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Goal: To grow innovative companies using management best practices, creativity, and Entrepreneurial Operating Systems so that all stakeholders benefit.

Tami Fratis is a veteran investor and senior executive, with experience across business life cycles from start-ups to buy outs. She has managed three PE funds, a global fund-of-funds, and a family office. She has Ivy League credentials and public company experience that allowed her to teach at Penn, Wharton, Rutgers Law School, and Bryn Mawr College. She also has P&L experience at five venture backed companies where she was the CEO at three and COO at two. She was the CEO of a global cloud infrastructure company that she grew via acquisitions. An interim CEO position was at an international fintech SaaS company where she developed the go-to-market strategy, including branding, to take a LATAM business into the US banking market. The third CEO position was at a water tech company where, as part of the board, she was asked to turn the company around and sell it to a big strategic, which she did. She was the COO of a division of a \$20B insurance and banking company and the COO of a biotech SaaS company operating in the diagnostics space. Her professional track record, has been built on managing complex and inter- disciplinary teams to achieve their full potential, including the management of both financial and strategic initiatives. She has stellar references for each of her prior accomplishments including interim positions at Ladonware, Prosperoware, and EQO.

She began her investment and "deal" career as a principal of Safeguard Scientifics, which was a growing public company. Her responsibilities included sourcing, structuring, negotiating, and conducting due diligence for 13 technology investments, including serving as a board member post investment. These investments generated a realized, weighted average investment multiple over three and a half (3.5) times and an IRR of over 100%. When she joined the private funds at SFE there was \$33MM under management. When she left five years later there was more than \$1B under management. She was instrumental in formalizing and developing the internal processes for business plan review and assessment, quarterly reporting to LPs, annual financial and strategic plan development for portfolio companies, weekly flash reports and syndicating deals with other investors. She left Safeguard with one of the founding partners to run his family office and eventually launch a new firm now called LLR Equity Partners before cofounding a SBA-licensed participating securities venture fund.

After starting a family, she launched a global fund-of-funds for a family office. Starting with a portfolio of 7 investments in the U.S., she grew the base to include 25 international investments in Russia, India, Germany, Spain, Singapore, and Romania. In this role, her responsibilities included completing due diligence on each fund investment, including onsite visits to each country, extensive management team meetings on investment strategy, process and compliance, and managing communication to investors as the head of investor relations.

Adding to her investment experience, she rebranded and launched a real estate direct investment program after the real estate crash of 2009. In less than three years she led 13 investments totaling more than 1,000 apartments, raised more than \$300MM, and exited the first two deals prior to being recruited as CEO of the afore mentioned cloud computing company.

Ms. Fratis received a B.S. in Mathematics and Economics from Dickinson College and an MBA in Finance, Corporate Strategy and Management from the University of Pennsylvania Wharton School of Business. She has served on more than 30 boards (both non- and for-profit) over the last 25 years ranging in size from start-up to more than \$1B in revenue. She has held committee chair positions on multiple boards and leadership positions at firms with a global focus including BrookeUSA, Merakey (NHS), Optical Sensors, PTS Learning Systems, and PA-Israel Chamber of Commerce. She has also served as an expert witness representing plaintiffs in SEC lawsuits. You will find that she brings creativity, intellectual rigor, and emotional intelligence to the teams in which she is involved.

Straight out of Dickinson, she started her career as a product development Actuary with two passed tests under her belt. She completed five tests before going back to school at Wharton. While at Wharton she worked for the Dean on curriculum for his by invitation only Leadership class where she served as the TA. She also worked as a consultant at the Wharton Center for Applied Research and used this experience to secure a position as a Strategy Consultant at Price Waterhouse. She worked directly for the founder of the practice on projects for Waterhouse Securities (now TD Waterhouse); Himont Chemicals; Seagram's; Farm Credit; and Carter Hawley Hale before being recruited to join a \$20B financial services firm in PA.

Currently she works as the CEO of Wrkfloz and provides interim guidance on operations, capital raising and board governance. For each company with which she works, she implements an Entrepreneurial Operating System (EOS) structure to enable them to execute efficiently with accountability. She has implemented this system at six companies thus far with great results.