

Anne E Curtis - Credentials

Senior Executive Candidate

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Anne Curtis – Chronological Restructure and Transformation Credentials

Years	Firm	Type	Description
86-94	C&L	Sell and implement Restructure Services	<ul style="list-style-type: none"> Sold and managed Banking restructure Consulting services, receiving Sales Credits on \$8M+ Sales spanning 7 projects. Services included M&A activities, IT Systems conversions, Resource management to right-size post transaction state Sold and established DC Medicaid Managed Care Program, transforming the District's Health Care Insurance Program to migrate to individual private insurance firms, establishing end-to-end processes including enrollment, qualification, quality assurance and overall governance. Initial Sale \$1.3M organically grown to \$4M over 2 years SEC and M&A engagement management in both Audit and Consulting
95-98	Macro	Restructure CEE Entities	<ul style="list-style-type: none"> Completely restructured Poland, Russia and Hungary businesses, including acquiring and integrating a second Hungarian Firm. Total Revenues in region \$4M, and improved profitability due to elimination of fraudulent activities
99-04	WPP	Expanding footprint and tripled revenue as well as improving margin 60%	<ul style="list-style-type: none"> Transformed European operations to migrate from Country Management to Pan-European Management structure, including expanding the footprint from 5 countries to 14 countries, including 4 acquisitions, 3 greenfield and 6 licensees (acquisitions include new market entry and expansion in existing countries) Transformed operations by centralizing backroom operations in Budapest with overflow to India, migrated from manual work to electronic, setting up Key Account Sales strategy on a Pan-European level
04-06	Unisys	Multiple Restructure and Strategic Initiatives	<ul style="list-style-type: none"> Transformed ITO services from simple HelpDesk to end-to-end ITO Services including collaboration, security, utility computing (Cloud) Transformed European HelpDesk from Amsterdam to CEE lower cost alternative, by establishing the CEE Shared Services Center Implemented Six Sigma Lean Program Globally
07-09	Accenture	Transformed Account Management resulting in increased Revenue and Profitability	<ul style="list-style-type: none"> Key member of establishing the Commercial Management Function in the Office of Risk Transformed via restructured several Diamond (largest complex multi-tower) Clients by instituting proper resource management (Pyramid and Location/smart-sourcing of Tower resources) examples include world's largest SAP Implementation
10-12	Xerox	Business transformation, M&A and new G2M offerings	<ul style="list-style-type: none"> Transformed BPO operations to provide value-added Portfolio Offerings from transactional processing Expanded SMB service offerings to leverage Xerox's client base to expand and increase revenues M&A (Transformation) during Deal structures and SMB delivery expansion
11-12 and Present	Independent Consultant	Advisor	<ul style="list-style-type: none"> Expert advisor to PE/VC and Global consulting Firms in Outsourcing and Managed Services Advisor in Clients' Go-To-Market and Portfolio strategies, including BPO. Advisor in Alliances and GTM Teaming
13-Present	DXC/CSC/Tata Consulting Services	Risk and revenue expansion	<ul style="list-style-type: none"> Restructured/remediated client disputes resulting in revenue recovery and cost avoidance Key negotiator in many strategic mega deals and key Alliances Experienced in emerging markets such as as-a-Service, Cloud, Cybersecurity, Open Source among others

Anne Curtis – Experience

20+ years of professional services experience across all industry sectors



Volunteer Work



"Don't Stall, Just Call" (DSJC) initiative is part of The CTC Wellness Foundation, to educate and spread awareness of the dangers of alcohol poisoning and binge drinking within our current youth culture from middle-school through college age students and their parents. Since our inception in August 2015, we have educated in-person over 5,000 students in Montgomery and Delaware counties and colleges/universities in the City of Philadelphia. Also, through social media; Facebook, Twitter and Instagram, we have reached over 15,000 and still counting. Another accomplishment was a Public Service Announcement at the Temple University and Penn State football game which hosted over 69,000 fans.

Activities: Grant Writing, P&L monitoring, active volunteer for events and activities.



