



MARTIN SCHNEIDER Vice President and CIO



FIRST JOB Short order cook

I was a short order cook at a fish fry restaurant in Vermont. I learned **speed, agility, timing** and how to **get things done** while protecting consumer health. I also learned that **there are no shortcuts**.

A few years after college, I opened a software development company with my brother. We eventually sold the business and I learned that I **enjoyed working in big business** rather than start-ups.

FIRST ENTREPRENEURIAL VENTURE Software development



LEADERSHIP PHILOSOPHY Be a 360-degree leader

Don't just focus on your own success; **help others succeed**. I believe strongly in surrounding myself with good people and then **listening to them**. As a leader, you need to be **willing and ready** to **make the hard decisions**.

Take educated risks, especially early in your career. That is the time to identify **what you like** and **what is meaningful to you**. Find **your purpose**.

ADVICE FOR YOUNGER PROFESSIONALS Find your purpose



CAREER MOBILITY AND LIVING ABROAD A learning experience

Moving every three to four years was **invaluable for my family**. We loved the international community we were a part of and the friendships we forged with **people from around the world**. For me, living and working abroad forced me to communicate differently, to ask a different set of questions and to learn the difference between **could** and **will**, and between **should** and **yes**.

I've **taught ice skating and hockey** for more than 30 years, ranging from kids to adults. **It recharges me**. I call it my one hour of **'mindless wonderful.'**

HOW I UNWIND Coaching ice skating and hockey



FAVORITE VF GEAR The North Face® ThermoBall™ jacket

It's a **great product** and it's **perfect for skiing and skating**.