



Maximizing the Full  
Potential of Every Business  
Investment

March 2024

# OUR ORGANIZATION



## Vision

Through strategic foresight and unwavering dedication to excellence, innovation, and responsible stewardship, we aim to deliver compelling returns for our shareholders while making a profound and lasting impact on the businesses we support and the communities we serve



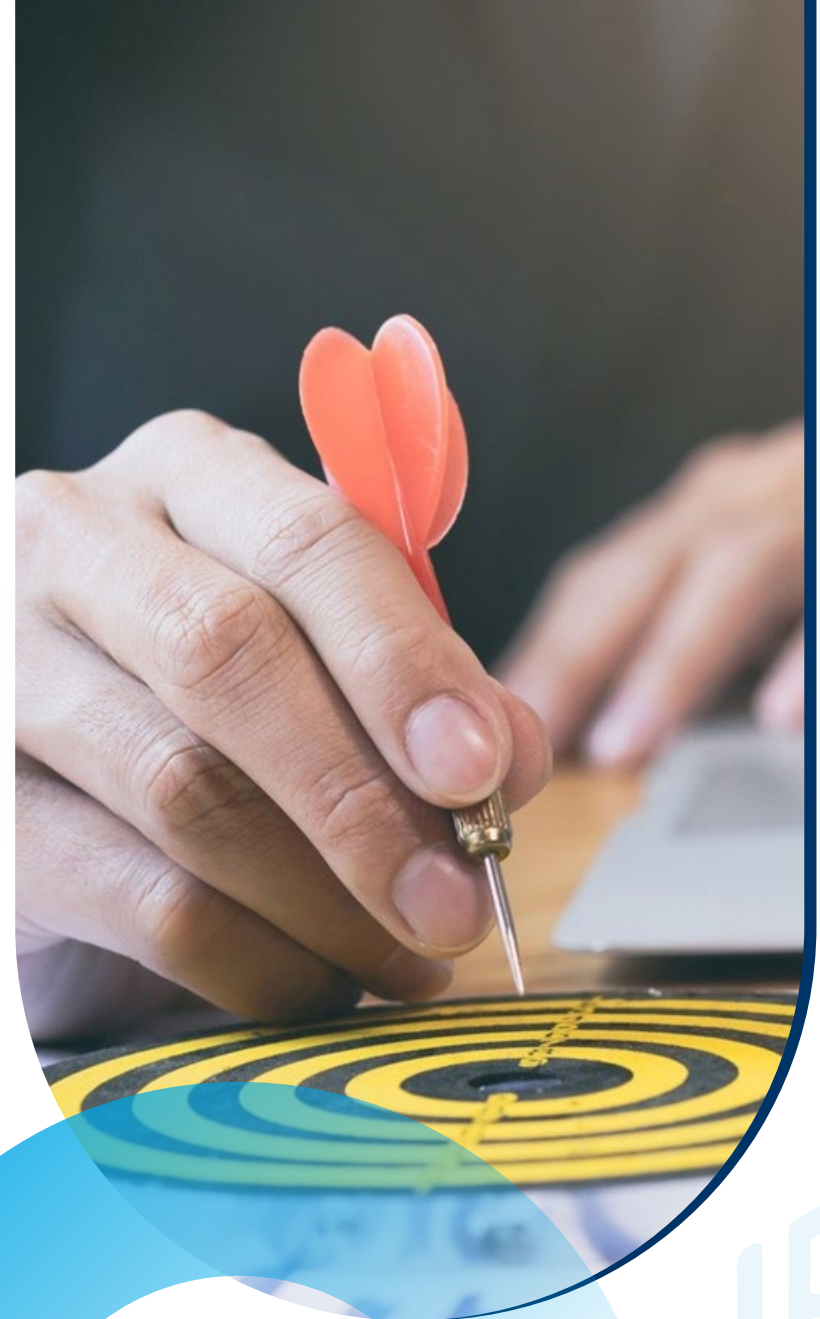
## Mission

Establish a leading global brand dedicated to elevating entrepreneurial ventures and growing enterprises with a primary focus on investing in our human capital, fostering continuous advancement, and nurturing vibrant community engagement



## Brand Pillars

At the heart of our ethos lie five pillars that guide our every action and decision: Transparency, Discipline, Integrity, Teamwork and Execution



# ABOUT US

A forward-looking conglomerate adept at acquiring and integrating diverse companies across technology and traditional sectors, ensuring consistent performance in all market cycles.

