

CURRICULUM VITAE
(JUNE, 2011)

Tapio Siik

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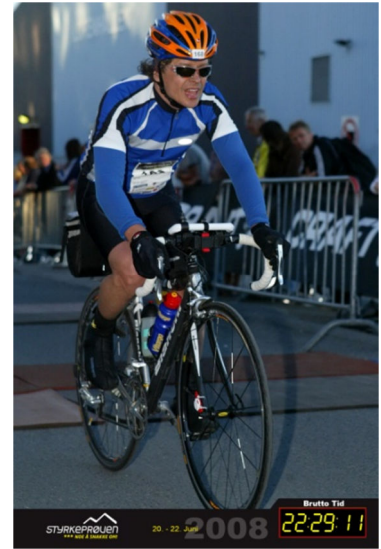
Work: tapio.siik@xn-ventures.com
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Personal details

Date of birth July 12th, 1961
Nationality Finnish
Marital status Married, three adult children
Wife's occupation Head-nurse for Operating Room

Self development objective

To work in positions where I can use my wide technology, business, and investment background & network to make a difference by focusing on the relevant issues that really matter when the end results are measured.



Jul 2009 - Present Managing Partner

XN-Ventures Oy, Lempäälä, Finland

Founder and Managing Partner of XN-Ventures Oy (www.xn-ventures.com).

XN-Ventures was founded with the objective to help start-up companies in their business development and funding strategies. Customer base has been international from the very beginning, but the main focus is in the Nordic markets.

Several start-ups have been using XN-Ventures services to prepare themselves for new financing rounds either with business angels or VC's. XN-Ventures has helped the companies by making introductions to the most potential investors.

I have also done several market & technology analysis projects to some international customers, as they have been looking to expand their businesses to new areas either by partnering or getting the technology/business in-house via acquisition.

In addition XN-Ventures has worked with multiple bigger companies to help them with their innovation or funding related projects. Good examples of this kind of work are Innovation Mill and VC Zone initiatives by Technopolis Oyj:

http://www.technopolis.fi/development_services/innovation_services
http://www.technopolis.fi/index.php?id=279&news_id=925

I am also providing marketing/sales support to several international companies for their European business activities. These are longer term agreements which take couple days per month with the main focus usually in Nokia relationship management.

I have been active in Oulu area start-up scene since year 2002, when I started there as chairman of the NOITA business angel group.

Dec 2004 - Jul 2009

Nokia Growth Partners, Tampere, Finland

General Partner

Founding member of Nokia Growth Partners (www.nokiagrowthpartners.com), which is a global US\$250m strategic growth capital arm of Nokia Oyj, targeting strategic mid to late stage funding for companies that link to Nokia businesses or strategy.

- Only Partner with technology background
- Finland based with significant Silicon Valley & Israel exposure
- Fund reported to Nokia Investment Committee (CFO, CTO, VP M&A, and VP Treasury)
- Traditional Delaware GP/LP venture fund structure (with carried interest)
- Managed also Nokia's fund to fund investments from separate US\$100m fund
- Acted as Nokia interface for Blue Run Ventures
- Created and implemented investment strategy with other partners
- Created and used financial and valuation models for investment analysis
- Created and executed Nokia business development plans for portfolio companies
- Established deal sourcing processes with Nokia sourcing and technology teams
- Sole responsibility for process, R&D and IPR due diligence in the partnership
- Fund did not take any full board director positions due to corporate VC status
- Validated investment strategy with successful exits
- Key Investments:
 - **Sasken Communication Technologies** [IPO] (India)
[SW & HW outsourcing]
 - Deal negotiation and closing
 - Active business development role with the top management
 - Supporting Sasken acquisition of Botnia Hightech in Finland
 - Sale of the shares in Bombay Stock Exchange (BSE)
 - **Bitboys** [Acquired by ATI Technologies] (Finland)
[Graphics IP licensing]
 - Technical due diligence, deal negotiation and closing
 - Board observer
 - Orchestrating the ATI acquisition of the company
 - **Coding Technologies** [Acquired by Dolby] (Germany)
[Audio codec IPR licensing]
 - Technical due diligence, deal negotiation, and closing
 - Investment done as convertible loan
 - Strategy board member
 - Active business development role with the top management
 - **Global Locate** [Acquired by Broadcom] (USA)
[A-GPS service]
 - Technical due diligence
 - **Summit Microelectronics** (USA)
[Power management chips]
 - Technical due diligence & deal negotiation
 - NGP has no board presentation
 - Still actively working with the company in business support
 - **Heptagon** (Switzerland)
[Wafer level diffractive optics]
 - Technical due diligence, deal negotiation and closing
 - Active board observer
 - Very active role in business development and support
 - **ViVotech** (USA)
[Contactless Point of Sale (POS) solutions]
 - Technical due diligence & deal negotiation
 - Board observer
 - **Inside Contactless** (France)
[Contactless payment/NFC technology]
 - Technical due diligence & deal negotiation
 - Board observer
 - Active role in Nokia business support
 - **Morpho** (Japan)
[Imaging algorithm licensing]
 - Technical due diligence, deal negotiation, and closing

