



**ADVS 827 Employees 184.1M TTM Sales \$929.2M Mkt Cap MCV Industry Score: 1 Mgmt Team Score: 1 IT Software Industry**



Stephanie DiMarco, 49, founded Advent in 1983 at the age of 23 and is currently the President & Chief Executive Officer. She brought the Company public in 1995. DiMarco had stepped back from day-to-day running of Advent in 1999 but found it necessary to return to the active CEO role in 2003 when Advent's share returns had languished in a depressed financial services market. The Company has flourished since her return, refocusing on core competencies and shedding non core business lines and ventures. DiMarco received a total compensation of \$1,307,735 in 2006, \$371,325 of which was cash salary. DiMarco owns 2,315,179 Advent shares or approximately 8.6% of Advent's equity. For 2007 the founder & CEO received a substantial salary increase to \$625,200 with a target bonus set at 67% of her base salary. For all Advent executives, the non-GAAP operating profit component of the incentive bonus formula was increased to 80% of goal from 75% in 2006. Prior to founding Advent Software, DiMarco worked in the investment industry as a financial analyst and portfolio manager at Bank of America, Summit Investments and Cole Financial Group. DiMarco graduated from the University of California at Berkeley in 1979 with a Bachelor of Science degree in Business Administration. She is a member of the Board of Trustees of the UC Berkeley Foundation, serves on the Advisory Board of the College of Engineering at the University of California, Berkeley, and is a San Francisco Foundation board member and a member of its Investment and Audit committees.



**Stephanie DiMarco**  
Founder & CEO since 1983  
Salary: \$625k  
MCV Exec: 1  
Track Record: Strong  
B.S., UC Berkeley 1979



Graham V. Smith, 47, joined Advent in January of 2003 as Executive Vice President, Treasurer and Chief Financial Officer designate. Smith was brought in as part of a sweeping management change spearheaded by founder Stephanie DiMarco and was appointed Chief Financial Officer and Secretary in March 2003. Smith has worked closely with CEO Stephanie DiMarco in transitioning Advent's client base to a recurring term subscription base with nearly 80% of revenue now coming from recurring sources. Smith received a total compensation package of \$1.1 million in 2006 with a raise of 7.2% in salary for 2007 and a target bonus of 45% of Salary. From 2002 to 2003 he served as CFO of Vitria Technology, an enterprise application integration software company. From 1998 to 2002 Smith served as CFO of Nuance Communications, a voice recognition software company, where he led its successful software IPO in 2000. From 1987 to 1998 he worked for Oracle Corporation in various senior finance roles, most recently as Vice President of Finance for worldwide operations. Smith holds a bachelor's degree in economics and politics from Bristol University in England and is a member of the Institute of Chartered Accountants in England and Wales.



**Graham Smith**  
CFO Since Mar 2003  
Salary: \$307K  
Total Comp: \$1.1M  
B.Sc., Bristol Univ, UK



Lily Chang, 58, is Executive Vice President and Chief Technology Officer. She joined Advent in May 1993 as Vice President, Technology. In April 1997, Ms. Chang was promoted to her current position, where she directs all of Advent's engineering efforts in terms of new product development and product enhancement. She is expert in the elements of building enterprise software applications. In addition, she focuses on advanced development projects and emerging technologies. Lily Chang received total compensation of \$776k in 2006 with a 7.4% raise for 2007 and a target bonus of 42% of her base salary. From July 1989 to May 1993, Ms. Chang held various positions at Oracle, including Vice President, Strategic Accounts and Vice President of Oracle Financial Applications. Her work experience also includes acting as VP of Development for Tesseract's (now Empagio's) human resources applications and VP for Knauer Consulting for banking applications. She holds a B.S. in Biochemistry from Taiwan University.



