

SYNOPSIS of 20+ YEARS of INTERNATIONAL COMPETITIVENESS DEVELOPMENT;
Film/TV, Tourism and Multi-Sector Development via Digital Marketing/Mass Media/Global Expos/etc.

PROFESSIONAL SYNOPSIS: I have a long history with international strategic competitiveness development with a strong field focus on international tourism, digital marketing/strategies, web development, mass media & marketing videos (*filming, editing and producing*), film/tv production management (*The Amazing Race, Destination Truth, National Geographic Society's D.C Museum Centerpiece Film, Rubin Art Museum Centerpiece Film, etc.*), social economic development (*USAID, World Bank, Swiss's SDC, etc.*), etc. For 26+ years, I have worked in some of the world's most challenging destinations via development projects, reality shows, tourism development and more. For most of my career, I have been actively involved in multi-sector/multi-industry rural/urban-to-international as well as international-to-urban/rural strategic competitiveness development (*offline/online initiatives*). I have a broad diversity and "20+ years of equivalent experiences" (*both successes and lessons learned*) and skill sets including but not limited to: strategic competitiveness development, multinational project planning and management, market analysis/strategy development, global marketing campaigns: B2B & B2C trade and business expos/email marketing/social media/etc., web design/web development, SEO/SEM analysis & strategies, print/digital publishing, photography, videography/editing, audio/soundtrack development, as well as industry related destination advancement e.g. community/responsible tourism development [*R&D, branding, assessing supply chains/nodes and value chains, assessing/mapping risks for mitigation endeavors, etc.*]. From 1994 onwards, I have worked on numerous overseas USAID, World Bank, mass media/tv productions, tourism, etc., initiatives to advance public-private sectors. Within these initiatives, my focus has been to strengthen industry-marketing and their cross-industry tourism supply chains (*destinations, natural/cultural resources, experiences, food/drink, accommodations, fuel/oil, land/air transportation, etc.*) to foster Global Competitiveness. As I have lived/worked in isolated locations (within the USA/abroad) that are more challenged than most of the USA, EU, UK, Central Asia, Asia, etc., supply chain-wise, it has provided me with the 'necessary experiences/skill sets' to find "creative solutions". To lightly highlight my marketing capacities, my team and I have advanced the successful strategic market competitiveness of remotely located nomadic families' community-based tourism endeavors across Mongolia into global marketing arenas via famed travel expos (*ITB, WTM, London Adventure Show, FESPO, COTTM, LA Travel & Trade Show, etc.*), film/tv productions, social media campaigns, strategic email marketing campaigns, business networks, etc. For decades I've personally analyzed, strategized, navigated, GIS-d, designed, developed, produced, implemented, managed, etc., every level countless times (100s of deliverables); from the roughness of the field (four seasons) to global business events. I have managed small-to-large initiatives at rural/industry/national/international levels for travel businesses, marketing campaigns, trade shows, film/tv productions, corporate social responsibility endeavors, etc., across Mongolia, Asia, Europe and even the USA.

GLOBAL EXPERIENCES - SYNOPSIS: In addition to the aforementioned, my travels have taken me from Spain across Europe (*UK, Netherlands, Sweden, Germany, France, etc.*) to the Swiss Matterhorn and the famed Santorini Islands of Greece northwards into the heart Italy (*Rome, Milan, Florence, Venice, etc.*) and into soul of Turkey (*Istanbul's bazars, Topkapı Palace, the Blue Mosque, Pamukkale, Cappadocia, etc.*) across the continent to horseback/live with Mongolian nomadic tribes and to trek the Great Wall of China/sun bathing on the resort beaches of Hainan to Island hopping in Malaysia and Junk-ships of Vietnam, venturing into the Jungles of Cambodia (*Angkor Wat*), to the incredible mixed sights/experiences of Singapore, Thailand, Japan, Korea, Taiwan, etc... both as a traveler/travel professional seeking greater local market comprehension towards business intelligence/market linkage development (*Asia Region, European, Australian, USA, etc., markets*). My international experiences allow me to visualize a variety of bridge-building linkages within the context of those localities and/or via international travel fairs, networking events, business endeavors, online/offline events, etc., in USA, London, Germany, Switzerland, Italy, Mongolia, Taiwan, Hong Kong, China, Korea, etc., repetitively for the past couple decades. In addition to being a Mongolian Ministry approved country-level exhibitor to international travel/trade expos for last decade (*2 to 3 per year*) - I've been invited by USA, Mongolian and other foreign governmental agencies and initiatives to join multi-sector delegations to Korea (*Seoul Tourism Board*), Turkey (*DEIK - Foreign Economic Relations Board*) and Italy (*Mongolian Tourism Assoc. & USAID's The Competitiveness Initiative*).