Invest strategically in revenue-generating, profitable companies with long term horizons.

Integrate technology with process improvements to portfolio companies, creating efficiencies and economies of scale

Areas of Interest: Manufacturing, Business Services, AI, Healthcare, Energy & Construction



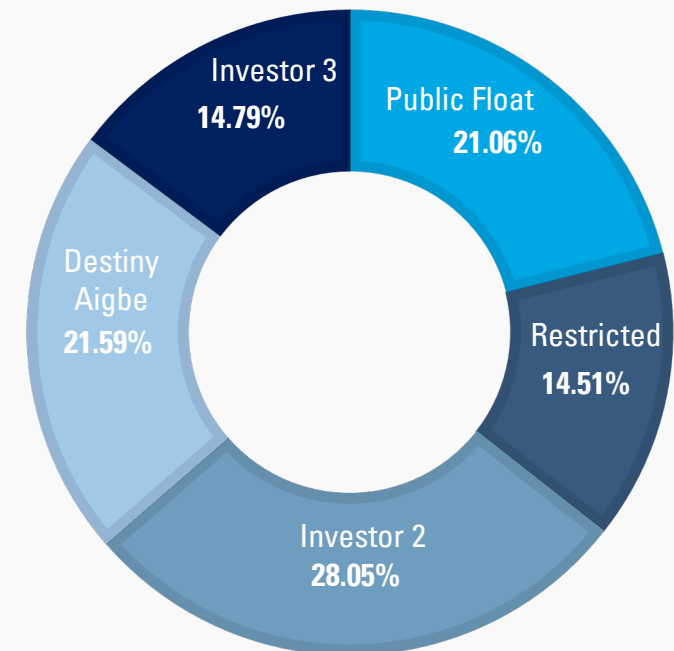
We are poised for immediate execution and implementation with signed LOIs in hand, ensuring profitability from the outset

A seasoned C-Suite executive team distinguished by their profound expertise in M&A transactions, IPOs, Technology, and stewardship of public companies across renowned exchanges such as NYSE, NASDAQ, and OTC

# KEY METRICS

|                           |                     |
|---------------------------|---------------------|
| <b>Ticker</b>             | HENC                |
| <b>Exchange</b>           | OTC Markets         |
| <b>Recent Price</b>       | \$0.01              |
| <b>52 Week Range</b>      | \$0.0021 - \$0.0220 |
| <b>Shares Outstanding</b> | 553,692,444         |
| <b>Market Cap</b>         | \$5,530,000         |
| <b>FY End</b>             | December 31st       |

## SHARE OWNERSHIP



Updated February 6, 2024

# ACTION PLAN

HENC adheres to a strict and disciplined approach to identify, qualify and acquire attractive companies:

1. **Observe** - specific targeting of a company, within our desired industry, we feel adds value.
2. **Orient** - pursuing deeper due diligence, further knowledge.
3. **Decide** - due diligence complete, target company is either rejected or moves to next stage.
4. **Act** - LOI for target company is presented and if approved, close on acquisition.

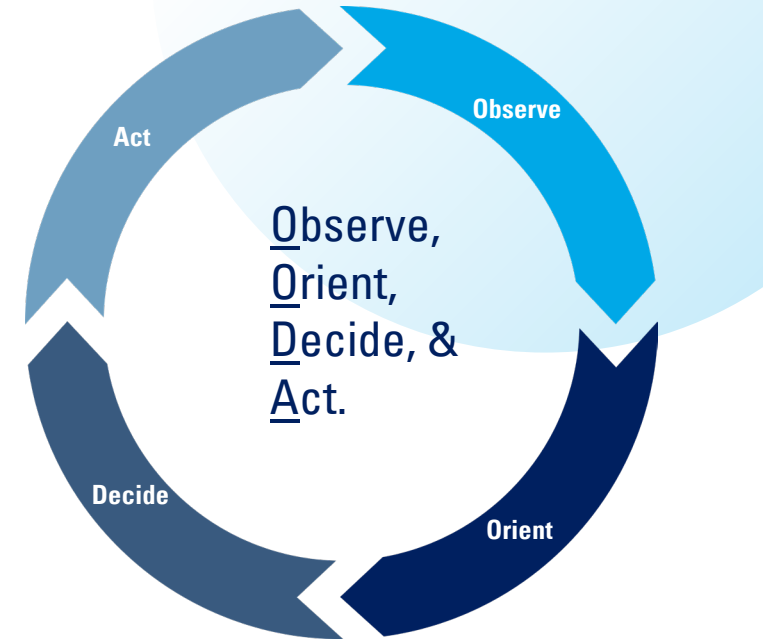
The OODA loop is never ending, nor are HENC's efforts.

