



VENTURES

The hosted event innovators—
accelerating the adoption of technology
where we live, work & play.

Careers at AE Ventures

A Message from the Founders

Now in its tenth year of operation, AE Ventures is the hosted event innovator, accelerating the adoption of technology where we live, work and play.

We pride ourselves on knowledge, expertise and leadership in the markets we serve, sustained innovation in our event and media products, high-quality content and production values and a stimulating and enjoyable work experience for our team members.

People who thrive at AE Ventures have an interest in technology and evolving market structure. They want to do high-quality work, look for new challenges and take the initiative to make improvements to our products and processes. They like to learn, think, dream, interact, do and laugh.

"Getting the right people on the bus," as Jim Collins described organizational development in his business best-seller, "Good to Great," is very important to us.

We are a fast-growing, medium-sized company (about 20 employees) that plans to at least triple its business by the end of the decade, and we will be adding, training and developing staff at a rapid rate to establish the resources we need to grow.

Both on-the-job and regular formal training is provided to both our business and audience development staff.

Others on our staff access training and learning opportunities through media/event industry organizations we participate in such as the Society of Independent Show Organizers, the National Association of Real Estate Editors and other training resources.

All are encouraged to learn about industry and market trends both through our own media and events and through tech industry groups, such as the Consumer Technology Association, National Association of Home Builders and Custom Electronics Design & Installation Association.

John Galante

John Galante
President

Nancy Franco

Nancy Franco
Executive Vice President



Achieve

Learn

Develop

Connect





Enjoy

Innovate

Grow

Advance

2017 Events and Media

Product	Audience	Type	Overview
 <p>MARCH 8-10, 2017 LONG BEACH, CA</p>	Homebuilders, Remodelers, Architects, Designers, Integrators, Contractors ATTENDANCE: 250 hosted CA industry VIPs plus hundreds of general admission attendees	Hybrid Hosted Event	THE education and networking event for the entire ecosystem of TechHome industry players in California.
 <p>NOVEMBER 1-3, 2017 ORLANDO, FL</p>	Custom, Commercial and Security Integrators and Electrical Contractors ATTENDANCE: 450 hosted integrator/contractor VIPs	Hosted Buyer Event	Premier business development event for the leaders in custom, commercial and security integration.
 <p>DECEMBER 4-6, 2017 PHOENIX, AZ</p>	Luxury, High-Volume and Multifamily Homebuilders ATTENDANCE: 350 hosted builder VIPs	Hosted Buyer Event	The tech strategy event for leading high volume, luxury and multifamily homebuilders.
	100,000+ Homebuilders & Contractor Allies –	e-Media	The go-to technology resource for homebuilders.

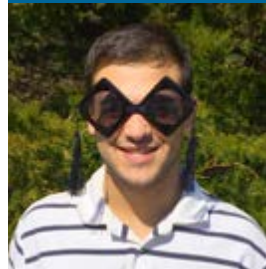


Employee Benefits

We offer a comprehensive benefits program that supports our employees and families:

- Health and dental care. AE Ventures covers 50% of premium for individual employees, 40% of premium costs for individual + spouse/dependent and family plans.
- Life insurance of \$30,000 paid in full.
- 401k Retirement Savings Program with company contribution.
- 8 days of paid holidays observed.
- Paid Time Off – 15 days of PTO in first year of service, 20 days after first year, increasing to 25 days at 5 years of service.
- 1 day of paid annual leave for charity / community service.
- Formal and on-the-job training provided.
- Approved business travel reimbursement.
- Regular company social and interactive events – Thirsty Thursday, Coffee Talk, etc.

AE Ventures Industry Memberships



“Having been involved on the Advisory Committees for several of AE Ventures’ events, I can attest to the hard work and effort that the staff put into every function. CE Pro 100 Summit is my favorite and most beneficial event each year. John Galante is an innovator who has assembled a top notch staff led by Nancy Franco. Their team facilitates the best conferences in our industry each and every year.”



—Michael Pope, President,
Audio Video Interiors





"AE Ventures has truly been the leading edge organization always leading and advancing key connections for the industry.

AE and its professional management has consistently put on the most effective events in our space.

They are truly a game changing catalyst in the game changing business."

—Paul Starkey, CEO, Vital Management



Accolades

While delivering winning outcomes for our clients is always our number one accolade, AE Ventures has also been recognized by the events industry for its creative and quality work.

We've been the grateful beneficiary of some of the event industry's premier awards, receiving the IAEE Art of the Show Award in 2011 and 2012 for the Electronic Security Expo (ESX).

