

Charles M. Metzgar
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Current:

- Member of the Board of Directors of Black & Decker Management Company and Rexam Management Company.
- Retired from William M. Mercer on March 31, 2000. Acting as consultant on special projects to the Chairman and United States Leadership Group (USLG).
- Visiting Adjunct Lecturer at the Jepson School of Leadership Studies at the University of Richmond teaching “Leadership in Organizations.”
- Current member of the Board of Directors of The Capital Management Corporation, an investment firm serving institutions and high net worth individuals.
- Current member of the Greater Richmond Advisory Board to BB&T (Branch Banking & Trust Company)
- President of James River Golf, LLC, a Virginia registered limited liability company specializing in the development, construction, and management of public and private golf courses.
- Consultant to organizations on leadership and culture.

Prior:

- Principal and member of the U.S. Board of Directors of William M. Mercer, a \$850 million business; the largest human resource consulting firm in the world. Mercer is one of the three operating entities within Marsh McLennan Companies, a global professional services firm with annual revenues of \$10 billion. The three operating companies are; Marsh Inc., the world’s largest risk and insurance services firm, Putnam Investments, an investment management with over \$300 billion in assets under management, and Mercer, one of the world’s largest consulting firms.
- Member of William M. Mercer US Leadership Group (USLG), the management team responsible for all US operations.

- Member of the worldwide Planning and Operations Group (POG) for William M. Mercer Companies, LLC., the leadership team responsible for worldwide strategy, planning and operations.
- Operational responsibility for the Mid-Atlantic Operating Unit encompassing approximately 550 employees, seven geographic locations, four states and the District of Columbia, and \$115 million in annual revenues.
- Worldwide Partner of William M. Mercer Companies, LLC.

Other Affiliations:

- Current member of the Executive Committee of the Board of Directors of The Carpenter Center for the Performing Arts, Richmond, Va., Chairman of the Marketing and Programming Committee, and member of the Strategic Planning Committee for the Virginia Performing Arts Foundation (VAPAF).
- Current member of the Virginia Advisory Group to the National Audubon Society developing the Strategic Plan for a permanent Virginia chapter and educational center.

September, 2003