HENC: Simplify The Complex. Get It Done!

## Exit Strategy

Currently trading on the OTC market

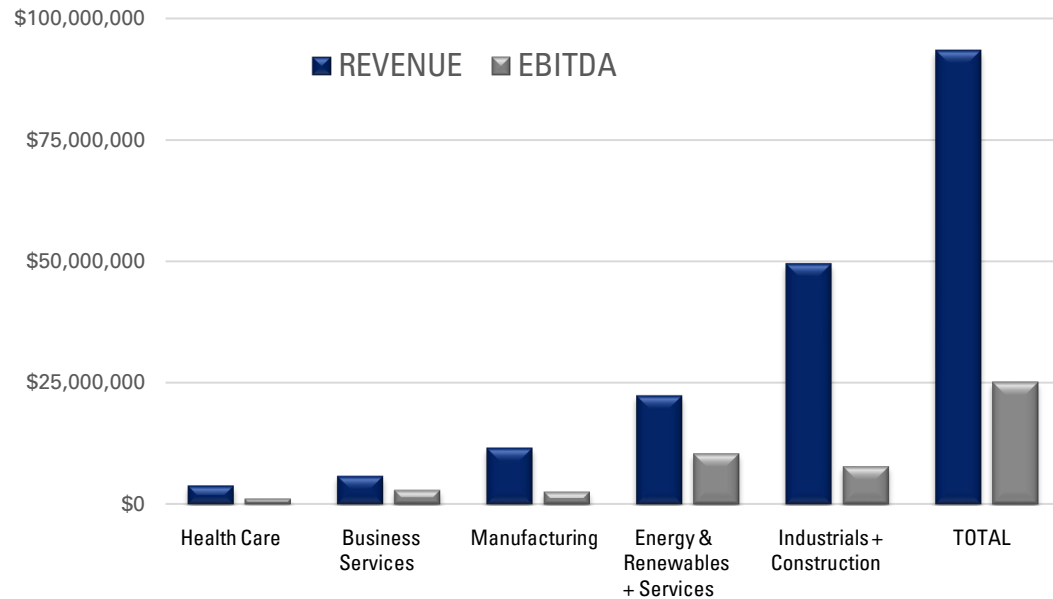
Successful integration of acquired companies catapults HENC for uplisting to major market exchange: NYSE or NASDAQ



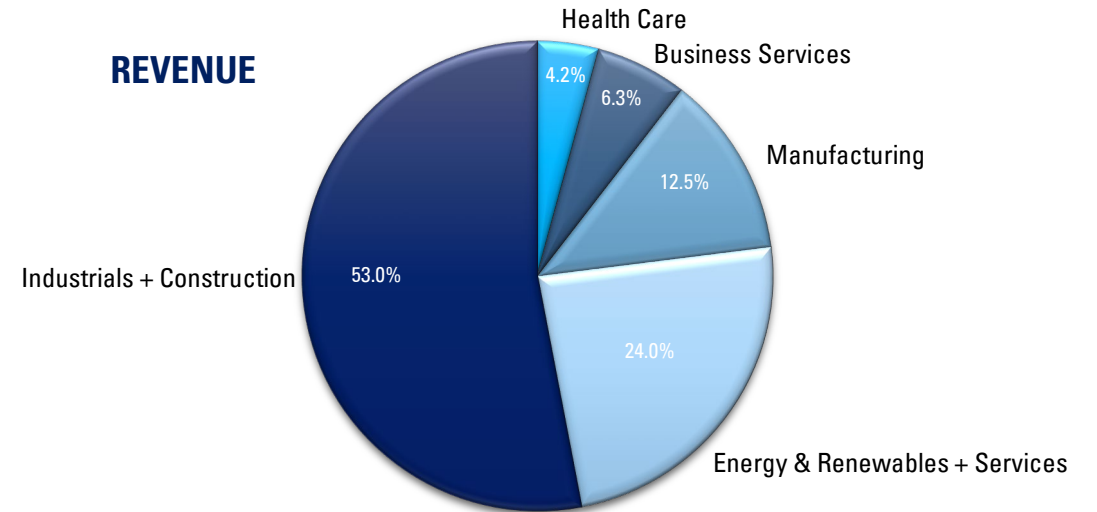
# COMBINED AQUISITIONS

| INDUSTRY                       | REVENUE             | EBITDA              |
|--------------------------------|---------------------|---------------------|
| Health Care                    | \$3,900,000         | \$1,200,000         |
| Business Services              | \$5,900,000         | \$3,000,000         |
| Manufacturing                  | \$11,700,000        | \$2,625,000         |
| Energy & Renewables + Services | \$22,415,000        | \$10,500,000        |
| Industrials + Construction     | \$49,570,000        | \$7,862,810         |
| <b>TOTAL</b>                   | <b>\$93,485,000</b> | <b>\$25,187,810</b> |

