

## About the Authors

**Alan G. Thomas** is the Founder and President of Learning In Action, Inc. and Learning House Publishing, inc. in Charlestown, MA. Alan has provided financial and management advisory services for twenty years to a variety of consumer product and health care organizations. He provided Part-time CFO Services and general management services to both growth-oriented businesses and companies involved in turnaround situations. Engagements typically involved financial planning and analysis, cash flow management, budgetary control, objective setting and performance monitoring. Prior to starting his consulting practice in 1984, Alan had fifteen years of operations-oriented financial management experience in a variety of business and organizational settings, including seven years as CFO and Controller for two large companies. He has a MBA in Organizational Development from Babson College and a BSBA from Northeastern University.

**Ralph L. Lo Vuolo** is the Founder of The Meadows Group in Dennis, MA. His firm has provided financial and management advisory services to a wide range of companies in the manufacturing, retail and service industries for fifteen years. He usually enters such situations at the invitation of investors and/or lenders, as an acting CEO with the task of taking the client through bankruptcy to a successful turnaround, or in those cases where a turnaround is not possible, his job is to maximize recoveries for investors and creditors. Ralph's unique experience has provided him with a keen insight into what can go wrong with good companies and business ideas. Prior to that, Ralph had twenty-five years of management experience, including fifteen years as VP of Operations and Finance for two large, manufacturing and retail companies. He has a broad background in operations, finance, marketing and sales.