

**DAVE PERRY**  
Chief Operating Officer  
**XOR Inc.**  
**Austin, TX**



Mr. Perry is the Chief Operating Officer of XOR Inc., a software company headquartered in Austin, Texas, which develops Artificial Intelligence applications to automate employee recruiting workflow for large corporations. By using XOR's applicant engagement chatbot, companies can recruit the best employees faster and at a lower cost than ever before.

Mr. Perry has had broad career achievements from large multinational technology companies to startups, with a professional career in sales, marketing and P&L leadership with Texas Instruments, Avocent Corporation, Zebra Imaging and Tenduit Software. His major startup accomplishment was achieved with Avocent Corporation, a startup datacenter management systems company, which he joined in 1998 and led to \$500M+ annual revenues, eventually culminating in a \$1.2B acquisition of the company.

Additionally, Mr. Perry teaches entrepreneurship in the Acton School of Business MBA program; mentors startups at the Capital Factory accelerator; and serves on the Board of Trustees for the Marbridge Foundation, which serves adults with cognitive learning challenges.

Mr. Perry is a veteran of the United States Air Force. He earned a bachelor's degree at Texas State University, an MBA at Hardin-Simmons University, and he is a 2003 alumnus of the Advanced Management Program at Harvard Business School.