Michael Oberberger
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Senior Director of Technology / R&D Labs

Innovative, creative, loyal, and analytical visionary/mentor with over 25 years experience in developing user-based technologies, running business operations, and managing advanced R&D environments. Seeks a leadership position in a Technology Company where such attributes are considered vital to long-term success. Extensive experience in Software Architecture, Design, and Implementation, Customer Support, Business Operations and Management (with full P&L responsibility), and Direction for R&D (Labs) Software Engineering operations. Possess in-depth knowledge of working with both government and private-sector customer bases, with extensive knowledge of government regulatory processes and procedures. Decisive leader in engineering initiatives favoring productivity and business partnership goals. Results-oriented professional recognized for innovative approaches to solving problems, creativity, rapidly changing to adapt to new business needs, and mentoring engineers in both career development and technical advancement.

Qualification Highlights

- Proven Leadership Skills
- Business Development
- S/W Planning, Architecture, Integration
- S/W - Full Development Lifecycle, various models
- Team Development, Mentoring, Instruction

- Project Management
- Strategic Planning and Assessment
- M&A Assessment/Evaluation/Change Management
- Technology Research / Application to Business
- Game Design & Implementation

Professional Experience

International Game Technology   1987 – 2009

Senior Director, IGT Labs   2002 – 2009

Leadership over a small group of very creative, intelligent and talented software engineers
- Inventor named on numerous patents and patents pending, all of which build value in IGT's IP portfolio and provide leverage for business decisions and M&A activity world-wide. *see attached pages*
- Key participant on the corporation's Patent Review Committee. This committee is responsible for deciding the fate of all new patentable innovation within the company.
- Participates in the formation of the long-term plans for the technology and products used by the company. Directly reporting to a staff-level executive, provides ideas and innovation that helps define where the company is going, allowing the other engineering groups within the company to focus on business-at-hand.
- Provides strategic direction for the new games and other software technologies within IGT Labs, sometimes in concert with other engineering disciplines (electrical, mechanical and industrial engineering), leading to numerous innovations in an industry that has seen little significant innovation in preceding years
- Responsible for IGT's relationship with Microsoft with regards to Surface Technology, an opportunity between IGT and Microsoft to explore cutting-edge technology prior to making it available to the consumer. IGT was selected as one of five initial channel partners for this technology.
- Implemented a system for interviewing and hiring new software engineers within Labs. Borrowing significantly from the Lominger model for interviewing success, strove to streamline the hiring of many engineers in a short period of time while focusing on what's important to achieve a "good fit" within our organization. Our techniques were adopted by all of Labs, as they were quickly seen to be superior to other non-structured interviews previously in use.
- Annual budget for this department is roughly $5m. As a Lab, we are not a direct-income-producing department.

Director, Gaming Systems   1998-2002

Leadership of an organization tasked with providing leading technologies to casinos and other gaming operators. This was primarily a Software Engineering based department.
- Provided design and architecture for the company's *EZPay* system, a system that helped gaming operators save significant operational overhead dollars by removing coins (and both associated coin handling equipment and coin handling personnel) by paying players with a cashless *ticket*, which could be redeemed for cash or placed directly into any other EZPay-enabled slot machine within a casino.
- Designed and developed an internet-ready on-line casino application as a *skunkworks* operation strategically designed to hedge against real on-line casinos. While this product never made it to production, it taught IGT much about the necessities

of on-line casinos while providing strategic insight into what our competitors were doing wrong. This project led IGT to purchase the WagerWorks company for $90m.

- Grew the talents of numerous senior engineers such that they became premium contributors to the company's engineering division.
- Initiated and oversaw the conversion from C++ to Java, then from Java to .NET, as the productive software environment of choice given a variety of technical and business concerns. This led to more productive software engineering resources coupled with fewer software defects overall. Moving to .NET leveraged IGT's partnership with Microsoft.

General Manager, Gaming Systems Australia   1993-1997

This was an expatriate position in Sydney, Australia, where IGT had its second-largest operation worldwide until roughly 2001.

- Provided leadership for all aspects of Gaming Systems, including Software and Electrical Engineering, Product Management, Product Support, and Product Sales/Marketing of Pacific-rim based gaming systems.
- With the contributions made by Gaming Systems, the entire IGT-Australia operation became profitable in 1996- the first time in its history. While this profitability was measured only in millions of dollars (not even tens-of-millions), being profitable represented a morale boost for the entire Australia-based company.
- Oversaw both commercial (pubs, clubs and casinos) as well as government (Queensland, Victoria, etc) customers. This provided insight into just how very different these customers can behave, allowing IGT to capitalize on the strengths of each when formulating strategies for the future.
- Responsible for preparing business case studies, ROIs and ROI analyses, and other strategic and operational documents for the expansion of the gaming systems business in Australia and the entire Pacific Rim. Frequently, these documents were presented to C-level executives prior to new business being pursued.
- The Systems Division in Australia started with a small group of engineers. By early 1995, the division had grown (along with the Systems business to justify it) to over 50 people with diverse talent sets. Without this infrastructure in place, it is arguably true that IGT-Australia would not have been profitable in 1996.

Software Engineer / Senior / Staff   1987 – 1992

Highlights include:

- Architected and Designed IGT's first government gaming machine monitoring system. Implemented all server-side code for this system. Defined communications protocols to be used by all components of the system.
- Primary customer contact for all lottery system customers with regard to their gaming machine monitoring network. I was chosen for numerous reasons, not the least of which is my ability to speak with non-technical people in a manner that facilitates solid feedback to a technical team. I was chosen by name by these customers because of my bespoke success in working with the Queensland government when installing that system in 1990.
- Drove the movement from assembly-language coding for system components to C. This resulted in huge productivity increases for the engineering department, but was initially met with much opposition from those unfamiliar with the language.
- Mentored many "junior-level" engineers. This led to productivity gains which, in turn, aided in overall morale boosting.

