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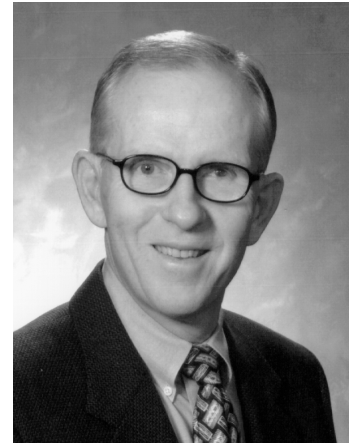
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## **BIOGRAPHICAL SUMMARY**

### **DAVID E. BUCHANAN**

#### **Vice President**



Dave Buchanan elected to take early retirement from Ford Motor Company in December 1996. At Ford, he held executive positions in Human Resources and gained diverse global experience encompassing corporate policy making and operating component Human Resources responsibilities. His experience includes management succession planning and transition, organization restructuring, compensation planning, personnel development, senior executive coaching and counseling, and diversity program development.

His last position was Organization and Personnel Planning Manager in the Global Powertrain Operations. Dave also served as a key member of the executive Operation Committee. He spent nearly six years with Ford in Europe- two years as Director, Organization and Personnel Development and three years as Director, Compensation and Benefits Planning. Both positions were located near London, and his responsibilities extended to Ford operations in fifteen countries.

Since joining Compass Group in 1999, Dave has consulted in the areas of executive compensation planning, strategic planning and executive coaching.

Dave received a Bachelor of Arts in Industrial Psychology from the University of Detroit. He completed the Organization Learning Center (Core Course) at Massachusetts Institute of Technology in 1996 and received additional management education at the Ford Executive Development Center.