Papilio's mission is to build a community of women executives in technology seeking guidance, council and support for the purpose of elevating and accelerating their career objectives. Papilio is the name of a genus of butterfly which we feels embodies this group as a caterpillar turns into a cocoon and a beautiful butterfly emerges ready to soar. We want to provide a place to enable female executives to soar and hope to achieve this through an informal mentoring program and regular networking meetings, especially mentoring College students on STEM careers.

Activities: Incorporated 501c3, P&L Management, organization of networking events, mentor 3-4 College and/or early career Professionals at a time on career development advice.

Specific Selected Case Studies:

Computer and IT Services firm HQ in France:

Situation – Client had established their own Captive Center in Lodz, Poland several years previous, however their business case was not realized and determined a new arrangement was required

Outcome - Negotiated FAO New Logo Deal for a Global Services Firm, amounting to TCV \$37M, coupled with the **acquisition** of Captive Center (Call Center and BPO transaction Processing) in Poland, with a business case that **reduced cost structure 25%**. Responsible for entire Stock Deal Purchase and Transition.

Solar Park Sales and Purchase Agreement Transaction to Major Public Utility in USA:

Situation – Solar Developer spent 4 years developing the largest Solar Park on the East Coast, and needed to finalize the transaction to move to the “Build” Stage.

Outcome – Negotiated complex 5-party transaction in two phases that closed in 12/11, and 12/18 Projects built in 2012 and 2018 which resulted in **energy production equivalent to suppling energy for 9,500 Pennsylvania homes, 26 Football Fields in size, Carbon Offset equivalent to planting 50,000 acres of trees over 25 years and annual production of 24 MW annually**

Acquisition Due Diligence for Large Conglomerate of a Manufacturing Company in USA:

Situation – Client acquired a \$50M specialty manufacturing firm.

Outcome – Conducted due diligence which resulted in **the discovery of standard rate variation where inventory was overvalued and resulted in a Purchase Price reduction of \$1.1M.**

Established CEE Captive Center for IT Firm:

Situation – Firm was managing European Services in the Netherlands, and in order to be competitive in the marketplace, Firm required a smartsourcing analysis and implementation.

Outcome – Plan, Establish, Build a Call Center and Applications Outsourcing Center which resulted in **the Cost Reduction from previously sourced location of 75%.**

Geographical and Growth Expansion In Europe:

Situation – Hired to expand Firm into Central & Eastern Europe, and promoted to COO of Europe with total headcount of 10,000

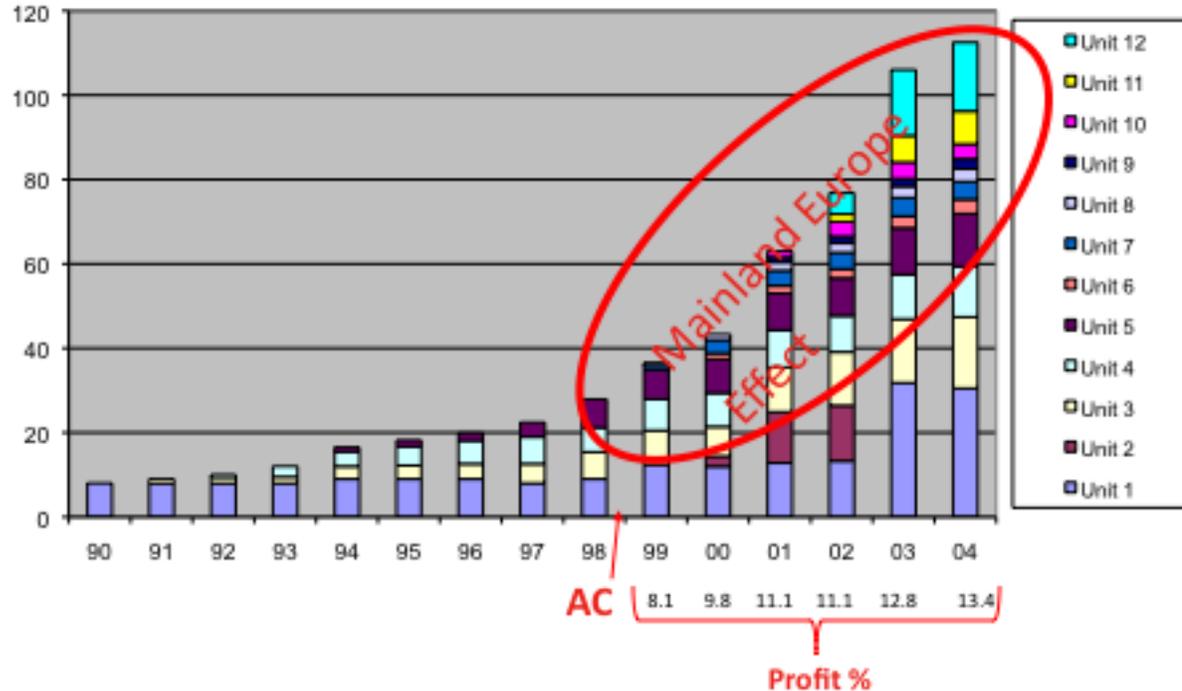
Outcome – Implemented standard processes and procedures in workflow and new Systems including Greenfield and Acquisitions of firms; **Units 2, 11 and 12 on next page where acquisitions and effectively integrated into the Mainland Europe Operations with resulted in tripling revenue and increasing profit 60% over tenure as COO.**