International Early Stage VC Investment Experience

Mar 2002 – Dec 2004

Blue Run Ventures (previously known as Nokia Venture Partners), Tampere, Finland

Venture Consultant

Global US\$1+ billion early-stage venture capital fund
(now BlueRun Ventures: <http://www.brvc.com/>).

- Finland based with significant Silicon Valley, Europe, Korea & Israel exposure
- Responsible for Nokia interface during the due diligence and also for portfolio company business development, where the fund took very hands-on, active approach
- Extensive personal technology due diligence participation, and also locating the technology experts in Nokia organization to support the investment activity
- Active board observer in some portfolio companies
- Key investment involvement:
 - **WiderThan** (Acquired by RealNetworks) (Korea)
[Telecom SW]
 - Worked closely with the company all the way from the investment due diligence to the IPO in NASDAQ (Dec-2005)
 - Spent several weeks in Korea in the company offices helping with the international business development and strategy
 - **Bitfone** (Acquired by HP) (USA)
[Mobile device firmware]
 - Active board observer in the company with significant participation in the company IPR strategy development (member of the company patent board)
 - Extensive business development activity with Nokia account
 - **Atrua** (Acquired by AuthenTec) (USA)
[Fingerprint sensor HW & SW]
 - Active business development support throughout the investment period working closely with the company top management
 - Nokia account sales support
 - **Covigo** (Acquired by Symbol) (USA)
[Mobile SW development platform]
 - Active business development support throughout the investment period
 - Supporting the due diligence process by Symbol during the acquisition
 - **Sensetech** (Acquired by Mosen) (Korea)
[Mobile device keypads]
 - Active business development support throughout the investment period
 - Nokia account sales support
 - **Corea Titanium** (Korea)
[Material Science]
 - Nokia/Vertu customer account and technology validation support
 - **Advasense** (Israel)
[Camera sensor]
 - Active support in technology requirement gathering from Nokia camera team
 - **SiliconBlue** (USA)
[FPGA technology]
 - Technology validation and piloting support with Nokia phone platform teams
 - **Wavemarket/LocationLabs** (USA)
[Location based services]
 - Active company business development support in working with Nokia Networks and Nokia Mobile Phones

Nokia R&D and Business Management Experience

Jun 2001 – Mar 2002 Nokia Mobile Phones / Application Technologies, Tampere, Finland

Senior Technology Manager, Application Technologies

Unit's task was to develop and productize several new technologies to Nokia mobile phone product portfolio. At 2001 portfolio included e.g. GPRS, WLAN, MIDI, MMS, Bluetooth, Navigation/GPS and Java.

- Member of Application Technologies management team
- Responsible for introducing new technology areas for development
- Nokia wide handset technology roadmap facilitation responsibility
- Nokia patent board participation
- Series 60 requirement management process owner
- Ramp up S60 requirement management tool and facilitation of the process

Apr 1999 – Jul 2001 Nokia Wireless Business Communications / Nokia Internet Technologies, Boston, US

Vice President, Adaptive Mobile Applications

Position as a head of a new (startup) product line with the business responsibility for building mobile application suite for Wireless Business Communication unit. Key element in this ramp up was an acquisition of US based company, which was also the reason for relocating to Boston. Eventually, the operation was running over three sites (Boston, Tampere & Oulu) with total headcount around 150 people.

