



Adam Weber – Chief Financial Officer

Adam wears many hats at SBTI. Since joining SBTI in 2006 his responsibilities have evolved around creating a greater degree of financial control, discipline and management across SBTI's international organization through contract administration, financial planning and management. He is continuously improving the processes and procedures in which SBTI manages its financial responsibilities, internally as well as with direct contact with clients.

Adam introduced a new level of financial transparency within SBTI's organization through the addition of the Deltek Vision System. As administrator, Adam successfully led the implementation of the enterprise business software for accounting, client relationship management, human resource management and project management into SBTI's organization.

As SBTI's Financial Manager, Adam managed SBTI's Accounting Department, Legal Department and SBTI Headquarters' internal operations. Practicing what we preach, Adam led an internal Lean Six Sigma Transactional Project for Days Sales Outstanding and Aged Accounts Receivable to successful completion, which continues to delivered outstanding monetary returns to SBTI as a result of improved invoicing and collection processes.

He is a 1997 graduate of the University of Texas at San Antonio with a Bachelor of Arts Degree in Economics from the College of Business. Adam volunteers his services to his Alma Mater as a guest lecturer for graduate statistics courses on practical applications of statistics for investing. Adam had a successful career as an investment professional in the full-service brokerage firm, Kercheville & Company, Inc., from 1998 to 2006. He is a Series 7 and 63 Licensed Broker and a Licensed Group I Insurance Agent. Adam personally served well over 300 clients concurrently with aggregate portfolio values ranging in the tens of millions of dollars. For his achievements, he was awarded the American Funds All-American Team, Franklin Templeton Investments Kite and Key and MFS Investment Management Circle of Distinction.

As CFO, Adam continues to expand his roles and responsibilities in order to position SBTI with the financial strength ready to best serve its clients, remain highly competitive, foster future profitable growth and increase shareholder value.