ACHIEVEMENTS - SYNOPSIS: Via my works and initiatives, it has led to countless tangible/intangible results for the country and its peoples which is proven by the long-list of international achievements/recognitions spanning two decades (*associated with Emmy & DGA wins, Mongolian Ministry level Medal of Honor, etc.*). Nonetheless, the greatest achievement that I personally pride myself on is a nationwide community-based tourism organization GERtoGER.org that I designed/founded that actively fosters the United Nations MDGs/SDGs within its operations across Mongolia with the nomadic communities (*inclusive of men and women, poor and marginalized, etc.*). GER to GER's online presence has become an industry powerhouse that challenged 100 million dollar travel platforms' SEO competitiveness (*the site has been strategically designed to outperform even major industry competitors; TripAdvisor, etc.*). Most of my international works are well documented with almost two decades of international recognitions that have all featured my works; ranging from, a variety of National Geographic Society publications to numerous international guide books to well-known online magazines e.g. New York Magazine, USA TODAY as well as The Amazing Race USA (2006) and The Amazing Race Australia (2019), etc., that are covered within my resume and online via my sites... even the United Nations ESCAP has included GER to GER in their international report as 'a recommended case study' (*63rd Session Report*).

LAST NOTES: On the following page for - easy to absorption - I have provided "quick reference points" followed by my resume with a list of technical skillset. Lastly, I have 5 years of "professional" (non-degree) Mongolian education (*language, cultural social studies, geography, etc.*) backed by 20 up to 30+ years of "equivalent experience"; as proven by my successful "timeline". I kindly invite you to visit GERtoGER.org [Founder/Chief Marketing Officer] - Zanjan-Fromer.com [Strategic Field Specialist] and LastLifeline.org [Humanitarian/Specialist] as these sites offer additional windows through which my works and passions may be explored. Thank you - for your time & consideration!



MR. ZANJAN FROMER - DETAILED RESUME

(www.Zanjan-Fromer.com)

Citizenship: USA **Birthplace:** Petersburg, Alaska

Ethnicity: Alaskan Native (Tlingit Tribal ID #A008426), Hawaiian, European and Asian

PREFERENCES: Producer, Video Editor, Global Marketing (digital & mass media)

EXPERIENCE RANGE: Multi-Sector Competitiveness Development, Hospitality & Travel, Reality Shows, Real Estate Marketing



20+ YEARS: INTERNATIONAL SPECIALIST

As an International Specialist, here below are my equivalent-experiences in relation to Rural/Urban-to-International [vice versa] International-to-Urban/Rural development, multinational project management and skill sets (multi-sector/multi-industry) that were/are continuously **“mixed and used”** for USAID, World Bank, GERTtoGER.org, The Amazing Race, and many other initiatives:

FILM/TV & DIGITAL MEDIA/GLOBAL MARKETING - SYNOPSIS

- **20+ years of international project management:** mass media, marketing, development, film/tv, tourism/GIS, etc.
- **20+ years of videography/photography:** filmmaker, production manager, producer, country fixer, editor, etc.
- **20+ years experience with most Adobe Creative Cloud softwares, etc:** 100s of print/digital/video deliverables produced
- **20+ years of branding:** assess, learn, strategize, target, design, develop, launch, manage, MEL and strengthen
- **20+ years of market intelligence:** research/analyze, design competitiveness strategies, strategic development, etc.
- **20+ years of initiatives:** mass media, social economic development, film/tv, community/responsible tourism, etc.
- **Up to 20+ years of web, email, digital media, etc., marketing:** content development, SEO/SEM, social media, etc.
- **15+ years of international film and TV related production management:** reality shows, short documentaries, etc.

