**HB Ventures and Allred Solutions Merge:**

**Allred becomes Partner at new firm**

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**Boise ID November 16, 2010** - Today HB Ventures and Allred Solutions announced their merger.   The new entity will operate under the HB Ventures name.  Keith Allred, the founder and Principal of Allred Solutions, will be a Partner in the new firm and will lead its strategy and organizational development activities.  Allred brings 15 years of consulting and executive education experience to the new role.   His previous clients include large companies like Chevron, Dow Chemical, Hughes Aerospace, Micron Technology, Santa Fe Railway, and the JR Simplot Company as well as federal agencies like the IRS, EPA, and the Department of the Interior.

Just prior to his recent campaign for governor of Idaho, Allred partnered with Dan Burton and HB Ventures in working with clients to integrate business strategy and organizational development.  Finding that the approach provided unique value to clients, HB Ventures and Allred Solutions merged to pursue this approach with other clients.

An internationally recognized scholar in leadership, group decision making, and negotiation, Allred was a professor at Harvard from 1998 to 2003.  Since founding Allred Solutions in 2003 to focus on his applied consulting interests, he has continued to teach in executive programs for Harvard as well as Oxford’s Said School of Business.  He also teaches in Boise State University’s Executive MBA program.  Prior to joining the faculty at Harvard, Allred was a professor at Columbia University.

Allred holds a Ph.D. in Organizational Behavior from the Anderson School of Management at UCLA and a BA from Stanford University.

Dan Burton, HB Ventures Managing Partner, said, “Keith combines an international reputation as a thought leader with years of successful real world engagement at very senior levels.” “Having seen him in action putting this rare combination to work for the benefit of consulting clients in the past, I know that he will provide enormous value to our portfolio businesses and consulting clients,” Burton said. “We’re thrilled to have him.”

HB Ventures specializes in turnaround and growth. Whether helping the clients they advise or its portfolio companies, HB Ventures follows a systematic methodology driving dramatic, sustainable improvements in business performance within 12-18 months.

HB Ventures Consulting provides fully integrated turnaround services to both private and public concerns with minimum revenues of $50 million. The firm advises private equity, venture capital and merger & acquisition firms with underperforming asset challenges.

The HB Ventures portfolio companies include businesses in the technology, education, health care, and consulting industries with geographic emphasis in the western US.

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