

HARRY P. LAY – PRESIDENT LAY PROFESSIONAL SERVICES, INC.

Harry presently serves as President of Lay Professional Services, Inc. in Tulsa, Oklahoma. His company works with organizations whose owners or senior management believe are performing below their potential. Services provided these organizations include strategic planning with a heavy dose of implementation, organizational development, CEO and senior management coaching, and profit and performance planning and related implementation.

Harry served as President and Chief Financial Officer for BSW International, a large multi-office international architectural and engineering firm for more than eight years where he directed the financial, treasury, strategic planning, and related administrative activities of the company. This company designed all of the Wal-Mart stores built in the U.S. from 1990 through 1996 (300-400 per yr.). Harry was featured in INC. magazine and the Wall Street Journal during this time frame.

Before entering the private business sector Harry spent 19 years in public accounting with two national and one local accounting firm. His experience in both private business and public accounting uniquely qualifies him as a strategic planning facilitator, creative profit advisor, and a business advisor for small businesses.

Harry also served as president for the Small Business Council of the Metropolitan Tulsa Chamber of Commerce and related committees. In 2000, he was selected as Tulsa's Small Business Accounting Advocate for the year, earned certification as one of a few Certified Profit Enhancement Consultants, and in 2003 served as the Chairman of the Small Business Council.