



BIOGRAPHY

Edward Ferris, Partner

Hedge Fund Solutions, LLC



Edward Ferris
Partner

Areas of Expertise:

- Board and Sr. Management Advisory
- Corporate Governance
- Executive Compensation
- Leadership Succession Planning
- Stakeholder Communications
- Organizational Crisis Management

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Edward Ferris joined Hedge Fund Solutions as a Partner in 2008. He has broad experience building and implementing high-return business improvement strategies as a senior executive in both Fortune 50 corporations and mid-cap industrial businesses worldwide.

Before joining Hedge Fund Solutions, Mr. Ferris was part of a turnaround team hired to crisis-manage a severely distressed and unprofitable public company under formal investigation by the SEC and the Department of Defense. Described by some SEC officials as the worst case of pervasive fraud they had ever seen, Mr. Ferris and his colleagues battled shareholder class action lawsuits, breached financial covenants, delisting from NASDAQ, widespread operational misconduct and dissident shareholders seeking to gain control of the board through a proxy solicitation. Mr. Ferris helped lead a transformation back to profitability and best-in-class corporate governance practices, resulting in a 99.2 Corporate Governance Quotient (CGQ Score) ranking by RiskMetrics' ISS Group.

Mr. Ferris works closely with CEOs and board members to implement strategic initiatives aimed at avoiding shareholder conflict and improving share value through best governance practices, enhanced organizational performance and effective stakeholder relations and communications. He has considerable experience in executive compensation, succession planning, executive development and strategic organization design. Over his career, Mr. Ferris has worked in a wide range of industries across the world including: financial services, manufacturing, medical equipment, defense, professional services, telecom and retail.

Mr. Ferris graduated from Manchester University in England, and holds two Postgraduate Diplomas in Human Resources Management; he is also a Graduate of the Chartered Institute of Personnel and Development in London, England. He is a frequent speaker and writer on business and organizational strategy and his work has been featured in a number of textbooks, journals and magazines. Mr. Ferris also serves as a Partner with Charlesmore Partners International, an organizational strategy consulting firm and teaches on The New School University's Milano graduate program in New York City.
