



C o m p a s s



BIOGRAPHICAL SUMMARY

PHILIP M. NOVELL

Senior Vice President

Philip Novell joined Compass Group in 1999 after a successful 37-year career with Ford Motor Company. He held a variety of key Sales and Marketing management positions across the United States including Cincinnati, San Francisco, Denver, New York and Detroit.

Phil served as the Ford Division General Sales Manager for 12 years. During this time, the Division recorded significant achievements including becoming the nation's largest automotive sales division.

As Sales Manager, Phil's major responsibilities included overseeing the Division's 18 regional sales offices. He supervised the Sales Planning and Analysis and Vehicle Production programming activities, and was responsible for the Division's retail distribution network consisting of 4,500 dealer locations throughout the U.S.

Prior to becoming General Sales Manager, he was the General Marketing Manager. In this capacity, Phil supervised the Division's three key marketing activities, including the Product Marketing Plans, Merchandising and Advertising departments.

Phil served for twelve years on the Board of Directors for Universal Forest Products and was a member of their Audit Committee. He is also a former Chairman of the Michigan Exposition and Fairgrounds Advisory Council.

Phil holds a Bachelors Degree in Economics from Michigan State University and attended advanced degree programs at Wayne State University and at the Fuqua School of Business at Duke University.