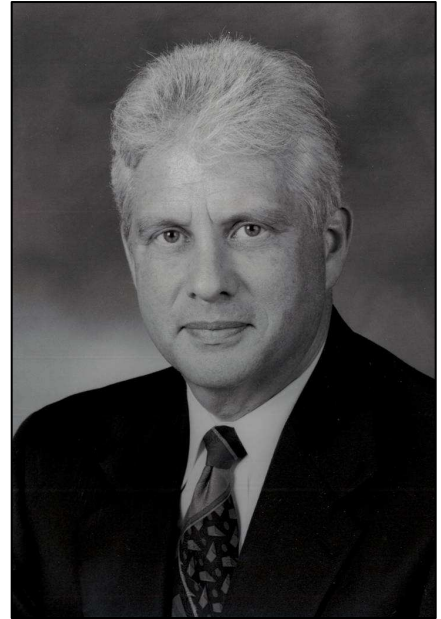


Mr. John B. Latchford
President and Chief Executive Officer
Goodwill Industries of the Greater East Bay



Mr. Latchford commenced his employment with Goodwill Industries of the Greater East Bay in May 2000, after serving as Chief Financial Officer for Goodwill Industries of San Francisco since 1992. Since his appointment by the Board of Directors as President and Chief Executive Officer of Goodwill Industries of the Greater East Bay in January 2002, Mr. Latchford has led the agency's vision in delivering quality workforce development programs to the community. Mr. Latchford provides the strategic leadership to enable the donations, retail operations, and government services businesses of Goodwill to meet its mission. He has ensured the agency remains a fiscally-viable nonprofit, particularly in the current economic downturn challenging many nonprofits. He leads the agency's strategic planning process, with the implantation of a five-year plan containing five major initiatives to grow programs, services and businesses.

During his tenure with Goodwill Industries of the Greater East Bay the agency has seen its social enterprises grow from \$14.9M to \$26.3M annually in 2010. This expansion in its businesses has enabled the organization to provide services for 3,123 individuals in 2009, a 37% increase from 2008 and on pace to serve 4,000 people this year.

Mr. Latchford served on the national Board of Directors for Goodwill industries International from 2005 through 2010, most recently as the Treasurer for the organization. His role as an officer of that organization also positioned him as a member of that organization's Executive Committee. He is also a member of the Executive Council of Chief Executive Officers for Goodwill Industries International.

As Chief Financial Officer of the San Francisco Goodwill from 1992 to 2000, Mr. Latchford was instrumental in acquiring and renovating a \$20 million San Francisco campus, including a major retail center. He expanded the agency's retail operations through real estate purchases and leasing, as well as promoting revenue that doubled over a five-year period. Other highlights of his financial and operational career include 12 years as the President and Chief Operating Officer for Z.A. Associates, a hospitality and real estate concern company with operations throughout the western United States. Mr. Latchford provided leadership resulting in significant development of a hospitality business and developed of a number of real estate partnerships during his tenure. He received his bachelor of science (BS) degree from the University of Delaware.