



Frontenac Company

[Consumer/Industrial](#)
[Administration](#)


Home

[News](#)
[Investment Strategy](#)
[Industry Focus](#)
[Selected Portfolio](#)
[Frontenac Team](#)
[Contact Information](#)

Management Team

Jeremy H. Silverman,
General Partner, See p. 3.

Paul D. Carbery General Partner

Mr. Carbery is a director of Allegiance Telecom, Inc. (NASDAQ), Campbell Software, Inc., Lighthouse Holdings, Inc., Redshift Networking and Whittman-Hart, Inc. (NASDAQ). He has been a director of several other Frontenac portfolio investments including DataBeam Corporation, Mastering, Inc. (NASDAQ) and Network, Inc. (NASDAQ).

Mr. Carbery joined Frontenac in 1989 from Strategic Planning Associates, a management consulting firm in Washington, D.C. Mr. Carbery is an honors graduate of Yale College and received a Masters of Business Administration degree from the Stanford University Graduate School of Business.

James E. Cowie General Partner

Mr. Cowie represents Frontenac on the boards of directors of COLLEGIS, Inc., Premier Systems Integrators, Inc., Redshift Networking, SI International and US Servis, Inc. (NASDAQ). He also serves on the boards of PLATINUM *technology, inc.* (NASDAQ) and 3COM Corporation (NASDAQ).

Mr. Cowie joined Frontenac in 1988 after six years with Merrill Lynch Capital Markets in New York. Mr. Cowie is a graduate of Colby College and received a Masters of Business Administration degree from the Stanford University Graduate School of Business.

James E. Crawford, III General Partner

Mr. Crawford represents Frontenac on the boards of directors of Allegiance Telecom, Inc. (NASDAQ), Focal Communications, Open Port Technology, Inc., Optika Imaging Systems, Inc. (NASDAQ) and SI International. He also serves on the board of directors of Cornerstone Imaging, Inc. (NASDAQ) and is a member of the Technology Advisory Committee for the University of Michigan.

Mr. Crawford joined Frontenac in 1992 following eight years with William Blair Venture Partners (WBVP). Prior to joining WBVP, he spent six years at Mark Controls Corporation and three years as a management consultant with McKinsey & Company. Mr. Crawford is a Phi Beta Kappa graduate of Princeton University where he received a Bachelor of Science Degree in Electrical Engineering. He also studied economics at Oxford University on a Rhodes Scholarship.

Rodney L. Goldstein Managing Partner

Frontenac Team

Mr. Goldstein presently serves on the boards of directors of Chernin's Shoes, Inc., Levy Restaurants, Lighthouse Holdings, Inc. and Platinum Entertainment, Inc. (NASDAQ). Mr. Goldstein has been a director of numerous other Frontenac portfolio investments, including Consolidated Stores Corporation (NYSE), Marks Bros. Jewelers, Inc. (NASDAQ), Mastering, Inc. (NASDAQ) and DeVry Inc. (NYSE). He also serves on the Advisory Board of Blue Chip Venture Company, Cincinnati, and was a former director of the National Venture Capital Association.

Mr. Goldstein joined Frontenac in 1981, prior to which he was a management consultant with Booz, Allen & Hamilton, Inc. Mr. Goldstein is an honors graduate of Princeton University. He also received a Masters of Business Administration degree from The Wharton School of the University of Pennsylvania.

M. Laird Koldyke
General Partner

Mr. Koldyke is a director of Chernin's Shoes, Inc. and Chipotle Mexican Grill, Inc. He formerly served as a director of Einstein/Noah Bagel Corp. (NASDAQ), Home Fashions, Inc., Leewards Creative Crafts, Inc. and Marks Bros. Jewelers, Inc., and Wild Oats Inc. (NASDAQ, formerly Alfalfa's, Inc.).

Mr. Koldyke joined Frontenac in 1989, after five years with IBM. Mr. Koldyke is a graduate of Northwestern University and received a Masters of Management degree from the J.L. Kellogg Graduate School of Management at Northwestern University.

Roger S. McEniry
General Partner

Mr. McEniry serves on the boards of directors of APEX Specialty Materials, Inc., Applause Enterprises, Inc., Natural Nutrition Group, Inc. (Health Valley Foods), Pro Mach Holdings, LLC. and Regent Lighting, Inc. He has been a director of several other Frontenac portfolio investments, including Home Fashions, Inc., Leewards Creative Crafts, Inc. and The United States Playing Card Company.

Mr. McEniry joined Frontenac in 1985, after four years with Citicorp, Inc. in Chicago. He is an honors graduate of Williams College and received a Masters of Business Administration degree from the University of Michigan.

Laura P. Pearl
General Partner

Ms. Pearl serves on the board of directors of APEX Specialty Materials, Inc. and Comprehensive Medical Management, Inc. She has also served on the board of Platinum Entertainment, Inc. (NASDAQ) and oversees Frontenac's investment in Paracelsus Healthcare Corporation (NYSE). For several years, Ms. Pearl has been a regular lecturer at the J.L. Kellogg Graduate School of Management at Northwestern University and the University of Chicago.

Ms. Pearl joined Frontenac in 1985, after spending four years with Ernst & Whinney (now Ernst & Young). Ms. Pearl graduated with highest honors from the University of Illinois and received a Masters of Business Administration degree from the University of Chicago Graduate School of Business. She is a Certified Public Accountant.

Jeremy H. Silverman
General Partner

Mr. Silverman serves as a director of Aesthetics Medical Management, Inc., Comprehensive Medical Management Inc. and was formerly a director of GenDerm Corporation. Mr. Silverman joined Frontenac in 1995 as a consultant and became a full-time partner in July 1996. Prior to joining Frontenac, Mr. Silverman was Executive Vice President, Corporate Development, with WellPoint Health Networks Inc. Before WellPoint, he spent 12 years with Bain & Company, Inc. Mr. Silverman received a Bachelor's degree with first-class honours from Cambridge University, England, and a Master in Business Administration degree with distinction from Harvard Graduate School of Business Administration.

Martin J. Koldyke
Chairman and Founder

Mr. Koldyke formed Frontenac in 1971, prior to which he was a vice president of the investment banking firm of Dean Witter & Company. He is a graduate of Purdue University. He has represented Frontenac on the boards of numerous investments over its history, dating from the firm's successful 1971 investment in Deltak, Inc.

Although still chairman of Chicago-based venture capital firm Frontenac Co., Martin J. Koldyke (1993), 66, describes himself as "retired from active duty" in the financing world. He spends his time as chairman of WTTW-TV/Channel 11 and continuing his commitment to education. That includes work for various organizations, including the Golden Apple Foundation, which he founded, and Launch, an academy for new Chicago Public School Principals.

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135 South La Salle Street, Suite 3800 • Chicago, Illinois 60603 • (312) 368-0044 • info@frontenac.com