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Curriculum Vitae

Executive Summary

Through the course of more than 40 years of international business experience, I have met challenges in different countries, multicultural environments, and varied labour unions. The ability to foster a climate for

change and negotiation skills were always dominant factors whether it was:

- Evolving from a family run business to a business that was listed on the New York Stock Exchange.
- Introduction and increase of products and services in new or existing markets;
- Establish productivity and efficiency proactive measurement management systems or a
- The complete turn-around in the overall performance of a company.

In all cases, the people and teams' factors were crucial to achieving success. Thus, communicating and

involving all the stakeholders in committing towards these efforts was indispensable. All people from the

organisation had to see me as an important part of their team with their interests very much as part of my

participation.

My strong personal values in believing that people want to be successful; a conviction that successful

teams lead towards successful enterprises; my ability to communicate in their language and rich interpersonal skills made it possible to achieve excellent results in all challenges I faced.

2011 – To date: Gedeco International, Ltd.

I founded this company in 2011. I offer a broad range of Advisory Services (Mentoring, Coaching, and Consulting)

to help businesses and entrepreneurs address challenges and pursue opportunities in their business environments.

My Services help our Clients assess and work on any area of their business that may not be performing according

to their expectations. I help them understand and evaluate where they are and develop a roadmap to get to where

they want to be.

2020 – To date: CrediPráctico, S.A.P.I. de C.V.

This is a company that specialises in raising capital for new business ventures in the agribusiness sector of Mexico.

The main focus has been production capacity increase of business enterprises in the greenhouse environment of specialty crops. The funds come mainly for European financial institutions on at least a 5-year term for the funds which have to be at least of one million dollars. My contribution is in strategic planning, investment and marketing strategies.

2017 – 2018: Mirzam Group, LLC.

This is a company that specialises in raising capital for new business ventures. The ventures must meet the following criteria: have a proven trend of increasing their contribution to the economic growth of the U.S. and internationally, good profitability potential for growth, that they are sustainable, ecologically friendly, use the most advanced technology, and increase the job opportunities for the people of the communities where we establish these operations.

The type of investors that we approach covers a very wide spectrum. We cover foreigners that want to come to live in the United States through a United States Citizenship & Immigration Services (USCIS) called EB-5 Investor Visa program all the way to investors from any nationality, called “Direct Investors” whose interest is to diversify their portfolio and look for opportunities with potential to invest in new areas of economic growth that give a good return on investment.

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The company had investors from different parts of the world with a great variety of objectives for their investments.

Currently, we are starting to also give more attention to investors through private and public offerings that are in the pipeline.

The projects we have are a shrimp farm, Florida Organic Aquaculture which started operations in 2015, uses the latest technology to produce natural, ecological Pacific White Shrimp. This company is in south Florida in

Fellsmere, Indian River County. The other project that is still in the development stage and is located in the same

city as the previous one. This project focuses on Assisted Living with a unique approach of rewarding our elders for

a life of work and dedication in a place with a “Resort” atmosphere and facilities.

I was responsible for coordinating the marketing efforts mainly of the shrimp production.

2011 – 2016: Company from the Communication Information Technology sector that was introducing new concepts and services to help their clients improve their performance by increasing efficiency and productivity of their business processes by making targeting specific recurring activities through the use of the internet reducing costs, making them available all the time and without geographical boundaries, And considering the confidentiality and legal aspects as a priority.

2016: Company from the Agribusiness sector to help improve performance of their production cycles by implementing KPI's and performance objectives and mechanisms to measure advance towards the goals that are set and at the same time to be made aware of deviations in order to correct the results that are being obtained and put them back on track.

Professional Experience:

2002 - 2010

Agri Stats, Inc.

Vice President International Accounts

This is a privately held firm specialising in financial - operational research and analysis for companies in the agribusiness meat protein sectors.

Achievements:

- Mexico: By 2004 the number of participants more than doubled and there still is important growth potential.