**Lily Chang**  
EVP/CTO since 1997  
Salary: \$278K  
Total Comp: \$776K  
BS, Taiwan Univ.



Anthony Sperling, Senior Vice President, Services, joined Advent in 1993. He is responsible for developing and enhancing the overall customer experience via teams that manage implementation, training, product and technical support, renewals, and the ongoing customer relationship globally. Sperling has held a variety of positions including Vice President of Client Sales and Director of Product Marketing. He has also had sales and services responsibilities in Advent's European operations. He received a B.S. in Business Administration from University of Wisconsin at River Falls, in 1990.

**Not Ranked**



**ADBE** \$2.57bTTM Sales \$25bMkt Cap MCV Industry Score: 1 Mgmt Team Score: 1 IT Software Industry



Peter Hess, 36, became Executive Vice President, General Manager of the Investment Management Group in March 2007, when his predecessor, Dan Nye, left to become CEO of venture-backed LinkedIn Corp. Peter Hess is responsible for strategy, product marketing, sales, services, and support of Advent's solutions for the mid-tier of the asset management industry which are the "sweet spots" for the Advent product line. Mr. Hess has been with Advent since 1994 and has operating responsibility for Advent's European and Asian operations. Hess received total compensation of \$903k in 2006 and a 10.2% salary increase and target bonus of 45% of his base salary for 2007. Hess has held a variety of positions since joining the company in 1994, including, most recently, Executive Vice President and General Manager of the Global Accounts business unit, and, previously, Vice President of Sales, and Vice President of Marketing. Mr. Hess earned his undergraduate degree from Princeton University.



Chris Momsen is Co-Head of Advent's Global Account business unit and Vice President Sales and Marketing. In this role he has global responsibility for strategy, product marketing and sales of Advent's solutions for the asset management industry's largest firms. Mr. Momsen has been with Advent since 1997, holding a variety of leadership roles in product marketing and sales, and has earned the distinction of being a top producing salesperson for the company. Prior to joining Advent, Mr. Momsen held positions at Wells Fargo in its Real Estate Capital Markets division, at a small money management firm in California, and as an options trader on the floor of the Pacific Exchange. Mr. Momsen earned his undergraduate degree from UCLA, and his MBA from New York University. He is also a Chartered Financial Analyst.



Todd Gottula is Co-Head of Advent's Global Account business unit and Vice President, Product Development, Client Services and Support. He has global responsibility for product design, delivery, implementation, and support of Advent's solutions for the asset management industry's largest firms. He has been with Advent since 2002. Prior to joining Advent, he held development and services leadership positions with TenFold Corporation, and process engineering and design positions at Ultramar Diamond Shamrock Refining and Technology. Mr. Gottula earned his undergraduate degree in Chemical Engineering from the California Institute of Technology.



Will Clemens is responsible for Advent's Straight-through Processing business unit. The STP team lowers costs and operating risk for Advent's clients by streamlining data integration, providing hosting and outsourcing services, and providing connectivity to counterparties. The STP provides solutions for custodian reconciliation, trading connectivity, market data integration, corporate actions processing, interfacing to non-Advent systems, application hosting, and outsourced reporting, accounting and consolidation services. Mr. Clemens first joined Advent in 1997, working in business development and custodian relationship management for Advent Custodial Data. He has also served as CEO of a venture-backed lead generation technology company. Mr. Clemens began his career as an investment banker at both Morgan Stanley and Deutsche Bank. He earned his undergraduate degree from the University of Virginia.



Gail Schulman joined Advent in October of 2004 and is currently serving as a business development consultant for the firm. Previously she had been Executive Vice President, Strategic Business Development from 2004 to December of 2006. She is responsible for evaluating business opportunities, and developing market strategies. From 1993 to 2000, Schulman was with Thomson Financial, where she was the president and CEO of Thomson Financial Software Solutions, responsible for its enterprise software and services offerings including the Portia product. Thomson's Portia is a principal competitor to Advent. Gail graduated summa cum laude from Harvard, with a degree in psychology and social relations.