



Gary S. Flood
President & CEO

Gary Flood joined ReliOn in November 2003, to lead the company's marketing and business development organization and efforts. As part of a company strategy to focus on the marketing and sales of ReliOn's fuel cell products, Flood was appointed President and CEO in February 2005.

Prior to joining ReliOn, Flood served as Chief Executive Officer of Metawave Communications Corp., an infrastructure manufacturing company producing products for the mobile Wireless telecommunications industry. Flood joined Metawave in September of 2000, following Metawave's acquisition of Adaptive Telecom Inc. (ATI) where he was VP of Marketing and Sales. Prior to assuming the role of CEO at Metawave, Flood held the positions of chief operating officer and VP of Marketing and Business Development.

Flood has over 24 years of experience in the design, development, management and marketing of communications systems for commercial and government applications and has worked extensively in both domestic and international markets. Flood has held executive level positions which included P&L responsibilities with Stanford telecommunications and ARGOSystems. Flood began his career in engineering with Sanders Associates designing RF systems for military applications.

Flood holds a B.S. in electronic engineering from California Polytechnic State University.



Jim Baumker

Vice President & CFO

Jim Baumker joined ReliOn in August 2004, bringing over 25 years of experience in financial management. Prior to joining ReliOn, Baumker served as VP/CFO for Maxwell Technologies, an international manufacturer of power systems and components and aerospace components focused on high reliability markets. Baumker's experience also includes executive financial positions with both startup and established technology companies as well as broad domestic and international operations experience in aerospace, electronics, agriculture, biotech and chemical industries.

A CPA, Baumker earned his B.S. in accounting from the University of Missouri.



Joe Blanchard
Vice President,
Product Line Management

Joe Blanchard has served as our Vice President of Product Line Management since July 2005, having joined ReliOn in April 2005 as Senior Director of Product Line Management.

Blanchard spent the previous 18 years with Fujitsu in Richardson, TX. During his tenure at Fujitsu, Blanchard held various management positions in Development, Product Management, Product Support, and Services. Prior to Fujitsu, he worked in product development for Rockwell/Wescom and for GTE Automatic Electric. For over 22 years, Blanchard has been involved in the design, development, marketing, and support of products spanning DLC/DSLAMs & FTTx systems, Telecom Cabinets & Power systems, Optical Transport, DWDM systems, Class 5 Switching, & PBX systems.

Blanchard holds 1 US patent. He earned his B.S. in Design Engineering from Brigham Young University.



William A. Fuglevand, P.E.
Chief Technology Officer

Bill Fuglevand is Chief Technology Officer for ReliOn. He is responsible for organizing and leading R&D teams performing primary research, laboratory proof of concept prototype development, materials science, analytical testing, and initial system integration. Fuglevand is the original inventor of ReliOn's modular PEM fuel cell concept, and is named on several patent applications.

Prior to joining ReliOn, Fuglevand worked for Avista Utilities. From 1990 to 1996, he was Chief Technical Services Engineer responsible for overall direction, organization, and supervision of the Gas and Electric department's technical support groups which provided services including drafting, computer aided design, surveying, geographic information systems, document management, joint use, information engineering, and energy data translation. Fuglevand also managed Avista Utilities' strategic R&D program which promoted technology transfer within the utility. He has 27 years experience in various engineering positions for Avista Utilities.

Fuglevand earned a bachelor of science degree in electrical engineering from Arizona State University. He also graduated from the Academy of Military Sciences and was commissioned in the United States Air Force. Fuglevand is a registered professional engineer.

Fuglevand is an active member of the American Chemical Society. He is a past member of IEEE and the International Society of Optical/Electronics Engineers. Fuglevand is a Director for the Avista Corp. Credit Union, and is a member of the Washington State Pilots Association, the National Guard Association of Washington, and the Air Force Association.



Mark W. Grimes, P.E.
Vice President, Engineering

Mark Grimes joined ReliOn as Vice President of Engineering in June 2004 to focus on product development and commercial applications. Grimes brings 25 years of telecom product development knowledge from an individual contribution perspective to senior management.

Prior to joining ReliOn, he served as vice president of the Alcatel Petaluma Access Division responsible for both the NGNDLC (Next Generation Networks Digital Loop Carrier) concept and development and the successful continuation of the Litespan 2000 product family – the leader in the DLC market. Prior to joining Alcatel, Grimes held several positions at Fujitsu Network Communications focusing on product and business development for the access market. He was responsible for the implementation of the FLM6 (a 4 DS1 drop network element subtended from the FLM 150 OC-3 SONET multiplexer) from concept to customer delivery.

Grimes has 2 telecom patents and is a member of IEEE, NSPE, and AES. He earned a bachelor of science in electrical engineering from the Illinois Institute of Technology, a master of science from Midwest College of Engineering (now IIT) and a master of business administration from Lewis University.



Bill Stafford
Vice President, Sales

Bill Stafford has led ReliOn's sales team since early 2005. He joined ReliOn in January 2004 as Director of Sales, bringing with him 16 years of progressive experience in sales management, sales and operations, with a proven record for creating technical solutions to telecommunications requirements of major customers.

Stafford's professional experience includes Tellium Inc, Lucent Technologies and Southwestern Bell Telephone Company.

Stafford earned his B.S. in Business Administration from Oklahoma State University.



Christie Allen
Director
Human Resources /
Administration,
Corporate Secretary

Christie Allen is currently responsible for the human resources function at ReliOn as well as a broad range of administrative areas. She serves as the Company's Corporate Secretary, responsible for all board activities, programs and corporate records. She is also responsible for coordination of the office of the CEO and manages the administrative assistant team.

Allen joined ReliOn in 1999 as Office Manager. In the startup of this young company, she was responsible for establishing and performing all office management functions including accounting, marketing/sales coordination, human resources and records.

Prior to joining ReliOn, Allen served Avista Energy for two years in the position of Administrative Manager, coordinating efforts for the president and officer group and the human resources activities of the company. She previously was the Corporate Secretary and Assistant to the President of AgAmerica Farm Credit Bank, accountable for all board of directors matters and corporate records, as well as assisting the President in a wide variety of management responsibilities.

Allen is active in the community and coordinates community activities for ReliOn. She is currently a member of the Big Brothers Big Sisters Board of Directors and is active in United Way funding panels.