

Keith Augustyn

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Dear Hiring Manager:

During the past 15+ years I have focused on large-scale, complex projects from strategy through to execution. I enjoy working in an entrepreneurial, fast-paced, complex, and fluid environment. My ideal work environment would fall within three categories:

1. **Building businesses from the ground-up:** either as divisions of large organizations or in a start-up / early-stage company; inclusive of building global capabilities
2. **Acquisition Integration:** I have integrated six acquisitions in my career; been part of the due diligence team for two; and led a seventh acquisition of IP that required organic buildout
3. **Streamlining mature businesses:** to redefine processes, product, and technology; institute operational efficiency; reduce headcount; globalize human capital; and fund expansion goals leveraging existing staff (Do more with less)

Building Businesses:

During my 11-year tenure with FactSet and years at S&P Global (Capital IQ); I conceptualized and led business expansions in the Philippines where neither company had a local presence. This included strategic partnership negotiations as well as the captive entity build-out. Captive Entity: included fully researching end-to-end requirements; evaluating and selecting all vendors; executing the plan via a Corporate Real Estate broker for site selection with suitable space based on business requirements; liaising with government officials; local legal; fit-out firms; Telecom companies; hardware procurement; healthcare; payroll; and other critical support to ensure that both FactSet and Capital IQ would be able to operate seamlessly in the new space, on-time, and under budget.

Internal communication was managed via leading a cross-functional Executive Management team, keeping all stakeholders informed including Legal, HR, Facilities, Finance, Tax, and Business Unit Leads, as well as gathering necessary guidance from each.

Acquisition Integration:

I managed the tactical integration of six acquisitions, five at Thomson Financial and one at FactSet, with a seventh partial acquisition relating to a \$50 million purchase of Intellectual Property and select human capital as part of a Regulatory stipulation to reinstitute the competitive landscape relating to the Thomson-Reuters merger.

Often, I find that integrations focus only on quickly monetizing newly acquired assets. In addition, my focus was to ensure that the Technology was integrated as well as ensuring that the people were folded into the larger organization benefiting both the company and career paths of employees.

Streaming Operations:

I build high-performance teams globally with departments ranging in size from 300 to 800+ people spanning the U.S., Philippines, India, UK, Ireland, Taiwan, Hong Kong, and other locations. Additionally, I lived in the Philippines for two years to personally execute a subsidiary build-out for Capital IQ. Having led large-scale, mature operations, I have had considerable focus on instituting technology solutions to automate and redesign existing processes with the goal to reduce and

repurpose headcount. Taking a consultative approach towards this analysis, I start with client goals and determine how processes can be reengineered to not only more effectively deliver current outputs but position a given organization to better scale in a more certain and stable environment.

I am a strong coach, and seek to not only hire and retain top talent but mentor and develop them at every opportunity. Accustomed to managing by influence I leverage collaborative relationships to facilitate the accomplishment of goals and prefer an ask versus tell dialogue. Colleagues would agree that I interact with them in a way that gives them confidence in my intentions and those of the organization and this enables me to manage with the respect of those that work for and with me. After reviewing my resume, I hope you will agree that I am a good match for your business needs. I look forward to elaborating on how my specific skills will benefit your team. Please contact me at (917) 689-4900 or via email at keith.augustyn@gmail.com to arrange for a convenient meeting time. Thank you for your consideration and I look forward to hearing from you soon.

Sincerely,

Keith Augustyn