



Glance Networks Executive Bios

Rich Baker, Founder and CEO

Dr. Rich Baker brings more than two decades of experience in digital video, Internet and telecommunications to Glance Networks. During the 1990s, he held several senior management positions in research and development at PictureTel Corporation, including Vice President and CTO. Baker was an Assistant Professor of Electrical Engineering at the University of California Los Angeles (UCLA) during the 1980s, researching image and video compression technologies. Baker, who received his Ph.D. in Electrical Engineering from Stanford University, is the author of more than 25 technical publications and is co-author of the book "Digital Compression for Multimedia". He received an MS in Electrical Engineering from USC and BS in Electrical Engineering from the California Institute of Technology. Baker was inducted into the Telecon Hall of Fame in 1998, for significant contributions to the videoconferencing and distance learning industry.

Ed Hardebeck, VP Engineering

Ed Hardebeck comes to Glance Networks with over 20 years experience in software development and high-tech management. Most recently he served as VP of Engineering and Chief Architect for Beansprout Networks, an online eHealth information and communication service. Hardebeck also served as VP of Engineering for Biztravel.com where he oversaw the creation of the company's award winning travel web site and served on a three-person Executive Committee that led the successful sale of the company. Previously, Hardebeck led development for ON Technology's Meeting Maker group calendaring and scheduling product and worked on other groupware products. Earlier in his career, Hardebeck developed a compiler for a RISC processor, shipped several microcomputer software products, and worked in research labs at Atari and the Massachusetts Institute of Technology. He studied computer science at MIT.

Claudio Topolcic, VP Operations

Claudio Topolcic comes to Glance Networks with more than 20 years of experience developing Internet technology. During his tenure at Bolt, Beranek and Newman (later GTE Internetworking and Genuity), he built a variety of networks to support advanced real-time applications, including the Defense Simulation Internet. While at the Corporation for National Research Initiatives, he assisted US federal agencies in the coordination of their Internet research activities, which helped evolve the government dominated research Internet into the commercial infrastructure we all now use. Topolcic has served as the Internet Area Director in the Internet Engineering Task Force. He holds both BS and an MS from the Massachusetts Institute of Technology.

Jo Klos, Senior Account Executive, Manager of Sales and Support

Jo Klos brings 13 years of sales and customer support experience within the high tech industry to Glance Networks, at companies such as Patriot Computer, Intertek Testing, MB Quart, and AcuCorp. Her background includes providing customer support for IBM-compatibles, Cobol development tools, and Quality Assurance processes. Under the direction of Klos, Glance Networks has developed a reputation for expert, fast, and personal customer service, "with a human touch".