

THE COMMANDERS & CHIEFS

These champions of industry demonstrate their commitment to their employees, their companies, and their communities by setting high personal and corporate standards.

GUIDING FROM THE HEART AND THE HEAD

Terrell HERRING

CURRENT POSITIONS

President and CEO, inVentiv Commercial Services;
Chief Operating Officer, inVentiv Health

PLACE OF BIRTH

Westminster, S.C.

EDUCATION

B.S., Biology, Magna Cum Laude, The Citadel, Military College of South Carolina, 1986; MBA, Pharmaceutical Studies, Fairleigh Dickinson University; Master's Thesis, Pacific Western University, 1996; Graduate Certificate in Multimedia Advanced Technology, Mercer University School of Engineering, 1996; Graduate Certificate in International Marketing, Duke University and London Business School, 1997

ON HIS READING LIST

Just about all history books, biographies, and every book ever written on Stonewall Jackson

FAMILY

Wife, Katie, daughter Savannah, 8, son Caleb, 5, horse Calypso, Boxers Lola and Monty, and tea cup Chihuahua, Itty Bitty

FIRST JOB

Disc Jockey, "The Goat Man," WGOG/AM Station in Wallhalla, S.C.

HOBBIES

Anything that goes fast — riding his Harley, speeding across a lake in his Cobalt boat, or zooming anywhere in his 1970 Corvette



Based on lessons learned at an early age from an inspiring grandmother, Terrell Herring constantly challenges employees and colleagues to find solutions that come from both the head and the heart.

Urging team members to challenge the processes and become role models to facilitate change, Mr. Herring has successfully grown inVentiv Commercial Services, inVentiv Health's largest division. Since assuming the role of president in March 2002, he and his management team have delivered strong revenue growth and a five-fold increase in income.

His business approach has resulted in multiple corporate achievements, including the setting of new performance standards for pharmaceutical outsourced services. In addition, Mr. Herring has inspired his leadership team to create innovative solutions to better meet client needs in the changing pharmaceutical environment. His leadership principles are ingrained in inVentiv Commercial's corporate cultural beliefs, which promote ethical business processes that foster teamwork in a diverse and inclusive work environment.

In 2005, Mr. Herring was appointed to the inVentiv Health board of direc-

tors and is a regular sponsor, contributor, and respected panelist at pharmaceutical industry events.

Maintaining that only when trust is built is it possible to move forward personally and professionally, Mr. Herring applauds genuineness in people, which is the foundation for all relationships.

It's not only at work that Mr. Herring excels and provides guidance. He serves as a deacon at his church and this fall he will be honored by The Big Brothers and Big Sisters organization. His latest achievement outside of work has been the recent publication of his first book, *Marching Orders for Leadership Success: Inspired by My Hero Stonewall Jackson*.

With a grandmother, Mary Terrell Arve, who inspired and coached many people in her roles as teacher, insurance agent, and owner and operator of a boat marina in South Carolina, it's clear that with Mr. Herring the apple didn't fall far from the tree.

Both personally and professionally, Terry Herring operates with a consistently high level of passion and focus, regardless of the challenge.