

JAMES E. TOALE

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PROFILE

Senior Human Resource executive with broad business experience including start-up and IPO design and staffing, acquisition and integration, and “best place to work” practices. Also known as a strategic business partner driving process change, business development, and operations.

PROFESSIONAL EXPERIENCE

CAMBRIDGE INTERACTIVE DEVELOPMENT CORPORATION (CIDC)

Cambridge, Massachusetts

2007 – 2009

CIDC, a subsidiary of GigaMedia Ltd. (Nasdaq GIGM) is a profitable \$144 million Internet-based software company that is the engine behind the development and marketing of the *Everest Gaming* suite of online gaming and entertainment verticals used by millions of people in over 200 countries worldwide.

Senior Vice President, Human Resources

Member of the Senior Executive Team and Chief Human Resources Officer. Responsible for executive recruiting, staffing, organization design, training, employee communication, worldwide facilities and total compensation.

- First Executive level Human Resources person in company history
- Led an aggressive hiring program doubling the company size during 2008.
- Led the construction of and move into a new headquarters office in November, 2008.

NMS COMMUNICATIONS, Framingham, Massachusetts

1998 – 2006

NMS Communications (NASDAQ: NMSS) was a \$100 million provider of technologies and solutions for converged and mobile networks. Built and led a world class Human Resources team of business partners to support a global organization that grew from 250 to 750 employees.

Vice President, Human Resources

Corporate Officer and member of the Senior Executive Team. Responsible for executive compensation and Board of Directors interaction, executive recruiting, staffing, organization design, training, employee communication, worldwide facilities and total compensation.

- Led the integration of six strategic acquisitions for NMS, including the integration of an acquisition based in Bangalore, India.
- Introduced corporate wide performance and potential assessment process and conducted multi-level talent management reviews.
- Introduced use of Human Resource Metrics to assess Return on Human Capital and other people related investments.

ALTAVISTA INTERNET SOFTWARE, INC., Littleton, Massachusetts

1995 – 1998

One of the early Internet search engine/portals, formed as a “carve out” Internet software business from Digital Equipment Corporation.

Vice President, Human Resources

- Officer and founding member of the executive team. Helped prepare for an IPO. Created small company start-up culture and developed an equity based compensation plan to compete in the Internet start-up environment.

DIGITAL EQUIPMENT CORPORATION, Maynard, Massachusetts **1984 – 1995****Director, Human Resources – Internet Software Business Unit** (1995)

Responsible for the start-up of an independent Software Business Unit

Manager, Executive Search – Computer Systems Division (1994 – 1995)**Human Resource Manager, Eastern States Accounts** (1991 – 1994)

- Designed and implemented a workforce plan to reduce population by 30% while increasing productivity 26%.
- Responsible for 1000+ employees and \$645 million in revenue.

Human Resource Manager, New York Region (1990 – 1991)

Managed the New York/New Jersey Human Resource organization in an acting capacity pending transition to a new organizational model. Managed 20 professionals and recruited key resources during a period of high turnover and uncertainty.

US Human Resource Manager, Educational Services (1987 – 1990)

Business Partner to the US Educational Services organization (Customer Training) responsible for 500+ employees and \$79 million revenue.

District Personnel Manager, New Jersey District (1984 – 1987)

Directed all Personnel support for Digital in New Jersey, including two Sales and Software districts, four Field Service Districts (1000+ employees and \$200 million in revenue.)

PHILLIP MORRIS INCORPORATED, New York, New York **1981 – 1984**

World Headquarters

Manager, Corporate Employment and Affirmative Action

Directed the Corporate staff of five managers and 43 professional employees responsible for Executive Search, Employment, Temporary staffing, Employee Relations, Affirmative Action and EEO for a Fortune "10" corporation.

THE ATLANTIC COMPANIES, New York, New York **1971 – 1981****Manager, Human Resource Planning and Development** (1976 – 1981)

Directed Human Resource Planning, Management Development, Affirmative Action, Employment and the Human Resource Information Center. **Work-Study Trainee** (1971 – 1976)

EDUCATION

MA, The New School Human Resource Management Development, 1983

BBA, College of Insurance (Now part of St. John's University), 1976

University of New Hampshire/Digital – The Advanced HR Management Program

Certificates, Cornell University – EEO and Affirmative Action Law

PROFESSIONAL AFFILIATIONS

Human Resource Leadership Forum (HRLF), 2003 – 2006

Board of Directors – Chairman, Technology Committee