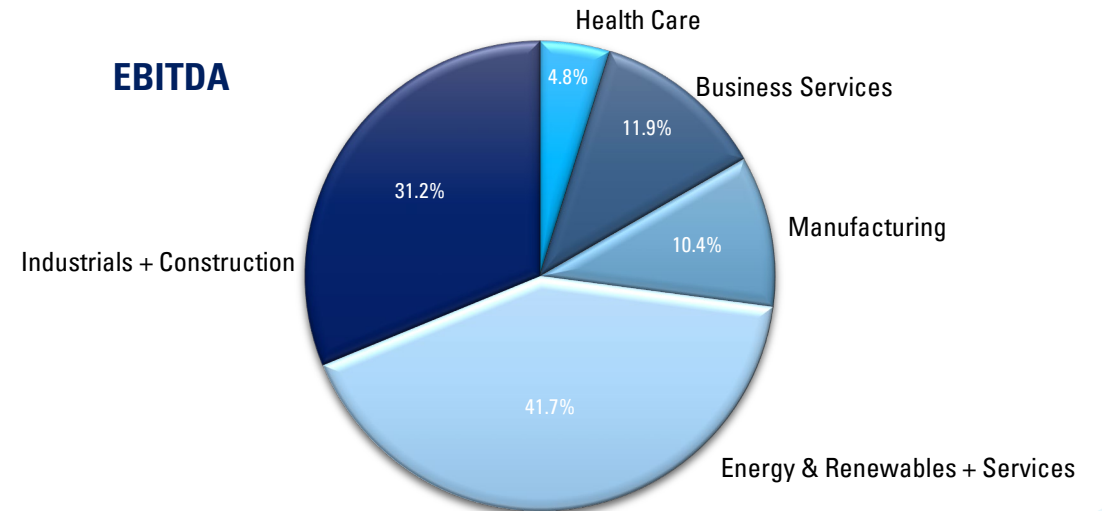
Source: 2023 Estimates



## REVENUE



## EBITDA



# ACQUISITION LOI & METRIC REQUIREMENTS



Target companies  
with Revenue  
range \$1,000,000 -  
\$50,000,000



Target companies  
based in the  
United States



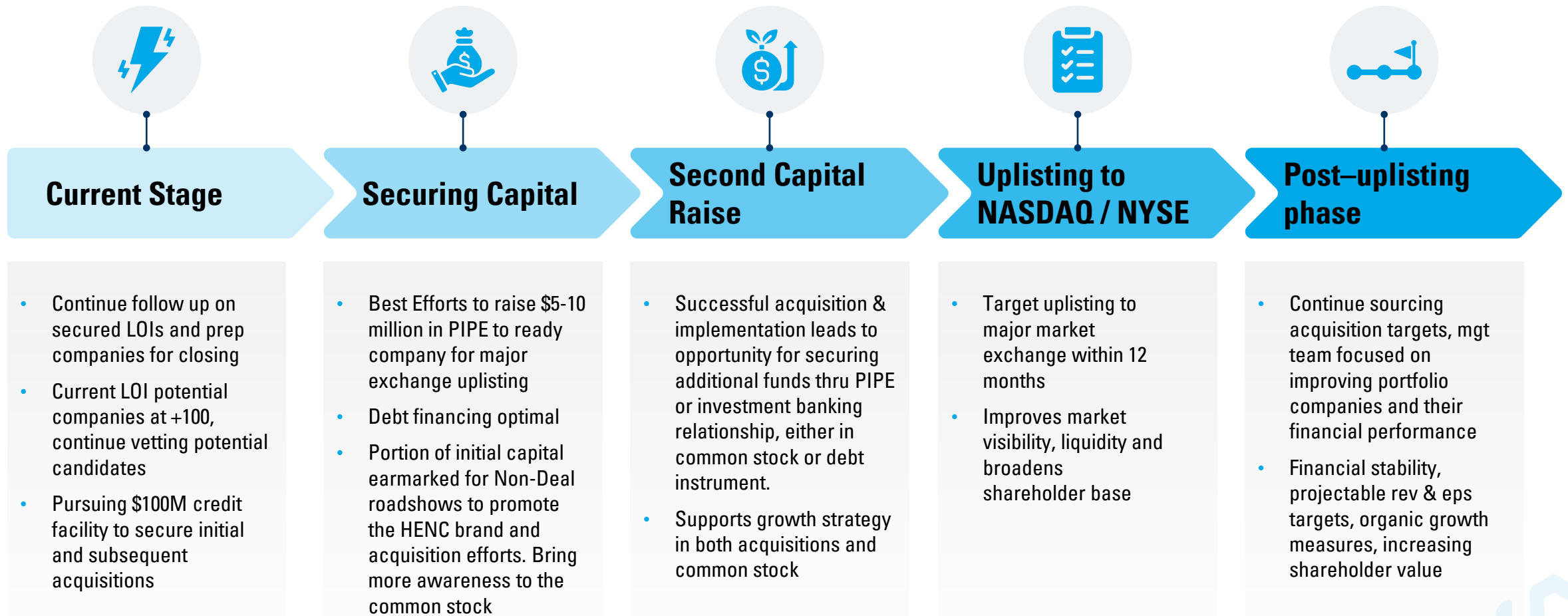
Projectable  
Revenue, Profit  
visibility, and  
stable cash flow



