



Frances A. Skinner, CFA, CPA

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Leadership/Talent Consultant in the Financial Services Industry, Corporate Board Member, Financial Expert, Keynote Speaker, and Published Author

Past: Chief Administrative Officer and Independent Corporate Board Member of a Publicly Traded Company, Contributor to Barron's

Fran has over 30 years in Leadership and Consulting positions in the investment industry with Mellon Bank, Allstate Investments, Focus Consulting, Diamond Hill Capital, and AUM Partners. From 2010 - 2018, Fran was an independent director on the corporate board of Diamond Hill Investment Group, a publicly-traded investment firm headquartered in Columbus, Ohio. She was Chair of the Compensation Committee 2011-2017, and a designated Financial Expert member of the Audit committee throughout her term. As a partner with AUM Partners, Fran works with and makes presentations to senior leaders of Wall Street firms. As one of her clients said, "you've sat in a lot of our chairs - you speak our language". She is co-author of the book "High Performing Investment Teams" (Wiley, 2006).

PROFESSIONAL EXPERIENCE:

AUM Partners, LLC. Highland Park, IL

**2019 – present
2009 - 2018**

Partner, Co-Founder

Specializes in leadership development through 1-on-1 coaching, group training, firm wide assessment and facilitation for senior management. Selected highlights:

- Designs and facilitates senior management strategic planning sessions.
- Develops and administers a proprietary online firm culture assessment tool. Output includes detailed analysis and "gap closing" recommendations.
- Develops and delivers a 2-day intensive High Performing teams training module customized for new or experienced leaders.
- Using the Harrison Work Preference assessment tool, develops customized success factors for all roles in investment and advisory firms. Uses these success profiles to assess job candidates and provide targeted behavior descriptive interview questions to hiring managers.
- Determines customized training to address greatest client needs. Examples include actionable training to improve skills and processes related to Hiring for Cultural and Job Fit, and Giving/Receiving Feedback.

High energy, keynote / workshop speaker for public / private firms and industry organizations, such as:

- Barron's
- CFA institute and society chapter events
- Morgan Stanley
- SEI
- Source Media, publisher of Financial Planning magazine

Selected consulting client list: Ameriprise, Ariel, Guggenheim, Legg Mason, Macquarie, Merrill Lynch, MKP (Dyal Capital), Northern Trust Investments, Nuveen, OPERS, Research Affiliates, Satori Capital, State Street Investments, Texas Teachers, UBS, Wells Fargo, The World Bank

Fenimore Asset Management Cobleskill, NY
www.famfunds.com

2019 to present

Independent Director, Corporate Board of Directors

Diamond Hill Investment Group Columbus, OH
www.diamond-hill.com

2010 to 2019

Chief Administrative Officer – Investments

2018 - 2019

Member of the 3-person executive leadership team, along with the CEO and CFO, responsible for leading Diamond Hill Capital. Selected highlights:

- Firm wide leadership development / coaching, with particular emphasis on investment team members, to help associates improve their investment results, maximize their contribution to Diamond Hill, and position for future succession planning moves.
- Identified and worked with team members throughout the firm to implement process improvements with an emphasis on all aspects of performance assessment.
- As the executive leadership team advocate, identified and executed the firm's Diversity and Inclusion initiatives.
- Responsible for the day-to-day oversight of the 40-person Distribution team
- Acted as a resource and partner to the Human Resource director, with emphasis on attracting, motivating and retaining top performers.
- Introduced my own proprietary tools / processes on a wide variety of topics, such as: performance feedback, variable incentives, on-boarding, and succession planning.
- Oversaw and introduced improvements to Diamond Hill's Private Asset Management (PAM) business.
- Leveraging my 25 year relationship with McLagan, elevated Diamond Hill's competitive compensation process using tools I developed with AUM Partners, identifying gaps, and making recommendations to address those gaps.
- As the executive leadership team representative on the cross-functional planning team, prioritized and oversaw execution of tactical initiatives collaboratively identified by associates.
- Expanded Diamond Hill's brand as a speaker at industry and local events, such as the CFA Institute D&I conference, the Ohio State Women's Leadership Conference, and local CFA chapter events across the country.

