

FRANCIS P. THOMAS, III
*Director of Internal Audit, First Vice
President, and General Auditor
The Glenmede Trust Company, N.A.*

Mr. Francis P. Thomas, III, is Director of Internal Audit, First Vice President and General Auditor of The Glenmede Trust Company, N. A. and the parent holding company, The Glenmede Corporation, where he has been employed since April 1985. A privately held entity, Glenmede provides investment management, trust, and other fiduciary services for over 1,500 client relationships and management responsibility for more than \$20 billion in assets. Fran directs the Internal Audit function, which is comprised of four professionals, along with management of an outsourced arrangement for information technology audit. Within Glenmede, Internal Audit is a component of Business Assurance. The group also includes Compliance, Risk Management, Security and Legal. The Audit team serves as liaison for federal regulatory examinations. The organization is headquartered in Philadelphia, and operates satellite offices in New Jersey, Delaware, and Ohio. In addition to his audit duties he serves on the Risk Management Committee, and the Vendor Management Committee, as well as being the Secretary for the Audit Committee of the Board of Directors.

A large portion of his nearly 30 years experience has been in financial services. Prior to Glenmede, he worked in the insurance industry for three different companies from 1980 to 1985, and prior to that, spent one year in retail.

Fran received a Bachelor of Science degree in Business Administration / Finance from the Philadelphia University in 1979, where he earned a scholarship for work with various sports programs as a student athletic trainer. He was awarded a Master of Business Administration degree with a concentration in Management Information Systems from Drexel University in 1985. He completed the Trust Audit and Compliance School of Cannon Financial Institute at the University of North Carolina at Charlotte in 1987. In addition, he holds the following professional designations: Certified Trust Auditor (CTA); Certified Fraud Examiner (CFE); Certified Fiduciary Audit Professional (CFAP); Certified Financial Services Auditor (CFSA); and Certified Internal Controls Auditor (CICA).

Mr. Thomas has served the maximum three terms as a national director of the Fiduciary and Investment Risk Management Association, Inc. He served on the board from 1996 to 2002 (of which he was FIRMA's President from 2000-2002), and again from 2004 to 2007. In 2003, Mr. Thomas was appointed to the board of directors of the Philadelphia Area Chapter of the Association of Certified Fraud Examiners, where he continues as Secretary. He is a life member in the ACFE. He also holds membership in the Institute of Internal Auditors, and participates in their Chief Audit Executives program and the Financial Services Auditor Group.