Prefer  
Manufacturing,  
Business  
Services, and  
Healthcare but  
sector agnostic

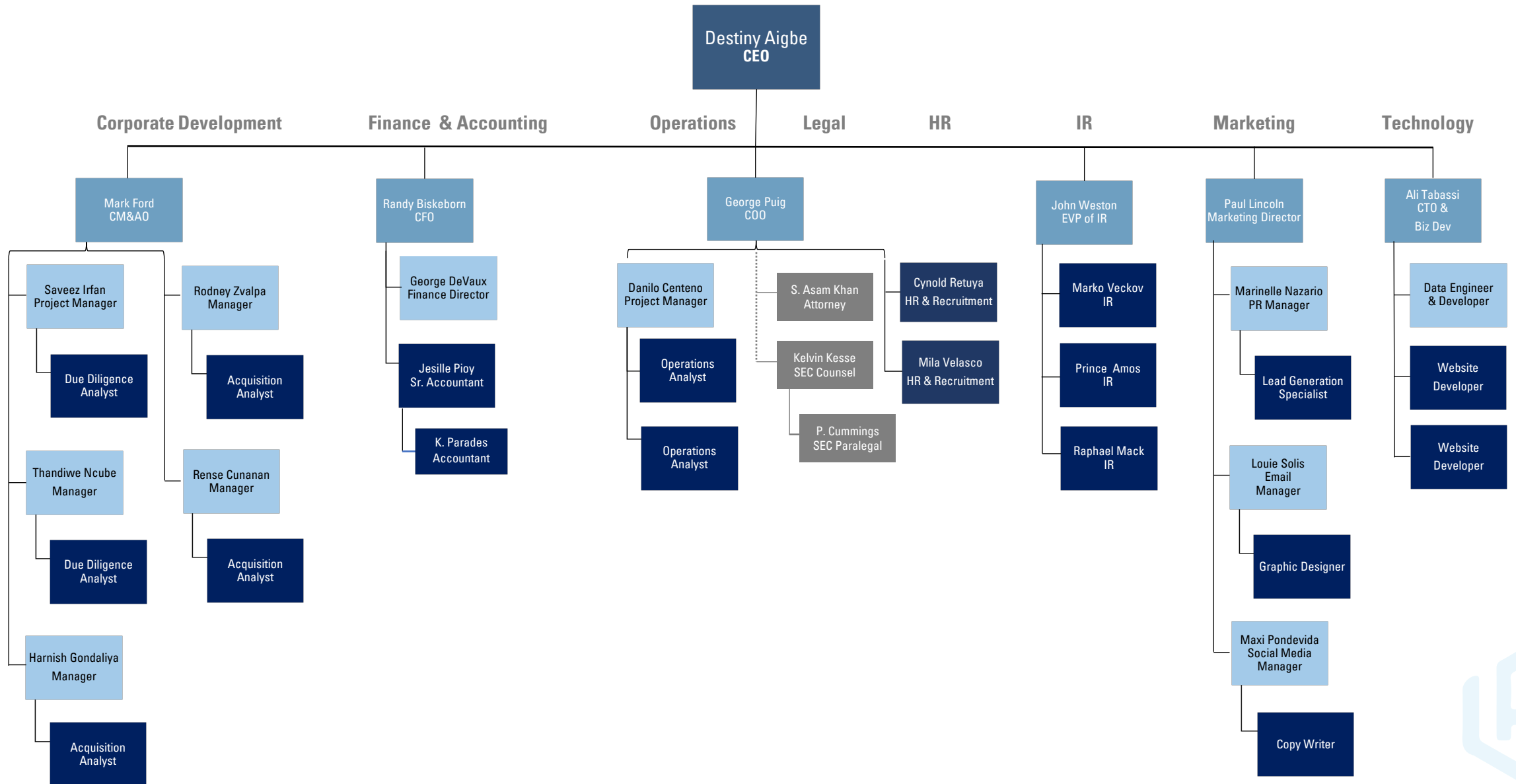


# UPLISTING ROAD MAP





# ORGANIZATIONAL CHART



# LEADERSHIP TEAM



**Destiny Aigbe**

*Chief Executive Officer*

*Shareholder with 20%+ Ownership of HENC*

- JD, 2010 – Vanderbilt University
- Securities Practice Includes: Representing Issuers, Underwriters, IPOs, Pipes
- Served US Govt : US Dept Of State, US Dept Of Defense
- BofA, Investment Banking Division
- Facilitating Over \$75M in Capital Raises



**Randy Biskeborn**

*Chief Financial Officer*

*20+ yrs. Experience (Military & C-Suite )*

- CFO & Co-founder At Fusion Air Lighting Partners
- CEO Of Lumin8 Transportation Technologies
- CFO For Biotech & Manufacturing Companies
- Chief Of Medical Support At The National Guard Bureau
- Naval Aviator



**George Puig**

*Chief Operating Officer*

*25+ yrs. Experience (Global Business)*

- Diverse Industries, \$200M To \$1B Revenue Bases
- Oversaw 65,000 Employees While EVP-SITEL
- Expertise In M&A Integration
- Digital Transformation And Process Improvement
- 3 IPOs And 12 M&A Transactions
- Public & Private Board Experience



**Mark Ford**

*Chief M&A Officer*

*26+ yrs. Experience (Finance, Accounting & Actuarial)*