COMPETITIVENESS DEVELOPMENT - SYNOPSIS

- **20+ years of strategic competitiveness:** analysis/strategies, offline/online, rural/urban-to-international, etc.
- **20+ years of MEL (monitor, evaluate, learn):** rural/global GER to GER works, mass media, marketing, etc.
- **20+ years of TAA (train, advise, assist):** 100s of trainings via GER to GER, USAID funded Initiatives, etc.
- **15+ years of VSO-like initiatives (village stabilization ops):** GER to GER Rural Development, film/TV, etc.
- **15+ years of works being internationally published** via numerous famed guidebooks, organizations, news, etc.
- **Since 2002 internationally famed expos related works and initiatives:** ITB, WTM, COTTM, FESPO, SITM, etc.

NOTABLE HONORS - SHORT LIST

- 2019 The Amazing Race Australia (*Country Fixer, Facilitator, Production Management, etc.*)
- 2018 New York & The Cut Magazines - works featured (*GERTOGER.ORG*)
- 2018 USA Today - works featured in an article about the Gobi Desert (*GERTOGER.ORG*)
- 2015 Mongolian Ministry Medal of Honor For Leadership (*Ministry of Tourism & Environment for Labor*)
- 2012 National Geographic's "World's Best Travel Experiences" #8 (*GERTOGER.ORG*)
- 2010 National Geographic's Geotourism Ambassadorship (*GERTOGER.ORG*)
- 2010 National Geographic's Global Finalist's Certificate of Excellence (*GERTOGER.ORG*)
- 2006 CBS's The Amazing Race S10 E.2 - EMMY/DGA Awarded (*Country Fixer/Production Management*)

ACCOMPLISHMENTS & HONORS: INTERNATIONAL COMPETITIVENESS

COMMITTED: 26+ Years Advancing Mongolia's Social Economic Transitional Development

- 2020 Los Angeles Travel And Adventure Show - official speaker & exhibitor (*GERTOGER.ORG*)
- 2019 The Amazing Race Australia (*Country Fixer, Facilitator, Production Management, etc.*)
- 2019 One Of 200 Founding Members Of Airbnb Adventures
- 2019 Photographers Without Borders - featured article (*GERTOGER.ORG*)
- 2019 Petit Fute guidebook and online marketing - *GERTOGER.ORG* (*inside cover-page*)
- 2019 Mongolian Ministry approved exhibitor (*GERTOGER.ORG*) - *WTM London*
- 2019 Mongolian Ministry approved exhibitor (*GERTOGER.ORG*) - *Swiss's Travel Expo (FESPO)*
- 2018/19 "Recommended Business" Trip Advisor (*GERTOGER.ORG*)
- 2018 New York & The Cut Magazines - featured (*GERTOGER.ORG*)
- 2018 USA Today - Gobi Desert - featured (*GERTOGER.ORG*)
- 2018 Mongolian Ministry approved exhibitor (*GERTOGER.ORG*) - *Taipei's Travel Expo*
- 2018 Mongolian Ministry approved exhibitor (*GERTOGER.ORG*) - *Korea's Travel Expo (KOTFA)*
- 2018 Panelist speaker at the USAID funded Lead Summit (*Leaders for Democracy*)