University of Nevada, Reno, TMCC campus	1988-1991

Part-time Instructor, Computer Science

Taught various topics in computer science over the course of 8 semesters, including:
- C & C++, both beginning and advanced courses
- Computer Programming Languages
- Operating Systems Theory and Practice

Alta Colleges (Westwood)	2009-Current

Adjunct Faculty, Computer Science

Classes Taught:

Assembly Language Programming	Game Engine Architecture
Advanced Programming	Game Development
Real-Time Systems Programming	2D and 3D Graphics Programming

Education

Bachelor of Science, Computer Science- University of Nevada, Reno	Graduated 1990

- Minor in Mathematics

Master of Science, Computer Science- University of Nevada, Reno	Graduated 2010

External

- Member, Board of Trustees, KNPB Broadcasting (Reno, NV)

- Partner (co-owner), AutoExotica- "The celebration of modern sports cars"

- Executive Producer, "Kevin and Caruso's Magic and Comedy Show" (http://www.bestshowinmiami.com/)

- Member, Technical Advisory Committee, University of Nevada System (TMCC)

References:

Steve Toneguzzo, CEO	Mario Castellari, CEO	Alan Wagoner
Global Gaming Services	Gameweavers Pty Ltd	SAS (Personal Reference)
+1-702-336-7838	+61-418-473-568	+1-919-931-4714

Scott Winzeler, VP Product Management	Keith Moore, Director of Intellectual Property
Video Gaming Technologies, Inc.	Video Gaming Technologies, Inc.
+1-615-372-1030	+1-214-289-8080

Patent / IP Portfolio

Issued Patents

7,841,942*	Gaming System License Management	Nov, 2010
7,789,755	Gaming System and Method having Award Distribution using Shares	Sep, 2010
7,515,718	Secured Virtual Network in a Gaming Environment	Apr, 2009
7,316,616*	Gaming System License Management	Jan, 2008
7,168,089	Secured Virtual Network in a Gaming Environment	Jan, 2007
6,971,956	Wireless Gaming Environment	Dec, 2005
6,969,319	Game Oriented Promotional Card	Nov, 2005
6,866,586	Cashless Transaction Clearinghouse	March, 2005
6,682,421	Wireless Gaming Environment	Jan, 2004
6,676,522	Gaming System Including Portable Gaming Devices	Jan, 2004

Published Patent Applications (Patents Pending)

20100311505	Ultra-Thick Gaming Device	Dec, 2010
20100178986	Game Involving Devices in Multiple Locations	July, 2010
20100120506	Gaming Device and Method of Providing an Adjusted Paytable for a Number of Future Plays of a Game	May, 2010
20100120502*	Adjusting Payback Data Based on Skill	May, 2010
20100120497	Gaming System And Method Enabling Player Participation In Selection Of Seed For Random Number Generator	May, 2010
20100120484	Gaming System, Gaming Device and Method Providing a Group of Timed Games	May, 2010
20090265105	Real-Time Navigation Devices, Systems, and Methods	Oct, 2009
20090264190	Customized Player Alerts	Oct, 2009
20090247254	Physics Modeling For Gaming Machine Displays	Oct, 2009
20090117993	Gaming System Having Multi-Player Wheel Bonus Game And Characteristic Selection	May, 2009
20090088253	Gaming System And Method Of Operating A Gaming System Providing Wagering Control Features For Wagering Games	Apr, 2009
20080318671	Prize Redemption Kiosk	May, 2008
20080305844	Determining Game Performance Statistics Without Revealing Specific Gaming Meter Data	May 2008
20080182667	Method of Securing Data on a Portable Gaming Device from Tampering	May 2008
20080108436*	Gaming Machine and Method Providing a Multi-Play High-Low Game	May, 2008
20080108429	Gaming System and Method Having Award Distribution using Shares	May 2008
20080108425*	Gaming System and Method Providing an Interactive Game with Automatic Wagers	May 2008
20080108406*	Gaming System and Method Providing an Interactive Game with Automatic Wagers	May 2008
20080076527	Gaming System Having Awards Provided Based on Rate of Play	March, 2008
20080064503*	Gaming System License Management	March, 2008
20070178970	Gaming Machine Virtual Player Tracking and Related Services	Aug 2007
20070060247	Gaming System/Rankings of Outcomes from Multiple Gaming Machines	Mar 2007
20070060241	Providing Free-Play Credits in Video Poker	Mar 2007
20060252530	Mobile Device Filtering Casino Information in Real-Time	Nov, 2006
20060160621	Server-Based Meter Model for Softcount and Audit	Jul, 2006

20060080175	Player Scoring For Customizing a Game Of Chance on Gaming Machine	Apr, 2006
20050192099	Secured Virtual Network in a Gaming Environment	Sep, 2005
20050005127	Verifying Entitlement to Participate In a Gaming Event from A Remote Location	Jan, 2005
20030134675*	Gaming System License Management	Jul, 2003
20030032473	Game Oriented Promotional Card	Feb, 2003
20030013527	Directing Information to Particular Game Players	Jan, 2003
20020116615	Secured Virtual Network in a Gaming Environment	Aug, 2002
20020098888	Wireless Gaming Environment	Jul, 2002
20020077178	Cashless Transaction Clearinghouse	Jun, 2002
20010044337	Gaming System Including Portable Game Devices	Nov, 2001