

## Ciklum Management Team

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### **Torben Majgaard, Founder and CEO**

As founder and chief executive officer, Torben Majgaard has built Ciklum into one of the largest IT companies in Ukraine and Eastern Europe. He brings 11 years of experience working in Eastern Europe and 22 years of IT expertise to quickly build an 800-person company in this changing market. Majgaard is also the founder and majority shareholder of Touchlink Mobile, a Danish developer of application solutions for the mobile content market. Previously, he founded and served as CEO of Vic, a hardware distributor to Eastern Europe, and Den Bla Butik, a Danish retail network for hardware sales. He is a frequent speaker in various IT related summits and conferences throughout different countries, including ETRE, the Nordic IT Forum and the Central and Eastern European IT Outsourcing Summit.

### **Michael Schneider, Partner, Vice President and COO**

Michael Schneider is responsible for the smoothness of the daily operation of Ciklum worldwide, including optimization of the business, organization, finance and infrastructure. Schneider brings to Ciklum 15 years of professional experience from the various areas within the Telecom industry such as procurement, fiber networks, mobile services, data clearing, and technology management. Recently he has built up a new international product development organization in Denmark, Sweden, Finland and UK at Axiell Library Group AB, a manufacturer of library management systems. Michael Schneider has an extensive experience working within technical management and for the past eight years he held positions at a senior management level. Michael Schneider did his Master's thesis paper in Institute Nationale de Polytechnique de Grenoble (France) and achieved a Master Degree in Computer Science from Aalborg University (Denmark) in 1994.

### **Henrik Bak, VP of Sales & Marketing**

Henrik Bak brings 18 years of strong results in sales, as well as 10 years in international business development of new concepts and markets for IT companies. Before Ciklum, he was regional director Central Europe of Agillic Ltd., a developer and marketer of enterprise marketing management software and consultancy services. At Agillic, Bak helped the company utilize venture capital investments to expand into new markets in central Europe, including winning the largest order in the history of the company after only six months. Prior to that, as European general manager at Ascio/Speednames Inc., he built and successfully executed the go to market strategy for the company and managed an intercultural team in a hectic working environment. He also previously held sales manager positions for several companies where he built up business and markets in Europe. Bak completed a full-time paid study for business professionals at the Danish Export Institute and studied for a higher diploma at Midtjysk Handelshøjskole, Denmark.

### **Marina Vyshegorodskikh, HR Director**

Marina Vyshegorodskikh has built a strong team of human resource professionals in Ciklum which is delivering results and sharing and promoting the company's values and goals. Her responsibilities as HR director include HR management, recruitment, retention and motivation, conflict and problem resolution and HR consultancy. Since joining Ciklum, she has helped grow the number of billable employees more than six times from 90 to more than 600. Before joining Ciklum, Vyshegorodskikh was partners manager at Kiev, Ukraine-based Documentum Services CIS, an enterprise content management systems development company. She also has served as HR manager at Terralink in Moscow, overseeing HR for the Canadian company that specializes in IT system integration and EDMS implementation. Vyshegorodskikh has diplomas in mathematics and psychology from Voronezh State University in Russia, as well as a master's degree in mathematics and statistics from the University of Massachusetts, Amherst in the U.S.

### **Christian Aaen, Director, Services and Consulting**

Christian Aaen brings ten years of solid experience in business analytics and project management. As the Director of Services and Consulting department, Aaen is responsible for the development and promotion of value-added services as well as management and quality assurance of the company's services delivery. Before joining Ciklum, he worked as Client Service Director at Agillic, where he was responsible for the development and implementation of marketing automation solutions on the UK market. Prior to that, Aaen was responsible for establishing Agillic's offshore development centre in Ukraine. His strong analytical skills were acquired by working as project manager at Wunderman Denmark and investment analyst at Siemens Venture Capital in Germany. During his career Aaen has worked with clients such as TDC, Telia, Telenor, Hi3G, DSB and Ministry of Sound. Aaen holds a degree in Export Engineering from Engineering College of Copenhagen and advanced course diplomas in E-Business and Innovation from the IT University of Copenhagen.

### **Vladimir Liulka, CIO**

As the CIO of Ciklum, Vladimir Liulka is responsible for analyzing and reworking existing business processes within the IT department and extending its role, including the introduction of new services, reshaping and managing the IT support group and managing the automation of Ciklum's internal and external business processes. Joining Ciklum in October 2009, Liulka brings not just more than 8 of years of experience in IT industry to Ciklum, but also his entrepreneurial spirit. Liulka is an example of a loyal and dedicated manager who has already been the CIO of Ciklum during 2005 – 2008, achieving high efficiency in his department, but leaving the company to start his own ventures. During the last years he has successfully started three companies, namely DuoLogic, STM Networks and Supportio, all operating within the development and support of the IT industry. While remaining the co-owner of the last two mentioned, Liulka strongly believes in Ciklum's concept and is set to bring further innovations to the company. He holds a bachelor's degree in Cybernetics from Taras Shevchenko National University of Kyiv.

### **Ausra Vaisvilaite, Managing Director, Peak Resources Department**

Being the Director of Ciklum Peak Resources department and CEO of Ciklum's sister company ProData Consult Ukraine (a franchise of Danish ProData Consult), Vaisvilaite ensures high quality service standards and the availability of professional part time IT resources on a short-term basis to solve temporary tasks for Ciklum's clients. Vaisvilaite has more than 10 years experience in International sales. Before Ciklum she was a sales representative for Konica Minolta, a senior business development manager for LeMeridien hotel in Lithuania, was a head of sales department for a big hardware selling company, and had her own small successful computer company in Lithuania. Vaisvilaite's 10 years experience working with Western European as well as Eastern European markets and her joint Masters degree in International Sales and International Business Management helped her establish the Peak Resources department and develop it to being a true success with Ciklum's clients.

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