ESX was also named one of the Fastest 50 by Expo magazine for its exponential attendance growth in 2011 while managed by AEV.

- **John Galante, president**, has been named to Expo magazine's Expo Elite and has received the CEA TechHome Division Industry Leader Award. He has served the event industry as a director of IAEE.
- **Nancy Franco, Executive Vice President**, has been named to Expo magazine's Expo Elite. She previously served on the IAEE CEM Commission.

The AE Ventures Team has been integral to the launch and/or success of such events as the Consumer Electronics Show, Electronic Security Expo, Electronic House Expo, and the International Security Conference & Expo.

Top 5 Reasons to Work for AE Ventures

- 1 See your ideas implemented!** We have less red tape and slow moving processes. Get creative, and we'll help you see your ideas through to fruition.
- 2 True growth opportunities.** It's easier to get noticed for your hard work. Our owners and managers often mentor and train staff to promote from within.
- 3 Sense of Ownership.** Employees feel a sense of responsibility for the success of the company. What you do matters and can make a big impact on the company.
- 4 Camaraderie.** Employees collaborate on projects from across departments and management levels. Our employees are nimble, multitalented and they make things happen. They are part of our AEV Family.
- 5 Job Satisfaction.** Employees describe themselves as "extremely satisfied" with their jobs. Our employees often wear many hats. If you have passions or interests outside of primary job responsibilities, we want to give you the opportunity to explore them. We are continually investing in the development of our staff to keep our employees happy, fulfilled and challenged.

About the Founders

John Galante



John Galante is president of AE Ventures. Prior to founding AE Ventures in July 2008, Galante headed EH Publishing's events division and contributed to the development of its publications, online media and new business ventures. At the conclusion of his tenure there, EH annually produced seven trade events, several awards programs and other special seminars, among them, the Electronic House Expos and the Worship Facilities Conference & Expo, both named to Trade Show Week's prestigious Fastest 50 Growing Shows list. Galante started his career at EH Publishing as editor-in-chief of its Custom Electronics Professional (CE Pro) magazine and in 2001 led the launch of TechHome Builder magazine as publisher/editor.

Before joining EH, Galante was with the Consumer Electronics Association (CEA), where he handled membership and program development for the Integrated Home Systems, Video and Accessories Divisions of the association. Galante has also served the Security Industry Association as executive director; Reed Exhibition Companies in variety of event management, marketing and business development positions; and Spiegel, Inc. as a creative services staff member and manager.

Galante spearheaded the founding of the Home Lighting Control Alliance, the Distributed Audio Alliance and the Consortium for Electronic Systems Technician Training. He is a past director of the International Association for Exhibitions and Events' (IAEE) and past chair of its strategic development task force. In addition he has served as member of Convention Data Services' Client Advisory Board and the Orange County Convention Center's Client Advisory Board and as a director of the CEA's TechHome Division. In 2001, the Home Automation & Networking Association (now CEA TechHome) named Galante its industry leader of the year.

He has presented at a number of prestigious industry conferences including IAEE's Expo!Expo!, TS2, the International Builders' Show, the Electronic House Expo, the Electronic Security Expo, the ESA Leadership Summit and the California Alarm Association's Winter Convention. He holds a Bachelor of Arts degree in Rhetoric and Speech Communications from the University of Illinois-Urbana.

Nancy Franco



AE Ventures' Executive Vice President is Nancy Franco. In this role, Franco leads the sales, marketing and operations efforts, spearheading the production and quality execution for all events and emedia. Additionally, Franco works closely with the partners, advisors and volunteer leaders on program development and implementation.

Before joining AE Ventures, Nancy was with EH from 2001-2008, rising from coordinator to conference and special events manager and finally show director for both the award-winning Electronic House Expo and Electronic Security Expo. Before EH, Franco worked as exhibit manager for high tech Massachusetts-based firm and in exhibit services for large independent organizer, IDG. In 2009, she earned the designation of Certified Exhibition Manager (CEM) from the International Association for Exhibitions and Events, and she currently sits on the IAEE CEM Commission. Nancy was named to EXPO Magazine's list of Expo Elite in 2012.



"John Galante combines a profound understanding of markets and unusual insight into what moves them. I look to John as a reference point driving innovation. John and his team at AE Ventures create value with an "out of the box" perspective that helps push my own vision outside the box to see the potential I too often overlook. AE Ventures creates synergies that deliver value and collaborations that deliver growth-building partnerships and networks that strengthen the industry."

—Keith Jentoft, President, Videofied