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ABAC Member Biographies

Michael L. Ducker, Executive Vice President, International and ExpressFreight Services, FedEx Express

Michael L. Ducker is Executive Vice President, International and ExpressFreight Services of FedEx Express. He is charged with setting strategy and overseeing business operations for the company's four international regions, as well as its U.S. Export business and ExpressFreight Services. Ducker has previously served as president of the company's Asia Pacific region, vice president for the southern European region, and other senior management positions.

He received his MBA from the Kellogg School of Management at Northwestern University and Hong Kong University of Science and Technology.

In January 2003, Ducker was appointed by President Bush as one of three business people to represent the United States on the Asia Business Advisory Council, an adjunct to the Asia-Pacific Economic Cooperation (APEC).

Additionally, he serves on the board of directors for Crichton College, Junior Achievement Worldwide, Carson-Newman College, the US-China Business Council, the National Committee on US-China Relations, and Fedders Corporation.

Spencer H. Kim, Chairman, CBOL Corporation

Spencer H. Kim is Chairman of CBOL Corporation. Specializing in the sale of aerospace products, CBOL markets to customers located in the United States, Europe, South America and on the Pacific Rim. Mr. Kim also serves as Chairman of Celltron, Inc., a Kansas manufacturer of aerospace and industrial wiring harnesses, and Solafide, Inc., dba Union Foods Newcorp, manufacturer and distributor of the Smack and Enchilosa brand cup ramens. Between August, 1993 and September, 1998, Mr. Kim was Chairman of Pioneer Aluminum, Inc., a company specializing in the sale of heat treatable hard alloy

aluminum to the domestic and international aerospace market. Before founding CBOL Corporation, Mr. Kim was President and CEO of KAMEX Construction Corporation, a Louisville, Kentucky general, electrical and mechanical contracting firm that he co-founded in 1979.

Born in Seoul, Korea in 1946, Mr. Kim attended Korean schools until 1963. First coming to the U.S. as a student in Washington, D.C. area, Mr. Kim completed high school in Seattle, Washington. He studied engineering at Seattle Pacific University and at the University of Washington and studied Business at Washington State University, Pullman, Washington.

In addition to his business interests, Mr. Kim serves on the leadership team with the Cal-Pacific Conference of the United Methodist Church and as a member of the Commission on Race and Religion. Mr. Kim also serves on the Board of Directors of The Korea Society headquartered in New York. Mr. Kim is a founding member of Pacific Century Institute, a non-profit foundation, dedicated to improving understanding and developing greater communication among peoples of the Pacific Rim nations. Mr. Kim is also a founding member of Pacific Council on International Policy, West Coast partner of Council on Foreign Relations. He serves as a board member for the Pacific Basin Institute at Pomona College, the Los Angeles Public Library Foundation, Town Hall Los Angeles and as an advisory board member of the School of Public Affairs at UCLA.

Michael Phillips, Chairman, Russell Investment Group

- **Graduated with honors in law from University College, London, 1977**
- **AHMR, London Society of Investment Analysts, 1977**

Michael J. Phillips is chairman of Russell Investment Group, global leaders in multimanager investing. He served as chief executive officer from 1993 to 2003.

He is a board member of Frank Russell Company, Frank Russell Investment Company, Frank Russell Trust Company, and Frank Russell Company Limited (London).

In 1981, Mike joined Russell in the London office and became the managing director in 1983. There, he helped build a European presence for Russell. In 1986, Phillips moved to company headquarters in Tacoma, Washington, USA, to serve as director of international consulting. In that capacity, he led Russell's efforts to establish offices in Toronto, Sydney and Tokyo. Mike became president of

Russell in 1990.

Before joining Russell, from 1971-1981, Mike was an investment analyst and a portfolio manager at Barclays Investment Management Ltd. in London, where he was responsible for managing internationally diversified pension fund assets. Mike also taught investment courses at City of London Polytechnic School of Business Studies.

Under Mike's leadership, in 1994, 1996 and 1998, Russell was awarded Washington CEO magazine's "Best Companies to Work For" in Washington State. In 2001, Russell was ranked number 11 on Fortune magazines "100 Best Companies to Work For in America".

Mike graduated with honors in law from University College, London in 1970; becoming a Fellow in 2002. He spent a year on Voluntary Service Overseas in South Africa before attending university. He has participated in several advanced management programs including the Institute of Chartered Financial Analysts Investment Management (ICFA) Workshop at Princeton University, Massachusetts Institute of Technology Advanced Management Program on Strategic Planning, and IBM's Advanced Management Program. He currently has the UKSIP designation and is a NASD registered representative.

Mike is a board member of the Tacoma Youth Chorus, a board member of the Harold LeMay museum, and on the advisory board of the University of Washington Tacoma.