- Successfully ramped up multisite business operation with P&L responsibility.
- Business owner of a 100MUSD Telekol acquisition with full responsibility of negotiating and executing the deal.
- Integration of the acquired company to Nokia organization.

Jan 1997 - Mar 1999 Nokia Telecommunications / Nokia Ventures Organization, Tampere, Finland

Head of Product Development, Network Products

Position as a head of the product development in the GSM Intranet Office (GIO) concept. Village Connect solution by NSN is the final incarnation of this work.

- Build the product line from two person startup to 100+ person full blown business unit
- Several patent filings out of the GIO technology
- Nokia patent board participation
- Integration manager of the Vienna Systems acquisition (approx. \$150 million)
- Completion of two major OEM agreements with partners (Israel & USA)
- Building of large, high quality subcontractor network

Jun 1995 – Jan 1997 Nokia Telecommunications, Tampere, Finland

Project Manager & Section Manager, OSS platforms

Position in planning the use of third party commercial network management system platform within Nokia's own NMS development. Job included alliance and technology management duties, and participation in several beta/pilot programs with the partners.

Other relevant R&D, Marketing, and Business Management Experience

Aug 1994 – May 1995 Nekomat Oy, Tampere, Finland

Manager, Automation and Information Systems

Position as a head of the department in Nekomat Oy, where responsible for automation and information systems in the delivered material handling systems.

- Member of company's management board.
- Business responsibility for the automation area in the company
- Information management systems management and planning for internal use

Aug 1993–Jul 1994 Opti Inter-Consult Oy, Hoofddorp, The Netherlands

Manager, Consultancy and Project Management

Position in OptiCad Holland B.V., a daughter company of Opti Inter-Consult Oy, where responsible for marketing and sales of company's consultancy and programming services in the European market.

Jun 1991–Jul 1993 Intergraph Corporation, European Headquarters, Hoofddorp, The Netherlands

Product Marketing Manager

Position in the AEC product marketing group, where responsible for Intergraph's EE CAD/CAE software marketing and product management in Europe. Main tasks included defining European business strategies and objectives, product positioning per industry segment, marketing communication coordination, and defining European user needs for functionality of the product line.

- Produced and executed electrical engineering part of the sales force training.
- Organizing European level application engineer training (workshops).
- Management of localization project for German market.
- Strategic key account (DEA, ABB, StatOil, Dutch Rail, Swedish Rail) responsibility.

Oct 1987–Jun 1991 ABB Strömberg Distribution Ltd, Vaasa, Finland

CAD/CAM Application Engineer

Position in development projects department, where responsible for planning and implementing a large UNIX & PC based multivendor LAN and electrical engineering environment. Attended, as ABB representative, Finnish Standardization Organization (SFS) work in electrical engineering documentation area.

Jun 1985–Sep 1987 Softplan Oy / Nokia Information Systems, Tampere, Finland

Software Analyst

Part time position besides university studies in software development department, where responsible for relational DB management system and software testing tools development.

- M.Sc. thesis completed: Test Data Design in Dynamic Testing of Software

Jan 1984–Jan 1985 State Computer Center (VTKK), Tampere, Finland

Software Analyst

Full time position in software development department, where responsible for developing and implementing large database application for Finnish Air Force.

Education, Training & Interests

Education

1982–1987 M.Sc. (EE) Tampere University of Technology

- Two majors: Software Engineering (Thesis) and Computer Science
- GPA: 4.5

Training

Multiple Nokia senior management training modules with IMD

Board of Directors training by Finnish Chamber of Commerce (HHJ CXLV)

Passed HHJ Exam on October 13th, 2010.

Patents

FI9902730, GB9929335, FI9902530, GB9910115, FI9800615, WO9948311, US7436807, US7092709, and US7590407

Language skills

Finnish - mother tongue
English - fluent oral and written
Swedish - moderate oral and written
German - dormant oral and written
Dutch - dormant oral and written

Interests

Endurance sports (Xcountry skiing, biking, kayaking, running, swimming), motorcycle restoration, Radio Controlled helicopters (and boats), Mini Clubman

Positions of trust

Chairman of Northern Finland IT mentoring board (NOITA), 2002-2010

Board member of Varalan Maratonklubi (IT & web responsibility), 2010-present

Military

Lieutenant in reserves, AA defense (Finland)

References

Available upon request