- 2017 Leben Magazine - featured article (*GERTOGER.ORG*)
- 2017 Wienerin Reise - featured article (*GERTOGER.ORG*)
- 2017 Mongolian Ministry approved exhibitor (*GERTOGER.ORG*) - *World Travel Market London*
- 2017 Mongolian Ministry approved exhibitor (*GERTOGER.ORG*) - *Seoul Travel Mart Expo*
- 2017 Exhibitor (*GERTOGER.ORG*) - *COTTM, Beijing's International Travel Exhibition*
- 2017 Mongolian Ministry approved exhibitor (*GERTOGER.ORG*) - *ITB Berlin, Germany Travel Expo*
- 2016/17 Mongolia Producer of "Dani's Way"; Beijing, USA, Mongolia (*Mongolian Ministry supported*)
- 2016 Welt-sichten - featured in article (*GERTOGER.ORG*)
- 2016 Mongolian Ministry approved exhibitor (*GERTOGER.ORG*) - *World Travel Market London*
- 2016 Mongolian Ministry approved exhibitor (*GERTOGER.ORG*) - *ITB Berlin Travel Expo*
- 2015 Mongolian Ministry Medal Of Honor For Leadership
- 2015 Mongolian Ministry approved exhibitor (*GERTOGER.ORG*) - *World Travel Market London*
- 2015 Mongolian Ministry approved exhibitor (*GERTOGER.ORG*) - *ITB Berlin Travel Expo*
- 2005-Today IMDb profile; The Amazing Race, No Strangers, In The Footsteps Of Genghis Khan, etc.
- 2014 Certified member of the American Society Of Travel Agents (*ASTA*)
- 2008-14 Lonely Planet "most innovative tourism concept in Mongolia..." (*GERTOGER.ORG*)
- 2014 Mongolian Ministry approved exhibitor (*GERTOGER.ORG*) - *ITB Berlin Travel Expo*
- 2014 Adventure Travel Show London exhibitor (*GERTOGER.ORG*)
- 2014 Exhibitor (*GERTOGER.ORG*) - *Hong Kong Adventure International Travel Exhibition*
- 2013 Zeit Online - featured article (*GERTOGER.ORG*)
- 2013 Mongolian Ministry approved exhibitor (*GERTOGER.ORG*) - *World Travel Market London*
- 2013 Rough Guides – "how to immerse yourself on your local travels" (*GERTOGER.ORG*)
- 2012 Exhibitor (*GERTOGER.ORG*) - *COTTM Beijing, China International Travel Exhibition*
- 2012 National Geographic's "World's Best Travel Experiences" #8 (*GERTOGER.ORG*)
- 2010 National Geographic's Geotourism Ambassadorship (*GERTOGER.ORG*)
- 2010 National Geographic's Global Finalist's Certificate of Excellence (*GERTOGER.ORG*)
- 2010 National Geographic One Of World's Innovative Travel Entrepreneurs (*GERTOGER.ORG*)
- 2010 The Travel World - featured article (*GERTOGER.ORG*)
- 2010 National Geographic Geotourism Guide (*GERTOGER.ORG*)
- 2009 Top 10 Global Finalist, National Geographic/Ashoka's "Power Of Place" Geotourism Challenge
- 2009 WHL Travel's Urban Adventures Award (*GERTOGER.ORG*)
- 2009 Tour Dust's Scholarship Award (*GERTOGER.ORG*)
- 2009 National Geographic's Weekend Broadcast (*GERTOGER.ORG*)
- 2009 National Geographic's Publication "Mongolei" by Carmen Rohrbach (*GERTOGER.ORG*)
- 2007 NBC Universal Studio's Syfy Channel – Josh Gates' "Destination Truth" (*Fixer/Production Management*)
- 2007 USAID Grant Winner (*GERTOGER.ORG expansion*)
- 2007 Officially recommended case study during UNESCAP's 63rd session & report – page 14
- 2006-07 Give2Asia.org – GER TO GER Fund with the assistance of Loreena Mckennitt (*Famed Singer*)
- 2006 National Geographic's D.C. Museum Centerpiece "Mongolia: Rebirth Of Traditions" (*Filmmaker*)
- 2006 CBS's The Amazing Race S10 E.2 - EMMY/DGA Awarded (*Country Fixer/Production Management*)
- 2005-Today founded GERTOGER.ORG via a Swiss Agency For Development And Cooperation grant
- 2005 Won the World Bank Tender – Cross-Industry Supply Chain And Competitiveness Study And Analysis
- 2005 USAID/CHF's Ger Initiative (Global Communities) – 16 short SME infomercial films
- 2002 BIT Milan, Italy International Travel Expo – Mongolian Tourism Association/USAID Representatives
- 2000-03 USAID funded The Competitiveness Initiative – honored by Mongolia's Tourism Association for contributions made towards the development of Mongolia's tourism industry.

EMPLOYMENT HISTORY (SHORT LIST): **DIGITAL MEDIA & VIDEO RELATED**

Samples/showreels of some of my works can be viewed via my website at www.Zanjan-Fromer.com

PROPETERRA - WWW.PROPETERRA.COM

Executive Producer & Editor of Video/Multimedia Productions

December 2020 – Present • London, United Kingdom • Part Time Remote Position to Assist A Start Up

I've remotely produced and edited (*scripted and non-scripted*) numerous country level market-intelligence videos spanning Latin America, Japan, Thailand, China, Mongolia, Africa, South Africa, London, etc., as well as marketing videos for Propeterra clients in these regions, and most importantly, Propeterra's updated flagship/centerpiece marketing videos for it's Resource Centers.