Anne Curtis – Graphical Illustration of expansion and growth of European Entities

“A Picture Paints a Thousand Words”

Impact of ME Integration - Revenue

Me Revenue Growth - USD



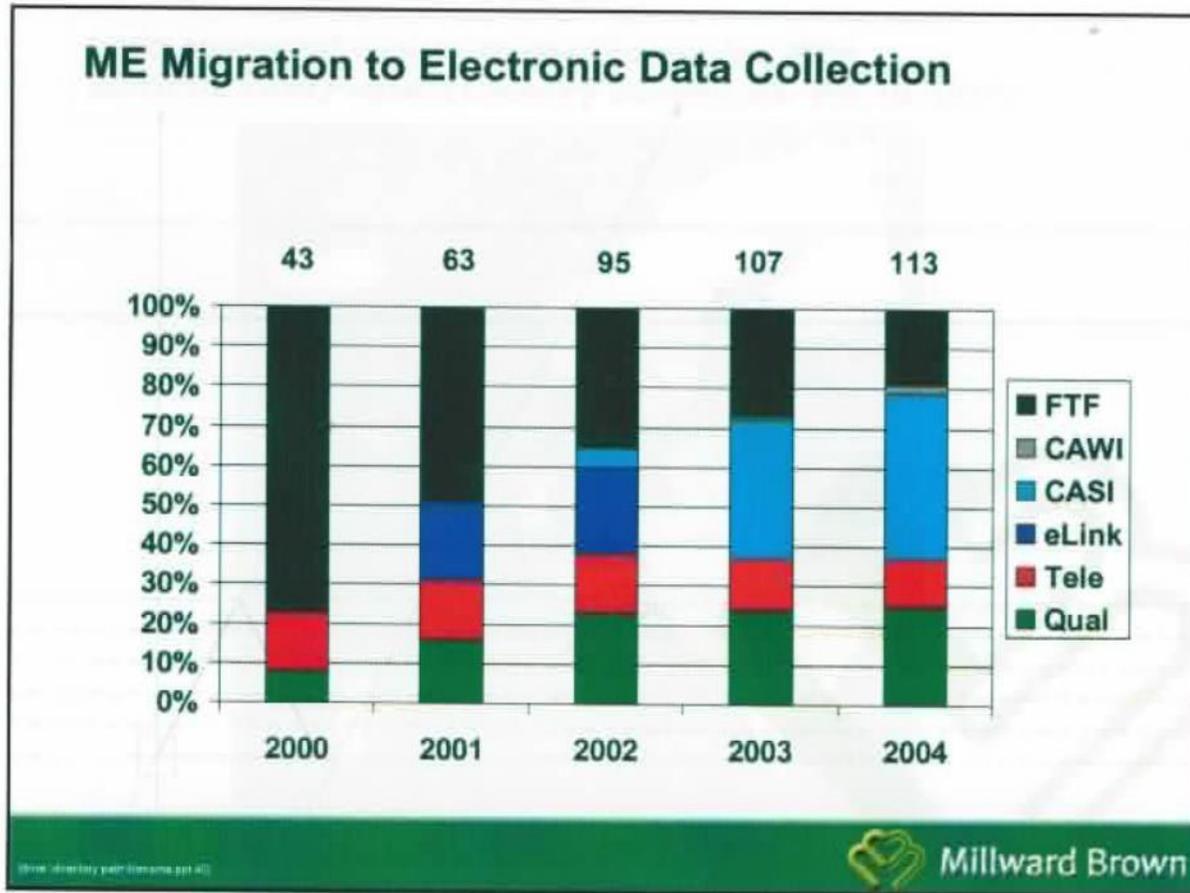
Legend:

