Ken Hodor

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BACKGROUND SUMMARY

Wide ranging hands-on management, marketing experience and high work ethics. Exceptional analysis, problem resolution, and presentation skills. Personally committed to automating processes and setting up infrastructure, eliminating all repetitive tasks. Due to these characteristics, companies generally hire me to work on their "number one" corporate projects.

Extensive experience in high-speed integrated circuit and board design plus a Ham radio hobbyist for RF experience. Now applying this technical background, communications and strategic skills to marketing cutting edge products.

PATH1 NETWORK TECHNOLOGIES, INC. from 3/00 to 11/00

Vice President of Marketing

Developed company business plan, press releases, and strategic product definitions. Also handled investor relations.

ACTEL CORPORATION from 10/96 to 3/00

Strategic Marketing Manager

Managed hardware and software product definition, business partnerships and legal negotiations to create product families to propel Actel to a leadership position in new emerging markets. Published papers in a variety of magazines and conferences involving design security and accelerating product development. Created customer presentations for future products. Utilized my wide range of semiconductor contacts to line up potential investors for future business partnerships. Represent Actel on the Technical Advisory Committee for the DesignCon conference.

Promoted Actel's position combining ASIC technology and FPGA technology. Represented Actel as the Chairman of the IP Protection Developer Working Group within the VSI Alliance.

CROSSPOINT SOLUTIONS, INC., from 1/96 to 9/96

Product Marketing Manager

Responsible for product definition of a 100 Mhz, 100 kilogate family of FPGAs. Developed the definition in conjunction with extensive market research, personal customer visits, reviews by an advisory board (which I set up from top engineers and managers from well respected firms), and input from the sales and engineering team.

Developed the Crosspoint CoreBank Program forming business partnerships with Intellectual Property suppliers from around the world. This program included contracts, brochures plus a Time-to-Market model supplied as an Excel spreadsheet to our sales team and partners. The President of one company said, "This spreadsheet model was by far the best sales collateral he had ever seen for Intellectual Property." Setting up this program also required writing press releases and making presentations to the media.

TOSHIBA AMERICA ELECTRONIC COMPONENTS, INC. from 1993 to 1996

Manager

Managed a project team supporting a very demanding #1 strategic customer of Toshiba. Each member of my team managed projects across very diverse functional areas. My team supported ASIC development, applying Toshiba technologies to the needs of more than 10 other companies. We were regularly called on to give technical presentations both inside Toshiba and at customer sites.

Set up infrastructure for rapid design implementation for very complex ASICs. These ASICs ranged in size from 200 K-gates to >400 K-gates plus many megacells. Initial netlist to layout time was 2 months. This was reduced to 4 computer hours.

Developed a centralized knowledge database to aid the entire corporation. This enabled Toshiba Technical Resource Centers around the world to more effectively handle problems.

NeXT COMPUTER INC. from 1987 to 1993

Project Manager

Designed and managed a digital telephone (ISDN) project - the hardware was shipped by Hayes Microcomputer and NeXT supplied associated network software. Managed 2 software engineers and business relationships with vendors.

Developed 3 NeXT Computer systems from conception to production. This involved all aspects of these projects - i.e. scheduling, coordinating, garnering support, manufacturing, marketing, documentation, training, etc. Developed processes to smooth flow of products from conception to production.

Wrote C-code to interface the NeXT Computer to a NeXT Laser Printer and the Apple Desktop Bus. Debugged associated gate array and made appropriate modifications to solve problems without chip spin. Developed procedures for supporting the software. Wrote user manuals for software use.

Developed a bipolar gate array for the NeXT Computers. Designed a cost reduced custom version of this chip which incorporated both analog and digital design. It implemented a digital to analog converter for black and white video, ethernet encoder and decoder front-end functions and synchronous clocking for the entire processor board.

Developed a custom tester for the NeXT processor board for production. Designed gate arrays specifically for the tester. One chip used CMOS and another used Bipolar technology.

HEWLETT-PACKARD LABORATORIES from 1983 to 1987

Member of the Technical Staff

Designed a digital signal processor board for a portable workstation. This interfaced the workstation to the telephone system, enabled speech research and other signal processing applications.

Developed digital signal processing hardware and software for real time computer vision. This project implemented a ªmouseº replacement using machine vision and demonstrated a new level of human to computer interface.

Developed a high-speed tester for high performance computer modules using ECL technology.

HEWLETT-PACKARD Computer Systems Division from 1978 to 1983

Member of the Technical Staff

System Champion of the HP3000 Series 64 computer (a mainframe computer system for the time). Worked with a team of more than 100 engineers to ring out all system level problems before production.

Managed a team of engineers in the design of the cache module, memory module and central system bus modules. These were testable using signature analysis for production testing.

Modified the design of the central processor to effectively implement the decimal instruction set of COBOL. Developed the microcode algorithms to effectively utilize the modified processor for the decimal instruction set. Performed transmission line characterization and analysis of the digital circuits. Defined various processes to characterize the final designs.

Created a Work Environment Task Force document to guide the working environment of engineering departments.

HEWLETT-PACKARD Santa Clara Division from 1976 to 1978

Member of the Technical Staff

Defined the architecture for a new low cost laser interferometer. Developed a coupler to concentrate a laser beam into an optical fiber. Redesigned a resolution extender for the laser interferometer to get even greater resolution than the wavelength of light.

Advanced Products Division of Hewlett-Packard from 1973 to 1976

Member of the Technical Staff

Developed a thermal printer and a custom PMOS ASIC. This chip combined printing and keyboard interface functions for Hewlett-Packard's printing calculators.

AFFILIATIONS

Institute of Electrical and Electronic Engineers
American Radio Repeater League--HAM radio General Class Operator
International Human Powered Vehicle Association
Silicon Valley Bicycle Coalition
National Bicycle Greenway

EDUCATION

Purdue University, Indianapolis, Indiana, Interdisciplinary Engineering with an Electrical option - Bachelor of Science Degree