



MARK J. IZZO PROFESSIONAL SUMMARY

Mark J. Izzo is the Founder and Principal of Converge, Inc. a Human Resources Consulting Firm located in Wayne, Pennsylvania. He founded Converge in 2003 based on the belief that with proper communication, training, alignment of goals, measurements and rewards, employers could significantly increase employee engagement and performance. Since its founding, Converge has provided clients with analysis, design and implementation of HR Programs including pay, benefits, performance management, leadership training and the alignment of goals with employee performance.

Prior to founding Converge, Mark was the Chief Administrative Officer for a large Philadelphia based health care provider. In this capacity, he was responsible for strategy and operations support for five subsidiary companies for this \$250 million Foundation. He also served in the capacity of Chief HR Officer for 10 years before assuming the responsibilities of Chief Administrative Officer.

Today Mark utilizes his HR and business operations expertise to consult with organizations on the significant challenges and costs associated with pay, employee benefits, turnover and organizational performance. He also provides companies expertise in the areas of overall HR operations, planning and implementation.

Mark received his undergraduate degree and his M.B.A. from LaSalle University in Philadelphia. He frequently presents at professional association meetings, conferences and institutions of higher learning. Mark is also an active member on the Governance Boards of several Philadelphia health care providers, a global eye care organization, and is a member of The Union League of Philadelphia and a Board Member of the Youth Work Foundation of the Union League.