



Derrick Nielsen
Vice President
Organizational Development
& Family Business Services
AGH Employer Solutions

Derrick Nielsen specializes in helping a wide variety of organizations with strategic and operational planning efforts, ownership and management successions, and establishing effective governance systems. Utilizing his formal mediation training and conflict management background, he helps groups improve teamwork, address underlying interests, and achieve shared goals. He works with organizations from a wide range of industries, including telecommunications, manufacturing, construction, banking, the service sector, not-for-profits, trade and industry associations, as well as holding companies with multiple business interests.

Mr. Nielsen is active in the Wichita Metro Chamber of Commerce, various industry and trade associations, and is a graduate, past trustee and chair of Leadership Wichita. He is a frequent speaker at local, regional and national events. Mr. Nielsen has written a number of published articles and frequently designs public and private workshops on a wide range of business issues.

A Wichita native, Mr. Nielsen is a graduate of Georgetown University in Washington, D.C. and pursued graduate studies at Oxford University in England. Prior to advising organizations, he served on Bishop Desmond Tutu's Truth and Reconciliation Commission in South Africa, tutored American Politics at Oxford University, and worked in the Washington office of former U.S. Rep. Dan Glickman. He also spent a year as a volunteer teacher in a rural South African high school.

Brad Bechtel leads AGH's employee benefit services (EBS) division, which serves clients nationwide. EBS is one of the region's largest providers of retirement plan recordkeeping services for daily valuation plans, and employee stock ownership plans. The division provides accounting and consulting services to clients on employee benefit plans including plan design, implementation, operation, fiduciary due diligence, and compliance. Through their affiliate organization AGH Wealth Advisors, LLC, they also provide investment advisory services, employee education and investment advice.

Mr. Bechtel is well-versed in executive compensation planning involving non-qualified plans, such as phantom stock plans, top hat plans, excess benefit plans and other deferred compensation approaches. He has served as consultant to numerous Fortune 500 corporations in the area of investment management and fiduciary due diligence. He also provides search and selection due diligence for companies seeking new investment and recordkeeping providers for their qualified plans.

Mr. Bechtel is a graduate of the University of Nebraska-Lincoln, where he received his Bachelor of Science degree in finance. He graduated with the highest distinction from the Keller Graduate School of Management with a Master of Business Administration degree and is a registered investment advisor with Series 7, 24, 63 and 65 FINRA registrations.



Brad Bechtel
Vice President
Employee Benefit Services
AGH Employer Solutions

Cindy McSwain leads Allen, Gibbs & Houlik, L.C.'s (AGH) outsourcing services group. Her team provides payroll, accounting, funds disbursement, controller, and other financial outsourcing services to numerous clients throughout the Midwest. Prior to directing the outsourcing group, Ms. McSwain served AGH's audit clients for 10 years, working with a wide range of middle-market, closely held and family-owned clients.

Ms. McSwain's clients cross over many industry sectors, including manufacturing, distribution, restaurants, retailers, medical and not-for-profit. She has participated in numerous SEC filings, public registrations and has experience in mergers and acquisitions.

A graduate of Emporia State University, Ms. McSwain is a certified public accountant and a member of both the American Institute of Certified Public Accountants and the Kansas Society of Certified Public Accountants. Ms. McSwain has been active at the board and officer level of numerous civic and professional organizations.



Cindy McSwain
Vice President
Outsourcing Services
AGH Employer Solutions



Dr. Gary Namie
Director
Workplace Bullying Institute

Gary Namie, Ph.D., is a social psychologist widely regarded as North America's foremost authority on workplace bullying. In 2007 and 2010, Dr. Namie wrote and Zogby International conducted the largest-ever scientific U.S. survey of workplace bullying. Along with his wife, Ruth, he wrote the popular books *The Bully-Free Workplace* (Wiley, 2011) and *The Bully At Work 2nd ed.* (Sourcebooks, 2009).

He directs the only U.S. research and education organization with a focus on bullying at work, the Workplace Bullying Institute. The media regard Dr. Namie, after 1,000+ interviews, as the go-to expert. He leads advocates to enact the anti-bullying Healthy Workplace Bill in U.S. states.

Dr. Namie has testified as an expert witness on workplace bullying and been interviewed for the New York Times, Wall Street Journal, CNN and CNBC, among many other national media organizations.



Carrie Wiegand, PHR
Organizational Consultant
Organizational Development
& Family Business Services
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Carrie Wiegand, PHR, assists a wide variety of businesses with organizational development and human resource needs including conducting employee surveys, compensation studies, policy and procedure review and development, team building, employee development, human resource audits, training, affirmative action plans, implementing and transitioning the human resource function, and hiring and retention.

She has experience in a variety of human resource functions, including a solid knowledge of labor laws, compensation structures, employee classification, benefits administration, and human resource best practices.

Ms. Wiegand also assists other consultants within the organizational development and family business division in preparation and facilitation of strategic planning retreats, family business shareholder meetings, and board of directors' development. She has served clients in a number of industries including manufacturing, construction, banking, and not-for-profits. She is a member of the national and local chapters of the Society for Human Resource Management (SHRM), is certified as a Professional in Human Resources (PHR) by the Human Resource Certification Institute and has earned certification as a Myers-Briggs Type Indicator® practitioner.

Marjorie Engle leads the firm's organizational development and family business services group. Working extensively with closely held and family-owned businesses to provide executive coaching, transition and succession planning, organizational analysis, and corporate strategy development, she also has expertise in governance, conflict management, mediation, and development of communication skills.

Ms. Engle has extensive experience with closely held and public companies across many industries, as well as with not-for-profits. She has worked with organizations throughout the region, ranging from Oklahoma to Canada, and has been named a Fellow of the Family Firm Institute, recognizing her depth and breadth of experience in advising family businesses.

A native Kansan, Ms. Engle graduated from Tabor College with a degree in organizational development. She began her career as a registered nurse, which led to consulting when she began developing new performance and quality management systems for health care organizations. She is now an adjunct faculty member for Southwestern College, where she teaches courses in human resource management and general management.



Marjorie Engle
Vice President
Organizational Development
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