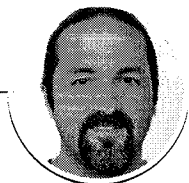


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Tony Norman

Inventor/Entrepreneur, Co-Founder, President & CEO of Innovation First International

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Tony Norman is Co-Founder, President and Chief Executive Officer of Innovation First International (IFI). He has a background in electrical engineering, an insatiable entrepreneurial spirit, and a passion for innovating the design, manufacturing, production, and distribution process. He is the inventor with more than 60 patents worldwide. Tony provides global leadership to position the 175 person company at the forefront of the robotics education, consumer toys, and computer server racking industry.

The engineering driven company's high-tech growth story is a result of the success of its three main subsidiaries, VEX Robotics, Inc., Innovation First Labs, Inc. (makers of HEXBUG® Micro Robotic Creatures), and RackSolutions, Inc.

In addition to setting and managing the overall direction of the company, Tony is responsible for driving revenue, profitability and growth across the company's six offices located on three continents. He oversees company operations to insure production efficiency, quality, service, and cost-effective management of resources, in addition to P&L accountability.

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Contact and Personal Info

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Alexander Delnik
CEO at Verdeco Recycling, Inc

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CEO

Cathy Smith
President, CEO at ELREPCO Inc.
PowerShift Tech.

Thomas Breslin
President MR Instruments, Inc

Warren Weeks
Chief Financial Officer at Innova
First International Inc.

Learn the skills Tony has

Dynacraft BSC, Inc.
Exhibit 1012
Dynacraft v. Mattel
IPR2018-00039

Experience

Co-Founder, President & CEO
Innovation First International
1996 - Present • 21 yrs
Greenville, Texas

Provides global strategic leadership to position the company at the forefront of the robotics education, consumer toys, and computer server racking industry.

Education

Texas A&M University
Bachelor of Science (B.S.), Electrical Engineering
1987 - 1991

Hunt County Children's Advocacy Center
Human Rights

Board of Directors Member
Boys & Girls Clubs of Northeast Texas
Children

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Endorsed by Scott Shahmanesh, who is highly skilled at this

Endorsed by 2 of Tony's colleagues at Innovation First International Inc.

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Recommendations

Received (1)

Given (0)



Ron Williams, ITIL, ITSM, CTA
Mgr Situational Awareness
Engineering

September 18, 2013, Ron worked with Tony but at different companies

Tony is one of the most creative inspirational people I have ever worked with. Being around him is like being around a non-stop fountain of ideas, invention, knowledge and artistic production.

His combined knowledge in the areas of engineering, business and people management are rare in a person at his level. Anyone who has the opportunity to work with him in business, charity, or on a personal level will benefit in every aspect of their lives.



Search



Honors & Awards

2013 Tech Titan · 2013 Benefactor of the Year · 2013 Boys Toy of the Year Nominee, HEXBUG Warriors · 2013 Champion of the Child · 2012 Specialty Toy of the Year Winner, HEXBUG Nano Hive Habitat Set · 2011 Specialty Toy of the Year Winner, HEXBUG Nano · 2010 Specialty Toy of the Year Nominee, HEXBUG Original · 2006 International CES Best of Innovation, VEX Robotics Design System



Publication

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