



Continuous Planning & Scenario Analysis

Rand Heer President and CEO

Rand Heer has more than 35 years experience as the CEO or CFO of manufacturing and technology businesses. An entrepreneur at heart, he has the distinction of successfully starting up, building and selling four profitable companies prior to founding Alight LLC, where he is currently president and CEO. Heer did this by creating unique products and business models, while setting new standards in the software and technical training industries. His most notable success was as founder of Pillar Corporation, which created an industry leading enterprise software package, now Hyperion Pillar, that became the defacto standard for corporate budgets and forecasting. The first of its kind, Hyperion Pillar was translated into six languages and has more than 2,500 customers worldwide.

Other companies Heer founded include FP&A Train, the original Essbase training company also acquired by Hyperion Solutions; OLAP Train, the education company, which developed Microsoft's curricula for its business intelligence software; and Aspiry, a business intelligence consulting firm, acquired by Hitachi.

Earlier in his career, Heer was CFO of Calgene, a biotech company now owned by Monsanto, where he raised \$50 million in venture and IPO funding. He also served as financial officer for several subsidiaries of Rockwell International where he integrated new acquisitions and troubled companies into Rockwell's financial planning and analysis (FP&A) processes.

Heer's passion for business models and financial planning, combined with a career as both CFO and entrepreneur, provides insight and hands-on experience that have lead to unique approaches and features in Alight Planning's software offerings. For example, Alight's

architectures for activity-based budgets and structures for causal analysis of variances, come directly from his experiences at Rockwell.

Heer has published numerous white papers on business planning and contributed to the Microsoft Press best seller, “Business Intelligence: Making Better Decisions Faster.” Heer has a Master of Business Administration from the Harvard Business School, which according to Heer was “a very long time ago.”

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