- C-suite Positions In Manufacturing, Insurance, Healthcare & Construction
- Served On Boards Of M&A Companies
- Led Multiple Companies' Finance Department Restructuring, System Redesign, And ESOP Implementation
- Aon, Milliman, Aetna & Horace Mann



**Ali Tabassi**

*Chief Technology Officer*

*35+ yrs. Experience (C-Suite Executive Global Telecom)*

- 12 Years COO of YTL Communications
- 11-Year Experience as CTO, EVP, & SVP with Clearwire, Sprint Nextel, & MobileStar
- 5-Year Stint as Vice President and Director of Engineering and Operations with SkyTel and Alltel Mobile
- 8-Years of Telecommunications Consulting with LCC International
- Holds various US patents in telecom space



**John Weston**

*EVP of Investor Relations*

*22+ yrs. Experience (Sales & Trading)*

- Held Series 4,7,24,53,63 Licenses
- Established Trade Desk Ops For B/D, Cleared Thru Pershing
- Director Investor Relations, NYSE American Company, Mkt Cap Peak \$386M



**Paul Lincoln**

*Director of Marketing*

*10+ yrs. Experience (Marketing Science, Analytics, & CRM)*

- Portfolio Of Marketing Science And Data Analytics Strategy
- Managed Digital Budgets Of \$20M+
- Integral Part Of The Development And Implementation Of Digital Transformation Strategies Leading To Over \$1B In Renewals And New Business

