets and enterprise computers.

ACHIEVEMENTS:

CONTINUED ...

- Significantly improved balance sheet including increasing cash 5X in 24 months.
- Began Sarbanes Oxley compliance transition including corporate governance and internal control system documentation.
- To focus on core competencies, sold two cash draining dotcoms organized by former CEO .
- Organized fiscal management of French subsidiary.
- Obtained coverage by industry analysts where none existed prior.

TPN THE PEOPLE'S NETWORK

1997-1999

DALLAS, TEXAS

CHIEF FINANCIAL OFFICER & CHIEF OPERATING OFFICER

Responsible for all operations of this \$50+ Million entrepreneurial company funded by the private equity firm, The Cardinal Group. Company produced The Success Channel and sold retail consumer products.

ACHIEVEMENTS:

- Was instrumental in growing the company 400% resulting in the sale of the Company to an established NYSE company with significant returns to the owners and private equity firm.

AT&T WIRELESS

1989 – 1997

McCaw Cellular Communications, Inc

Lin Broadcasting/Lin Cellular Communications, Inc

REGIONAL VICE PRESIDENT FINANCE AND CHIEF FINANCIAL OFFICER

Financial and operating responsibilities for 75 cellular markets in Texas, Missouri, Oklahoma, Arkansas, Louisiana and Kansas with revenues in excess of \$700 million and an annual capital budget of \$300 million. Began as the CFO of the Dallas market. Promoted to Southwest Region oversight when Craig McCaw purchased the Lin Cellular properties.

ACHIEVEMENTS:

- Grew revenues from \$16 million in 1990 to over \$700 million by 1997.
- Implemented multiple successful programs to increase profitability and market share. Because cellular service was new, thinking out of the box became a necessity for success.
- McCaw Cellular was sold to AT&T for \$12.5 billion in 2005.

BBL INDUSTRIES, INC

1988 – 1989

CHIEF FINANCIAL OFFICER

Turnaround and successful sale to industry leader in the paging business.

ADTEC INCORPORATED, INC

1986 – 1988

CHIEF FINANCIAL OFFICER

Led successful IPO in this detention equipment packaging and manufacturing company.

DATAPONT CORPORATION

1984 – 1986

DIVISION CONTROLLER

Joined to start-up the Advanced Products Division and bring a multi-network video conferencing product system from the engineering lab to market. First installation in the Pentagon under Casper Weinberger before Datapoint was acquired in a hostile takeover by an arbitrageur who sold off the company in pieces.

ARTHUR ANDERSEN & COMPANY

1979 – 1984

AUDIT MANAGER

Various engagements including those in the high technology group. Spent last 9 months as the interim controller for a venture capital funded portable computer manufacturer which was sold to Compaq computers.

CONTINUED ...

EDUCATION

BACHELOR OF BUSINESS ADMINISTRATION IN ACCOUNTING
Kent State University

CPA- TEXAS AND COLORADO

PERSONAL

Former NCAA athlete in excellent health who enjoys fly fishing, ice hockey and volunteer work.
Coached elite youth travel ice hockey for 25 consecutive years.