



Neil M. Kosterman

Co-Founder & President

Entrepreneur & Turnaround Business Expert

General Management, Marketing, Sales, & Business Development

Phone | 608 335 8799

eMail | Neil@DeltaChase.com

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. The first and highly prominent invention is the NeuroShield® collar for protection from brain damage due to shock-trauma to the head (often called concussions). This collar was launched by sub-licensee, Bauer Sports, in Canada in September 2017, and they are rolling it out around the world, as various regulatory agencies sign-off their approvals to market.

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 companies 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

> Delta Chase LLC | Ohio | Co-Founder | Board Member | President 2019 - Present

> TBI Innovations LLC | Indiana | Co-Founder | Board Member | President 2011 - Present

Founded to develop & commercialize Inventor Smith technologies

> Xennovate Medical LLC | Indiana | Managing Director (COO) | Indiana 2005 - 2016

Worked with Dr. Smith to develop & commercialize clever new hydrocolloid products

Negotiated contracts with major US corporations

> DeltaQuest Consulting | Madison WI | President 1990 - Present

> Xechem International Inc. (NASDAQ: XKEM) | New Jersey | Board Member 2003

> WRP Corporation (NASDAQ: WRPC) | Chicago | President 2001

Stopped losses in two quarters and put on path for rapid, profitable growth

> Various entrepreneurial programs, plus licensing consultant to WARF 1991 - 1999

> Smith & Nephew Inc. | Chicago | Vice President, Corporate Development 1988 - 1990

> SoloPak Pharmaceuticals Inc. | Chicago | Vice President 1989 - 1990

> Smith & Nephew United Inc. | Florida | President 1988

> Pfizer United Division | Florida | Vice President Marketing & Sales 1983 - 1988

> Bard Urological Specialties Division of CR Bard | New Jersey | President 1980 - 1983

> Ohio Medical Products | Madison | General Manager 1970 - 1980

Started as accountant | two sales territories | three production manager positions, ending as General Manager for Field Engineering