Indicate Countries, Greenfield Starters, and Acquisitions:

- Unit 1 – Spain
- Unit 2 – Spain Acquisition end of 2000, fully integrated into Spain end 2002
- Unit 3 – France
- Unit 4 – Germany
- Unit 5 – Italy
- Unit 6 – Portugal
- Unit 7 – Hungary (Greenfield within a month of my arrival Feb 2000)
- Unit 8 – Czech Republic (Greenfield, incorporated May 2000)
- Unit 9 – Turkey (Greenfield, Incorporated December 2000)
- Unit 10 – Italy Acquisition
- Unit 11 – France Acquisition 2003
- Unit 12 – Poland Acquisition 2003, however I set up the Licensee Agreement in August 2000, that included an acquisition clause

The above units were part of the P&L (Owned), Other Countries where Licensees’ were set up over my Tenure were Russia and Austria; both were acquired after returning to the USA. The Licensee arrangement was for the Licensee to pay the Licensor 10% Royalty on business brought to them, as well as business they generated off our Licensor’s IP/Products.

Anne Curtis – Graphical Illustration of restructuring via business process improvement and impact to new technologies and financial improvement



Explanation of Graph:

Data Collection Definitions:

Qual – Qualitative, consisting of Focus Groups and One-to-One Interview methods primarily used upfront to develop concepts

Tele – Telephone interviews via CATI – CATI Centers were in all counties
FTF – Face-to-Face – Manual Door-to-Door Data Collection (all piece workers and part of Direct Costs)

eLink – the first step to converting FTF to Electronic, piloted on the “Link” Product to validate the migration would not impact the normative data

CASI – Once validated, migrated to Web-based, a very early generation of today’s Cloud, before it was called Cloud, done in Venues across Europe

CAWI – Beginning of the Web Interviews, which are very prominent today for Market Research and Customer Satisfaction

Evolution:

Approached largest client to partner in the Pilots, conducted parallel environments, whereby the client was guaranteed 10% savings. After validation and implementation, 25% savings in Direct Costs were achieved, thus the correlation to “A Picture Paints 1,000 Words” (Profit increase due to implementation of Technology as well as integration into a Pan-European Operating Model).”

Why Anne Curtis?

- Role model, proven mentor and people developer
- A true Team-player especially working in complex matrixed environments, as well as start-ups and family-owned businesses
- Strong financial acumen and managing complex P&Ls with proven experience in developing growth strategies implementing them resulting in exceeding financial targets and efficiencies
- Successfully managed KPI's, Critical Success Factors and other critical measurement factors including enhancing customer and end-user satisfaction including client governance
- Experienced in emerging technologies, including Cloud, XaaS, IoT, BI/AI, Cybersecurity, Big Data, Open Source, and Block Chain and working with G2M Strategies with Strategic Alliances
- Partner experience stems back to PwC (C&L) managing the MWOB relationships, especially in the Public Sector where there a specific requirements; Europe Phase in determining pre-acquisition working arrangements; at Unisys establishing the Global Alliance Strategy; Xerox with Solution Partners; and DXC with G2M Solutioning
- Built, managed, acquired shared services with customer service capabilities, in all industries and BPO/BPS areas. 50+ M&A and Deal Transactions including scouting candidate firms, due diligence and post-merger/acquisition integration
- Migrated from manual paper-based functions to electronic, increasing turn-around time and reducing cost structures, among other notable re-engineering and revenue growth strategies