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Experience

DIGITAL ANGEL CORP.

Jan. 2008 – Present

Publicly traded (OTCBB: DIGA): company manufacturing identification products and emergency rescue beacons.

CEO and President

- Recruited by Board of Directors to execute a turn around of approximately \$100M company in dire financial position. Actions included selling non core assets, focusing on financial stabilization and establishing foundation for future growth in core areas.
- During first 7 quarters accomplished the following:
 - Consolidated legal structure from 2 separately listed companies (NASDAQ: ADSX & AMEX: DOC) to one (NASDAQ: DIGA)
 - Sold off several non-core assets including majority interest in Verichip (NASDAQ: CHIP) and other subsidiaries
 - Eliminated \$35M of debt
 - Reduced operating expenses by approx. \$10M per annum
 - Improved Gross Margins by up to 10% in core business areas
 - Achieved positive EBITDA for first time in over 5 years

ASSA ABLOY, AB

Jan. 2001 – Aug. 2007

Sweden based, publicly held global manufacturer in security and lock manufacturing industry with annual revenue of \$4.5B and 30,000 employees.

Executive VP, Assa Abloy, AB &

President/CEO of Global Technologies Division (GTD)

Dec. 2004 – Aug. 2007

- Reported to CEO in Stockholm. Management of three Business Units, which included; HID (\$375M), Identification Technology (\$200M), and Hospitality (\$175M). Also included Besam Automatic Doors (\$300M) 2004-5 . Managed five direct staff reports including CFO, VPs Operations, IT and HR, and Communications Manager. Total Division revenues of approx. \$750M (reporting currency is Swedish Kronor), consisting of 51 legal entities in 20 countries with 4,000 employees.
- Formally set up new GTD organization and headquarters in Providence, RI (2004).

- Consistent double digit organic growth and constant improvement in EBITA growth and cash flow.
- Took over direct management of Hospitality Group in 2004. Replaced/recruited entire international and USA management teams. Launched restructuring which resulted in combined 2005 and 2006 performance of 50% organic growth, 600% EBITA growth and 300% cash flow growth.
- As part of 7 person Executive Management team of parent company Assa Abloy AB, helped to deliver average of plus 20% increase in annual earnings per share.

President and CEO of Identification Technology Group (ITG)

Jan. 2002 – Dec. 2004

- Reported to CEO of Assa Abloy AB in Stockholm HQ. Managed eight direct operational reports including Pres/CEOs of HID, Indala, Sokymat, ACG, Omnikey, Buga, Interlock, and BCDS. Also six corporate staff including CFO, CIO, CTO and VPs of Operations, Business Development and HR.
- Starting with \$100M HID Corp, formed ITG by completing six acquisitions in USA, Asia Pacific and Primarily Europe to build a \$270M group of leading companies in the fields of RFID, access control cards/readers, and smart cards/readers. Quickly integrated new acquisitions including restructuring of two largest units to achieve profitability and positive cash flow in first year from previous negative results.
- Results of new group in first two years included 30% growth, 22% average EBITA and cash flow of 105% of EBITA.

HID, Inc.

Apr. 1993 – Jan. 2002

World's largest manufacturer of primarily RFID based cards and readers for the electronic access control industry. At time of acquisition of HID by Assa Abloy, revenue of \$90M, 17% EBITA, with 250 employees in 10 countries.

President

Jan. 2001-Jan.2002

- Successfully integrated company with 250 employees into Assa Abloy, the Swedish lock company. In first year with new owner achieved sales growth to 93M in revenue and EBITA of 18%.
- Led acquisition of HID's largest competitor and second leading card and reader company from Motorola, Corp., renaming it Indala. Completely restructured this loss making company in 90 days, resulting in profits of 26% on annualized sales of \$22M. This led to formation of Identification Technology Group of Assa Abloy.

Chief Operating Officer

Aug. 1999 – Jan. 2001

- Reported to President of HID. Directly managed sales, marketing, and all international sales subsidiaries. Groomed to replace President upon sale of company by Citicorp Venture Capital.
- Took lead role in selling company with Citicorp VC and investment banker Lehman Bros. Resulting in Assa Abloy purchasing HID for \$250M in January 2001.

- Grew sales from \$55M to \$90M, while growing profitability from 12% to 18%. Established HID as the most widely recognized brand in the access control industry.
- Acquired and integrated ID Plus, UK based European distributor of HID.
- Participated in world wide implementation of Oracle IT system to help manage supply chain of rapidly growing company.

Vice President of Sales and Marketing

Jun. 1998 – Aug. 1999

Vice President of Sales

Apr. 1995 – Jun. 1998

National Sales Manager

Apr. 1993 – Apr. 1995

- Managed sales and marketing of what became the largest card and reader company in the security industry. Organically grew revenue from \$3M in 1993 to \$55M in 1999 (with one \$9M acquisition).
- Built and distribution channels and sales force world wide.
- Created powerful brand of HID. Managed all product marketing and marketing communications efforts.
- Led acquisition team to acquire Sensor Engineering in Hamden CT., a \$9M manufacturer of Wiegand cards/readers from Echlin, Inc.
- Helped focus an RFID company with little strategic direction to concentrate on the access control industry rather than pursuing multiple fragmented RFID markets.

SECURITY SPECIALISTS, INC.

1987 – Apr. 1993

Richwood City, California based systems integrator/contractor in the business of selling, installing and servicing electronic security and fire alarm systems. Sold to Sensormatic in 1994.

- As General Manager, started and grew Southern California regional office in Los Angeles area and San Diego to become profit center with \$6M in revenue.

NATIONAL CONTROL SYSTEMS, INC.

1984 – 1987

Milwaukee, WI. Based access control manufacturer sold to ITI in 1989.

- As Western Regional Manager of very new company, started up and grew sales channels in western USA to \$5M in sales.

KIDDE AUTOMATED SYSTEMS, INC.

1981 – 1984

Cleveland, Ohio based integrated manufacturer and installer of fire alarm and security systems. Acquired by Thorn and eventually Tyco.

- As Western Regional Manager, worked to support distribution sales and computer based fire/security alarm systems throughout western states.

PROFESSIONAL:

- Past President of Security Industry Association (SIA) (2003-2005)
- Member of SIA Board of Directors (1998-2007)
- Member of American Society of Industrial Security (ASIS) since 1987

EDUCATION:

- B.S. Finance, University of Connecticut, School of Business

PERSONAL:

- Married, four children