Independent Director, Corporate Board of Directors; Chair: Compensation Committee; Member: Audit Committee, Nom/Gov Committee

2010 - 2018

Independent member of the board of directors and Chair of the Compensation Committee for Diamond Hill Investment Group (ticker: DHIL), a publicly traded, independent investment advisory firm headquartered in Columbus, Ohio. As Compensation chair, drove the transition of director compensation from traditional retainer/meeting fee cash and stock to 100% stock retainer. Was responsible for preparing and delivering the annual performance review to the CEO. Also a "financial expert" member of the Audit Committee, and member of the Nominating/Governance Committee, which included overseeing the firm's first CEO succession process.

Barron's Magazine New York, NY

2016 - 2018

Contributor

Monthly column focusing on investment firm management and talent topics such as talent assessment, motivation, hiring / interviewing, and employee development.

Focus Consulting Group Long Grove, IL

2003 to 2009

Independent Consultant

Consultant to senior leaders of investment firms - specializing in designing and delivering customized leadership training, total rewards design, strategy development and meeting facilitation, senior management coaching, customized leadership measurement, and special projects for senior management.

Allstate Investments, LLC Northbrook, IL

1987 to 2003

Investment Resource Management

1997 to 2003

Director, Allstate Investments, LLC. Internal consultant to the CIO – unique “start-up/new initiatives” consulting projects for the Chief Investment Officer. In addition, led the Investment Performance Assessment and Attribution processes including analysis of performance by asset class used to make decisions regarding personnel and asset allocation. Member of the M&A team when evaluating possible acquisition. Administered the highly-detailed, quantitative incentive program (Pay-for-performance, PFP) for all PM’s and analysts (approx. 100 employees).

Investment Administration

1991 to 1997

Division Manager

➤ Highlights:

- Developed and managed the model used for strategic planning income and asset projections for the \$25 billion property and casualty investment portfolio. Results and analysis were used for asset allocation and trading decisions.
 - To achieve success, on a daily basis, worked closely with PM’s, Tax, Legal, Accounting, and Corporate Finance.
- Developed and managed the cash-management model used to anticipate cash flows to minimize use of cash/short-term investment vehicles.
- Managed personnel responsible for establishing detailed annual expense budget and monthly tracking/reporting.
- As a standalone public company, managed team responsible for preparing all corporate board materials related to investments.
- Prepared all road show materials for investments for the spin off from Sears, including script and Q&A.
- Working across all areas of the firm, fulfilled all information requests from parent company (Sears) related to investments.

Investment Accounting

1987 to 1991

Supervisor

- Managed staff of professionals who executed all back and middle office functions for \$10 billion portfolio including GAAP and Statutory accounting, reporting, pricing, trade entry, and clearing for Public Equities, Commercial Mortgages, Venture Capital and Private Equity.

Mellon Financial Services (division of Mellon Bank) – Oak Brook, IL

1986 to 1987

Asset-based Auditor

- Working with distressed companies, performed all due diligence work on new and existing customers’ financial results. This included detailed analysis and testing of financial accounts including sales, inventory and accounts receivable.
- Written and verbal presentation of findings to senior management.

EDUCATION AND PROFESSIONAL AFFILIATIONS

MBA: concentration in Finance and Marketing – University of Illinois, Chicago, IL

BA: Business Administration – St. Xavier University, Chicago IL

Chartered Financial Analyst (CFA)

Certified Public Accountant (CPA)

Fellow, Life Management Institute (FLMI)

Member: CFA Institute; Investment Analyst Society of Chicago; American Institute of Certified Public Accountants (AICPA); Illinois CPA Society; Women Corporate Directors; Women Investment Professionals