The monthly fees were raised to the same level as the domestic companies. In 2009, the economic crisis forced many of our clients to stop their participation, but by the end of 2010, most of the ones that had survived were considering to renew their participation.

- Central America: The leaders of the region from Costa Rica and Guatemala agreed to start their participation with benchmarking services in 2011.

- Spanish speaking South America: Chile: 2010, Agrícola Ariztia committed to participate in 2011. From Super Pollo (AS Agrosuper) a commitment to start with their turkey operation was given. This represents the key companies in that country.

Contacts and negotiations were made with the owners of the leading companies in Argentina, Colombia, Ecuador, and Peru.

- Brazil: The first customer, Rigor Alimentos, started participating in January 2010.

Commitments from

Globoaves, A'Doro, Sadia/Brasil Foods (one broiler and one swine processing facility) and Tyson do Brasil for 2011 were achieved.

1998 - 2001

Q Data Consulting (Pty) Ltd. /Subsidiary of Comparex

Business Decision Strategic Planning

At the time, it was the most important independent Information Communications Technology (ICT) systems integrator in Southern Africa.

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Achievements:

- By 2000, the business had achieved a turnaround of approximately \$4 million dollars. In 2001 the positive impact, based on contracts signed or renegotiated for the next 5 years, was estimated at almost U\$D 120 million dollars.
- Products and services optimisation resulted in an improvement to the bottom-line of approximately 10% measured on a Return on Sales. A model was developed as an operational business tool to measure the impact of new business opportunities.
- Streamlining of 4 key operational areas streamlining resulted in cost reduction, efficiencies, and service delivery improvements.
- Develop and implement the Strategic Business Plan for FY 2000/2001. This success of the plan was dependent on key initiatives that had to do with process optimisation, client focus, new business, and personnel.
- Business strategy in the acquisition of an IT company, which gave the company added synergy, increased profitability, and market share.

1996 – 1998

Rainbow Chicken Ltd.

Chief Executive Officer

This publicly listed company was the largest producer of broilers in South Africa. The company owned a subsidiary - Epol (Pty) Ltd. – that produced animal feed for the internal needs and the animal feed market of all species, including some that were highly specialised.

Achievements:

- Reduction of fixed costs by 39% by right sizing of the operational infrastructure.

- Increased output by 20% through productivity and efficiency improvements at the processing plants. An additional increase of the processing capacity of 17% was presented that required minor capital investments.
- International operating practices and benchmarks were established. At the time, the company became the lowest cost producer of day old chicks in South Africa and cost competitive with the U.K. The processing plants were ranked amongst the top ten in the world in first processing.
- The net savings achieved are above 32 million dollars. This allowed the company to become cash positive and generate profits.

1992 - 1996

Industrias Bachoco, S.A. de C.V.

Chief Executive Officer.

This company is the 7th largest producer of broilers, table eggs, and swine, in the world. In 1996 its sales

were over U\$D 400 million, operating profit of 14% and net profit 13% of net sales.

Achievements:

- By the end of 1992, the transition from a family-owned business to a professionally operated company was completed.
- In 1994 due to the financial performance of FY 1993 the company received the “Best Performance Award for Profitability” of all companies listed on the Mexican Stock Exchange given by Expansión, the top financial magazine in Mexico.
- In 1994, a confidential filing with the Securities Exchange Commission of the New York Stock Exchange was approved.

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- In 1994, international financing through Rabobank was introduced with a credit line of U\$D 15 million for grain purchase. In 1996, a long-term credit of U\$D 14.6 million was approved to enhance and increase broiler production.
- In 1993 - 1994 the company grew by almost threefold through increased efficiencies and the acquisition of two integrated broiler operations.
- Operating income increased from 4% in 1992 to 14% in 1996; net income grew, from 3.8% to 14 % in the same period.

- In 1996, the design and implemented breakthrough technology in the biggest and most profitable commercial segments of the broiler markets. This reduced the distribution costs by 50% and allowed sales to a broader range of customers.