GER TO GER GEOTOURISM (ECOTOURISM) AGENCY/FOUNDATION - WWW.GERTOGER.ORG

Founder, Chief Marketing Officer and Strategic Development Specialist

June 2005 – Present • Ulaanbaatar, Mongolia • Full Time Position: 40+ hours per week

Since founding GER to GER, it has become the world's first social enterprise (community-based ecotourism) to sustainably work with nomadic families across Mongolia for 15+ years. GER to GER's strong humanitarian outreach components endeavor to create sustainable alternative-livelihoods for remotely located nomadic families and rural communities. Thus generating decades of recognitions - The Amazing Race USA, The Amazing Race Australia, National Geographic Society, Ashoka Changemakers, UNESCAP, Lonely Planet, Rough Guides, New York Magazine, USA TODAY and more.

THE AMAZING RACE AUSTRALIA (CHANNEL 10) - "THE BEST EPISODE YET!"

Country Fixer, Facilitator, Production Management & Field Specialist

April 2019 – October 2019 (6 months) • Ulaanbaatar, Mongolia • Contracted Duration: 40+ hours per week

GER to GER was contracted as Country Facilitator, Fixer, Production Management, etc., responsible for all aspects of The Amazing Race production (Channel 10) from assisting with creative, managing location scouts, budgets, pre-production, production management (nearly some 200 multinational human resources) and post production, all ground logistics/accommodations, permits, human resources, contracting, etc., till final wrap-up.

ADVENTURE-STUDIO.COM - MASS MEDIA/TV (A GERTOGER.ORG DEPARTMENT)

Founder, Fixer, Producer, Filmmaker and Chief Marketing Officer

September 2003 – Present • Ulaanbaatar, Mongolia • Depending on Projects: 40+ hours per week

I established Adventure Studio (a Mongolia-based Studio which later became a department within GERtoGER.org) after working for USAID The Competitiveness Initiative as a means to continue assisting Mongolia's meat, tourism, cashmere and mining industries to further strengthen their export marketing efforts. Adventure Studio quickly gained recognition and respect owing to domestic and international works (countless projects: film, tv, digital media, mass media, marketing, etc.), and became the cornerstone in Mongolia that international film and tv crews would contract to carry-out their nationwide productions (fixer, production manager, line producer, associate producer, producer, etc.); e.g., National Geographic Society, CBS's The Amazing Race, UNIVERSAL/Syfy's Destination Truth, NBC, Arclight, No Strangers, etc.

NATIONAL GEOGRAPHIC SOCIETY WASHINGTON D.C. MUSEUM "REBIRTH OF MONGOLIA'S TRADITIONS"

Producer & Filmmaker

November 2006 (1 month) • Ulaanbaatar, Mongolia – Washington D.C. • Contracted Duration: 40+ hours per week

Adventure Studio was contracted by National Geographic's Museum to produce the Museum's Centerpiece Film.

THE AMAZING RACE USA (CBS) - EMMY/DGA WINNING SEASON

Country Fixer, Facilitator, Production Management & Field Specialist

March 2006 – June 2006 (3 months) • Ulaanbaatar, Mongolia • Contracted Duration: 40+ hours per week

Adventure Studio and GERtoGER.org were contracted as Country Facilitator, Fixer, Production Management, etc., responsible for all aspects of The Amazing Race production from assisting with creative, managing location scouts, budgets, pre-production, production management (nearly some 200 multinational human resources) and post production, all ground logistics/accommodations, permits, human resources, contracting, etc., till final wrap-up... This season of The Amazing Race won both EMMY/DGA Awards.

USAID FUNDED GER INITIATIVE - CHF INTERNATIONAL

Producer & Filmmaker

June 2004 (1 month) • Ulaanbaatar, Mongolia • Contracted Duration: 40+ hours per week

Adventure Studio was contracted as Producer/Filmmaker of over 16 short films about CHF International's community SMEs.

USAID FUNDED THE COMPETITIVENESS INITIATIVE - NATHAN/J.E. AUSTIN ASSOCIATES

Communications and Mass Media Marketing Specialist

2000 – 2003 (around 3 years) • Ulaanbaatar, Mongolia • Full Time: 40+ hours per week

Contracted via J.E. Austin Associates - In brief, I was contracted as a Mass Media Marketing & Communications Specialist to assist Mongolia's main industries (meat, tourism and cashmere) through its post-soviet transitional development via foundation laying 'Open Market Initiatives' to re-establish its market competitiveness through mass-media, filmmaking, producing a broad diversity of multi-industry destination/export marketing materials, branding, etc., for the National Associations and their respective multinational member companies.

