



## **Neil M. Kosterman**

### **Co-Founder & President**

Entrepreneur & Turnaround Business Expert

General Management, Marketing, Sales, & Business Development

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### • Biography

Co-Founder of TBI Innovations to develop and commercialize innovative technology discovered by David W. Smith, M.D., CEO of TBII. The technology, named SLOSH Theory, led to a license agreement now incorporating numerous patents, which protect inventions derived from SLOSH Theory. Referred to internally as the Q-collar™, the first and highly prominent invention for protection from brain damage due to shock-trauma to the head (often called concussions) has been launched in Canada while our licensee works with the USFDA to coordinate the pivotal study anticipating market launch in 2019.

Mr. Kosterman has been starting new companies and working as an independent turnaround specialist for troubled assets since 1992. He has been involved in over a dozen startup and turnaround situations, including three as a principal. His most recent turnaround assignment, as President, was for a publicly traded medical company, where he stopped losses and put the company back on a profitable track in two quarters.

He performed as a senior manager or corporate executive for Pfizer, CR Bard, Smith & Nephew, and Ohio Medical Products. During the 70s and 80s, he variously held positions in sales, marketing, product development, and general management, as well as strategist, especially related to acquisitions, and the Wall Street contact for the US subsidiary of a UK company.

He started new divisions within corporate America and had several substantial successes in growing sales and profits through both new product programs and rehabilitating mature products and businesses with a new look and feel. As a consultant in the more recent past, Mr. Kosterman has been involved beyond medical products and pharmaceuticals, including IT, several industrial marketing efforts, and specialized furniture design and marketing. He has developed specialized training programs and delivered some throughout his career.

Mr. Kosterman's marketing and business development successes have occurred through closely integrating

them with the development of new or improved products. At Pfizer, Mr. Kosterman was the architect of an innovative database-marketing program (22% response rate with 76% retention) used successfully with colostomy product users in their homes. Mr. Kosterman graduated from the University of Wisconsin-Madison in with a degree in Finance, Investments and Banking.

Previous 25 years assisting companies in startup situations. Prior to that 10 years as a turnaround senior manager for companies such as Pfizer, Smith & Nephew, and Ohio Medical Products.

## ● Education & Certifications

- BBA | University of Wisconsin-Madison | Finance, Investments and Banking | 1965-1972
- A Rhatigan Design Award for a product catalog
- Two separate awards from American Corporate Identity
- Numerous workshops and training programs delivered for sales and management attendees
- Architect of various systems for management and control with particular emphasis on FDA and ISO processes for product development, manufacturing, and regulatory management and control.

## ● Experience

- 2011 - Present TBI Innovations LLC | Indiana | Co-Founder | Board Member | President  
*Founded to develop & commercialize Inventor Smith technologies*
- 2005 - 2016 Xennovate Medical LLC | Indiana | Managing Director (COO) | Indiana  
*Worked with Dr. Smith to develop & commercialize clever new hydrocolloid products | Negotiated contracts with major US corporations*
- 1990 - Present DeltaQuest Consulting | Madison WI | President
- 2003 Xechem International Inc. (NASDAQ: XKEM) | New Jersey | Board Member
- 2001 WRP Corporation (NASDAQ: WRPC) | Chicago | President  
*Stopped losses in two quarters and put on path for rapid, profitable growth*
- 1991 - 1999 Various entrepreneurial programs, plus licensing consultant to WARF
- 1988 - 1990 Smith & Nephew Inc. | Chicago | Vice President, Corporate Development
- 1989 - 1990 SoloPak Pharmaceuticals Inc. | Chicago | Vice President
- 1988 Smith & Nephew United Inc. | Florida | President
- 1983 - 1988 Pfizer United Division | Florida | Vice President Marketing & Sales
- 1980 - 1983 Bard Urological Specialties Division of CR Bard | New Jersey | President
- 1970 - 1980 Ohio Medical Products | Madison | General Manager  
*Started as accountant | two sales territories | three production manager positions, ending as General Manager for Field Engineering*