# TEAM PORTFOLIO



March 2024



# LEADERSHIP TEAM

## Destiny Aigbe

### *Chief Executive Officer*



- With a robust foundation in law and finance, Destiny Aigbe has carved a distinguished career, underpinned by his pivotal role in orchestrating and managing complex transactions that have propelled companies to significant growth and market prominence. As a seasoned attorney and strategic advisor, Destiny has been instrumental in facilitating over \$75 million in capital raises, demonstrating a keen acumen for securing funding and fostering investor confidence.
- Destiny's leadership in the execution of six successful public listings, through meticulously structured reverse mergers and registration statements, showcases his adeptness in navigating the intricacies of the public markets and his capacity to guide companies through transformative growth phases. His involvement in five mergers as an operator further illustrates his versatile skill set, extending beyond legal expertise to include hands-on management and operational strategy, though these ventures did not involve funding.
- Destiny's professional journey is marked by a commitment to excellence and a diverse range of experiences, from representing a wide spectrum of clients including public and private companies, and investment firms, to holding significant roles within the US government. His tenure with the US Department of State and the National Institutes of Health highlights his adaptability and his contribution to the advancement of entrepreneurial ventures in sectors like biotechnology and nanotechnology through strategic funding initiatives.
- An alumnus of Vanderbilt University Law School, Destiny focused on Finance and Mergers & Acquisitions, further honing his expertise with a certificate in Law and Business. His foundational education in Finance was obtained with honors from the University of Maryland's Robert H. Smith School of Business, which laid the groundwork for his subsequent achievements in investment banking and legal practice.
- Residing in the Washington, D.C. area, Destiny Aigbe continues to leverage his extensive experience and insightful leadership to drive innovation, growth, and success for his clients and the ventures he is involved with.

# LEADERSHIP TEAM

## Randy Biskeborn

### *Chief Financial Officer*



- Randy Biskeborn, a retired 23-year military officer and seasoned executive, currently serves as Chief Financial Officer at Hero Technologies, Inc., a publicly traded acquisitions and portfolio management company. His responsibilities include sourcing, analyzing, and acquiring portfolio companies. He also holds the position of Chief Financial Officer and Co-Founder at Fusion Air Lighting Partners. With over 20 years of military and C-suite experience, Randy brings invaluable leadership to Hero Technologies.
- Previously, Randy was CEO of Lumin8 Transportation Technologies, where he led the company to become the largest privately held provider of Traffic Signal Construction and Intelligent Transportation Systems in the US. His dedication to excellence and innovation positioned Lumin8 as an industry leader.
- In the military, Randy held significant roles, including Chief of Medical Support at the National Guard Bureau, contributing to the COVID-19 medical response, and serving at the United States Northern Command, enhancing national security initiatives.
- Starting as a Naval Aviator, Randy accrued over 1000 mishap-free flight hours during two deployments in support of the Global War on Terror. His decorations include a Strike/Flight Air Medal, Defense Meritorious Service Medal, and various Commendation and Achievement Medals.
- In the private sector, Randy excelled as Chief Financial Officer for biotech and manufacturing companies, driving growth and profitability through strategic financial management.
- Known for his integrity and collaborative leadership, Randy fosters a culture of trust and excellence at Hero Technologies. Outside of work, he enjoys spending time with his children, culinary pursuits, traveling, and hiking with his Belgian Malinois puppy.



# LEADERSHIP TEAM

## **George Puig** *Chief Operating Officer*



- George L. Puig is an accomplished senior executive and operations leader with over 25 years of experience driving growth and performance improvement for global companies. He has led large organizations with \$200M to \$1B+ in revenue across industries including business process outsourcing, healthcare, financial services, technology, and telecom.
- As EVP Global Operations at SITEL, George oversaw 65,000 employees and improved NPS ratings through strategic initiatives. As Chief Commercial Officer at TELUS International, he generated \$400M in revenue from new logos.
- George has led successful business turnarounds, including at APAC Customer Service where as COO he grew revenue 35% to \$400M and reduced expenses by \$11M. He has also driven strong results in sales leadership roles at FutureStep and Ocwen Financial.
- His areas of expertise include merger and acquisition integration, operational optimization, client relationship management, and executive team development. George leverages strong analytical abilities and bias for action to accelerate growth. In addition, he specializes in Digital Transformation and process improvement.
- George has been successful in 3 IPOs and has completed 12 M&A Transactions.
- George has served on both Public and Private Boards.

# LEADERSHIP TEAM

## Mark Ford

### *Chief Mergers & Acquisitions Officer*

- Mark has 26 years of strategic finance, accounting, and actuarial experience where he has held multiple roles including roles as Chief Actuary, Chief Financial Officer, Chief Mergers & Acquisitions Officer, and Chief Executive Officer for various companies within the manufacturing, construction, insurance, healthcare, and care management verticals
- Although Mark started his career as an actuary, his career began to morph into using his finance and actuarial skills together in many leadership positions. Throughout Mark's career he has held several finance, accounting and actuarial positions within the
- insurance industry, including roles at Aon, Milliman, Aetna / Coventry Health Care, and Horace Mann. Following, he spearheaded his own venture for twelve years, The Allies. There, he transposed a company and its systems into a custom, digital platform and designed The Allies' Fast Quote system to be the fastest, multi-carrier quoting algorithm
- In the country. Since The Allies, Mark has led multiple companies in their finance department restructuring, system redesign, and ESOP (Employee Stock Ownership Plan) implementation. Mark has also served on the boards of multiple M&A (Mergers and Acquisitions) companies and currently leads the M&A team for Hero Technologies.