SHORT LIST OF SKILL SETS: 20+ YEARS, ACQUIRED/USED ON THE JOB

The following skill sets - among others not listed here - have been "mixed & used" with GERtoGER.org, Multiple USAID Initiatives, The Amazing Race USA, The Amazing Race Australia, World Bank Project, Adventure-Studio.com, etc.; like tools in a toolbox.

STRATEGIC

COMPETITIVENESS

- Competitiveness Analysis
- Competitive Intelligence
- Marketing Strategy
- Market Intelligence
- Business Analysis
- Business Intelligence
- Business Development
- Competitiveness Development
- Communications Strategies
- Mass Media
- Digital Media Marketing
- Print Media Marketing

- Tourism Supply Chains
- Tourism Value Chains
- Rural Tourism
- Community Tourism
- National Tourism
- Responsible Tourism
- Sustainable Tourism
- Corporate Social Responsibility & Social Economic Development Initiatives

VIDEOGRAPHY & PHOTOGRAPHY

- Videographer

• Photographer

- Audio
- Video Editing
- Photo Editing
- Audio Editing
- Photo Manipulation
- Photo Retouching
- Soundtrack Mixing

FILM & TV PRODUCTIONS

- Scout Planning
- Scout Budgeting

- Scouts (rural/urban, national & international - GIS/Mapping)
- Creative Development
- Production Planning
- Production Calendar
- Production Budget
- Production Document
- Shoot Calendar
- Production Fixer
- Zone Management
- Location Management
- Event Management
- Production Management
- Video Production

- Producer

DIGITAL MEDIA/ MARKETING

- Online Strategy Analysis
- Online Strategy Development
- SEO Strategies
- SEM Strategies
- Strategy Implementation
- Web Development
- eBrochures
- Email Marketing
- Social Media Management
- Social Media Marketing
- Blogging
- Content Analysis
- Content Strategy
- Content Creation
- Copywriting
- Content Development

- Print Marketing Development
- Digital Marketing Development
- Content Management
- Content Marketing
- Distribution
- Branding
- Brand Management
- Brand Security

PRINT DEVELOPMENT

- Graphic Design
- Brochure Designing
- Leaflet Designing
- Billboard Designing
- Gifts: pens, bags, etc.

WEB DEVELOPMENT

- Website Analysis

- Content Management Systems (CMS)
- WordPress
- Web Design
- Website Maintenance
- Organic SEO Strategies
- Content Strategies
- SEO
- SEM
- Graphic Design
- User Interface (UI)

SEO ANALYTICS

- Google Analytics
- SEO Tools
- SEO Analysis
- SEM Analysis
- Website Analysis
- Content/TAG Analysis
- Code Analysis

SOFTWARES

- Gantt Project Management
- Adobe Audition
- Adobe Photoshop
- Adobe Illustrator
- Adobe InDesign
- Adobe Acrobat
- Adobe Premiere Pro
- Adobe After Effects
- Adobe Media Optimizer
- Adobe Creative Suite
- Adobe Mobile Apps
- Word
- Excel
- Powerpoint
- Apple Pages
- Apple Numbers
- Apple Keynote
- Scrivener
- ETC

REFERENCES

- **The Amazing Race USA** - Barry Hennessy (email upon request - Former Senior Field Producer for The Amazing Race USA):
“Zanjan Fromer and his team provided top notch creative and logistic support for an episode of "The Amazing Race" for CBS. His creative problem solving and fast thinking helped us get through some very tough situations and in the end added one of the more memorable episodes to an Emmy and DGA award winning season.”
- **The Amazing Race Australia** - Alenka Henry (email upon request) & Jack Walworth (email upon request), Former Producers
- **The Amazing Race USA** - Jennifer Madsen Jones, currently: EIC, LP, Co-EP (email upon request)
- **USAID Funded GER Initiative** - Margaret Herro, Former C.O.P. (email upon request)
- **USAID Funded Gobi Regional Economic Growth Initiative** - David Dyer, Former Advisor (email upon request)
- **USAID Funded The Competitiveness Initiative** - Alan Saffery, Former D.C.O.P. (email upon request):
“Zanjan Fromer's creativity ensures delivery of high quality, professional media work that stands out. Always willing to take on a new challenge, he thrives on problem solving and new approaches.”