1981 - 1992

Semillas Híbridas, S.A. de C.V.

Executive Vice - President and Chief Executive Officer

Maize and sorghum seed company; majority held by the Robinson Bours Group - owners of Industrias

Bachoco - and 49% by Dekalb Genetics Corp.

1976 - 1981

Complejo Agropecuario Industrial de Tizayuca (integrated dairy complex)

Managing Director of the Dairy Division

1977 - 1978

W.R. Grace & Co. - Mexico

Planning and Development Manager.

1975 - 1976

Compañía Tipográfica Yucateca, S.A.

Diario de Yucatán (daily newspaper)

Operations Manager.

1973 - 1975

W.R. Grace & Co. - Mexico

Sales and Technical Services of Specialty Chemicals.

Extra-Curricular Activities:

- Board member of Fort Wayne Sister Cities International, Inc. Its objective is to promote international understanding between the citizens of Fort Wayne and the citizens of their Sister Cities through the development of personal relationships fostered by the frequent student, civic, artistic, and business exchanges.

- Member of the Day of Dead Advisory Committee of the Fort Wayne Museum of Art: I was just invited to become a member of the Committee.

- Non-Executive Director of Arca Foundation, Fort Wayne, Indiana that concentrates on improving education opportunities for students from marginalized and low-income families.

- Member of the Greater Fort Wayne Hispanic Chamber of Commerce.

- Social Justice Ministries for the Diocese of Fort Wayne-South Bend: I was a volunteer from 2016 to 2017.

In 2016 with the Prophetic Voting Campaign, I was involved in coordinating groups and meetings in the

following parishes: St. Joseph and St. Patrick in Fort Wayne, St. Patrick in Ligonier, St. Michael in

Plymouth and Our Lady of Hungary in South Bend. Currently, we are working to establish the Northeast Indiana Congregation Action Network.

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- Member of the V Encuentro group that meets at St. Patrick Church in Fort Wayne.
- Non-Executive Director of the Florida Aquaculture Foundation
- Honorary Officer of the kwaZulu- Natal Wildlife Conservation in South Africa
- Founding Chairman and Trustee of the Space for Elephant Foundation in kwaZulu-Natal, South Africa.
- Junior Achievement Organisation: Non-Executive Director of the Guadalajara, Jalisco Board. Mexico
- Comermex-Inverlat Bank (a subsidiary of the Bank of Nova Scotia): Non-Executive: Director of the Regional and Provincial Boards. Mexico
- American Chamber of Commerce: Non-Executive: Vice-Chairman and Director of the Guadalajara, Jalisco Board. Mexico
- Council of Mexican Employers (Coparmex): Non-Executive: Director in three Provincial Boards – Jalisco, Querétaro, and Celaya -and the National Board. Mexico
- National Council of Agribusiness: Founder and Non-Executive Director. Mexico
- Strategic Planning Institute of the Private Sector: Non-Executive Director of the National Board. Mexico
- Mexican Seed Trade Association: Non-Executive: Director, Vice-Chairman, and Chairman of the National Board.
- From the American Chamber of Commerce, I received a Special Distinction for service to the business community. Mexico
- Honorary Life Member of the Guadalajara, Jalisco Institute of Fine Arts. Mexico

Personal Information:

I was born in Mexico City and spent my middle and high school years living in New York State with my family. I attended Iona Preparatory in New Rochelle, New York and received my degree in Chemical Engineering from the Universidad Ibero Americana, a Jesuit university, in Mexico City. I have a Ph.D. in Business Administration - International Management and another one in Animal Science with Master's and Bachelor's degrees in various disciplines. I am bilingual and bicultural being fluent in English and

Spanish. I can read and speak Portuguese. My wife, Teresa, and I live in Fort Wayne, Indiana. I am an American citizen. I am currently “semi-retired” and I am willing to travel which I enjoy very much.