# LEADERSHIP TEAM

## Ali Tabassi

### *Chief Technology Officer*



- Ali is a distinguished C-suite executive and visionary leader with over 35 years of experience in spearheading the design, development, and operation of global telecommunications networks and systems. Holding an Executive MBA and Bachelor's degrees in Electrical Engineering and Mathematics, Ali boasts a stellar track record highlighted by numerous U.S. Patents in Telecommunications and Wireless technologies.
- Beyond his professional achievements, Ali is a former martial arts champion and torchbearer for the Torino 2006 Winter Olympics, embodying a spirit of discipline and perseverance. Renowned for his innovation and strategic acumen, he has pioneered groundbreaking advancements in the telecom industry, including the commercialization of technologies such as Wi-Fi Public Hotspots, Mobile WiMAX, LTE, and 5G.
- In his role as Chief Operating Officer at YTL Communications, Ali orchestrated the company's rise to prominence in Malaysia's telecommunications landscape, achieving top rankings in Quality of Service, Consumer Satisfaction, and Corporate Social Responsibility. His strategic leadership ensured the attainment of ambitious business plans and profitability targets.
- Previously, as Senior Vice President at Clearwire and later as acting CTO at Sprint Nextel, Ali played pivotal roles in driving global standards, fostering industry-leading innovation, and shaping network architecture strategies. His tenure at MobileStar and SkyTel further underscored his expertise in technology development and operations management.
- With a keen focus on strategic vision and tactical execution, Ali is adept at navigating complex environments and leading diverse, multinational teams to success. His ability to translate ideas into tangible solutions has earned him acclaim as a forward-thinking leader in the telecommunications sector.

# LEADERSHIP TEAM

## John Weston

### *Executive Vice President of Investor Relations*



- John comes to Hero Technologies, a career investment industry professional. Since joining the industry in 1991, John has over 2 decades, fulfilling many different roles and aspects within the investment space. Working for a mentor portfolio manager, John was exposed early on to the analytical side of investment selection and later gained valuable experience when he took on the challenge of establishing the equity, bond and derivatives desk for a broker/dealer that cleared thru Pershing, division of DLJ. An integral part of the young broker/dealer startup, John was instrumental in growing the independent broker roster to top 200 brokers before the end of 1999.
- After years of operations oversight for the trade desk he created, John moved on to private equity that landed him in Charlotte, NC. After numerous rounds of capital raising for start-ups and PIPEs, John took an opportunity within one of their portfolio investments and ran the construction division for a retail business and successfully reached profitability within the first year as its President. Selling the business 12 months later, John took a hiatus from the industry and found himself caddying on the PGA Latin Tour, only to receive the call that pulled him back to Wall Street.
- Most recently, John served as Director of Investor Relations for cbdMD, Inc, NYSE American, a start up hemp/CBD company, where sales peaked at \$50M annually and mkt cap surged from \$75M to top out at \$386M. During his tenure, the company successfully raised \$67.6M in common and preferred equity raises during a 22 month time span.
- Straightforward, transparent communication is the key to running a successful IR department, where shareholders' best interests are always at the forefront.

# LEADERSHIP TEAM

## Paul Lincoln

### *Marketing Director*



- Paul Lincoln is a data and marketing professional with over a decade in the field.
- Paul has worked in different marketing science and analytics ecosystems and has a track record of providing value to all. Paul has a history of success in building and utilizing a robust marketing technical stack to support data-driven marketing efforts. Paul is an expert in implementing and integrating various marketing tools and platforms, such as customer relationship management (CRM) systems, marketing automation software, different BI tools, and analytics platforms. Paul's experience with utilizing the capabilities of these tools has allowed for him to successfully orchestrate data-driven marketing campaigns, streamlined workflows, and enhanced marketing performance measurement.
- In addition, Paul has success in building traction for: pre-launch companies, established companies entering a new market domestically and globally and companies in the process of rebranding.
- through these roles I have predominantly client-facing with a high level of comfort in presenting reports or leading discussions regarding performance.