

John Holt, President and CEO

John Holt co-founded the Cobalt Group in 1995. As president and CEO, he is responsible for managing the company's day-to-day operations and setting its strategic direction. Prior to starting Cobalt, Holt developed an affiliate label publishing program for IVI Publishing, a multimedia CD-ROM publishing company. Before that, he served as vice president for growth and development at Oceantrawl, Inc., where he increased revenues from \$1 million to \$80 million. Holt has served as associate director of the Campaign For Bowdoin, and he once earned a living as a professional actor. He has a master's degree from the Yale School of Organization and Management, and a bachelor's degree from Bowdoin College.

Jim Beach, EVP and Chief Financial Officer

Jim Beach became executive vice president and CFO of the Cobalt Group in February 2005. He brought more than 20 years of financial and operations management experience to Cobalt, where he is responsible for the finance and accounting, information services, and human resources departments. Before joining Cobalt, Beach served as CFO at WRQ, Inc., one of the nation's largest privately held enterprise software companies; DataChannel, Inc., a developer of enterprise information portals; and Applied Microsystems Corp., a provider of embedded software tools. Previously, he held executive and management positions at Microtek International, Inc., Microcosm, Inc., and Deloitte & Touche. Beach has a bachelor's degree in business administration and political science from Linfield College.

Lee Brunz, Executive Counsel

Lee J. Brunz has served as vice president, general counsel, and secretary of the Cobalt Group since 2004. As Cobalt's chief legal officer, he is responsible for all aspects of Cobalt's legal affairs. Prior to joining Cobalt, Mr. Brunz practiced with the law firm of Stoel Rives LLP in Seattle, where he focused on corporate transactions, including corporate finance, securities, and mergers and acquisitions. He holds a BA in English Literature from Whitman College, a JD from the University of Oregon, and an LLM from New York University.

Ed Crawford, EVP of Strategy

Ed Crawford joined the Cobalt Group as executive vice president of strategy in 2002. In addition to working with the executive team to develop the company's long-term strategy and execute its M&A, his responsibilities include developing new partnerships, managing existing partnerships, and monitoring market and competitive dynamics that influence the company's strategic priorities. Mr. Crawford has held a number of leadership positions focused on strategic planning and new business development, including positions with Nordstrom, Marriott International, Pepsico, and Goldman-Sachs. He holds an MA and an MBA from the Wharton School, as well as a BA from Trinity College.

Scott Mathews, Executive Vice President and Chief Operating Officer

Scott Mathews joined the Cobalt Group as EVP and COO in May 2002. He brought 20 years of management and technology experience to Cobalt, where he is responsible for the company's sales, operations, and infrastructure, including process improvement. Before joining Cobalt, he served for three years as president and COO of Emerge Interactive, Inc., a provider of supply chain management and technology solutions to the food production industry, and as vice president and GM of Key Technology, Inc., an international equipment manufacturer and distributor. Prior to that, Mathews spent 14 years at General Electric Medical Systems in a variety of positions. Mathews holds a master's degree in business administration from the University of Chicago and a BS from Michigan State University.

Judith McGarry, VP of Marketing

Judith McGarry joined the Cobalt Group as vice president of marketing in 2006, bringing with her over 20 years of marketing and communications experience. In addition to her work as an independent consultant, McGarry has served as general partner and chief marketing officer at Partech International, a venture capital firm, and as vice president of corporate communications and strategic partnerships at drugstore.com. Before that, she was a partner at Stone Communications, a leading communications consultancy, where she helped companies achieve strategic goals through high-stakes communications events. McGarry holds an MBA from the Amos Tuck School (Dartmouth) and a BA from Middlebury College.

Julia Pizzi, VP of Human Resources

Julia Pizzi came to the Cobalt Group in 2000 as vice president of human resources, a position in which she aligns HR practices and policies with the company's business strategies. Under her leadership, Cobalt was named "Best Mid-Sized Company to Work For in Washington." Pizzi has thirty years of

experience in HR, including executive and directorial positions at Lucent Technologies, Mosaix, Westlink Paging, U.S. West Cellular, and R.R. Donnelly & Sons. She holds an MA in organizational development from American University and a BA in English and secondary education from Marymount University.

Kevin Distelhorst, General Manager, Integralink (and Cobalt Vice President)

Kevin Distelhorst is GM of Integralink, a division of the Cobalt Group since 2000. He founded Integralink in 1998 to fill the automotive industry's need for a professional data collection firm. Before this, he held a number of positions in which his primary focus was using technology to solve business problems, including vice president of sales and marketing at Management Computer Services and GM of two divisions within Reynolds and Reynolds. Distelhorst holds a BS/BA in accounting from Ohio State University and an MBA from the Wharton School.

Press Inquiries

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