

# OWNERSHIP OF THE CLEVELAND INDIANS



## PAUL J. DOLAN OWNER/CHAIRMAN/CHIEF EXECUTIVE OFFICER

The Dolan family's ownership of the Cleveland Indians enters its 22nd season in 2021, while Paul Dolan begins his ninth campaign as the primary control person of the franchise after being formally approved by Major League Baseball on Jan. 10, 2013. Paul continues to serve as Chairman and Chief Executive Officer of the Indians, roles that he accepted prior to the 2011 season. He began as Vice President, General Counsel of the Indians upon joining the organization in 2000 and later served as the club's President from 2004-10.

Paul was born and raised in nearby Chardon, Ohio where he attended high school at Gilmour Academy in Gates Mills. He graduated with a B.A. degree from St. Lawrence University in 1980 and received his Juris Doctorate from the University of Notre Dame's Law School in 1983. Prior to joining the Indians, Paul was a partner at Thrasher, Dinsmore & Dolan, a Chardon, Ohio based law firm.

Dolan is involved in various business interests throughout Northeast Ohio and is engaged with many philanthropic and civic boards throughout the Northeast Ohio community. He is currently Chairman of United Way of Greater Cleveland and serves as a board member for The Cleveland Clinic, Greater Cleveland Partnership, Playhouse Square Foundation, Unify Labs and Evergreen Cooperatives. Paul has been the co-chairman for VeloSano Bike to Cure in each of the event's first six years (2014-19) and also races as an Indians team member. The Greater Cleveland Sports Commission honored the Dolan family with the 2019 Lifetime Achievement Award, which is annually presented to an individual or group that has demonstrated extraordinary dedication to the advancement of sport in Cleveland.

Paul and his wife, Karen, reside in Geauga County and have two adult sons.

## DOLAN OWNERSHIP CHRONOLOGY

### May 13, 1999

Then Indians Owner Richard E. Jacobs announced that he and the Board of Directors have engaged The Goldman Sachs Group and McDonald Investments to identify potential buyers for the franchise.

### November 4, 1999

Jacobs announced the company has signed a definitive agreement to sell the franchise to Lawrence J. Dolan and family trusts.

### January 19, 2000

Major League Baseball Owners unanimously approve the sale of the club from Richard E. Jacobs to Lawrence J. Dolan and family trusts.

### February 7, 2000

Shareholders of the Cleveland Indians Baseball Company, Inc. approve the transfer of the club from Richard E. Jacobs to Lawrence J. Dolan and family trusts. Meeting was held in the Terrace Club at Jacobs Field.

### February 15, 2000

Lawrence J. Dolan and family trusts assume ownership of the Cleveland Indians franchise.

### January 10, 2013

MLB Owners unanimously approve Paul J. Dolan as primary control person of the Cleveland Indians franchise.

## OWNERSHIP OF THE CLEVELAND INDIANS

1900-1916.....Charles W. Somers	A-1956.....Myron H. (Mike) Wilson (President)	1977 -1978 .....Ted Bonda (President)
1916-1922.....Jim Dunn	1956-1962.....William R. Daley	1978-1983.....F. J. "Steve" O'Neill
1922-1927.....Estate of Jim Dunn	1963-1966.....Gabe Paul	1983-1986.....Estate of F. J. "Steve" O'Neill
1927-1946.....Alva Bradley	1967-1972.....Vernon Stouffer	1986-2000.....Richard E. Jacobs
1946-1949.....Bill Veeck	1972-1976.....Nick Mileti (President)	2000-present .....Larry Dolan, Paul Dolan and family trusts
1949-1952.....Ellis Ryan (President)		



### CHRIS ANTONETTI PRESIDENT, BASEBALL OPERATIONS

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Now entering his 23rd year as a member of the Cleveland Indians franchise, Chris Antonetti begins his sixth full season as President of Baseball Operations after being elevated to the position on October 6, 2015. The 2021 campaign will mark his 11th overseeing the club's Baseball Operations after spending five seasons as the club's Executive Vice President and General Manager from 2011-15.

Antonetti, 46, has worked with GM Mike Chernoff and their staff to build a foundation for sustained success by seeking to maximize all avenues of player acquisition and development, while also cultivating an organizational culture that supports continual learning and growth.

Chris guided a reshaping of Cleveland's Major League club prior to the 2013 campaign, which began with the hiring of Terry Francona, a two-time World Series champion with more than 30 years of professional baseball experience, as Indians manager on Oct. 8, 2012. In the eight years since, Cleveland has posted the American League's best record (.565, 673-519) by a six-win margin - second-best in the Majors overall - while entering the final week of each of those seven campaigns in Postseason contention, highlighted most notably by three consecutive A.L. Central titles from 2016-18 and appearances in the 2013 A.L. Wild Card Game, 2016 World Series, 2017 A.L. Division Series, 2018 A.L. Division Series and 2020 Wild Card Series. The Indians stand as one of just four teams in the Majors - two in the A.L. - to post eight consecutive winning seasons entering 2021. In recognition of recent organizational accomplishments, Antonetti was named 2016 Executive of the Year by *Baseball America* following the Tribe's World Series run and 2017 Executive of the Year by *Sporting News* after Cleveland achieved the third 100-win campaign (102-60) in the now 120-year history of the franchise.

Over a nine-year period from 2002-10, Chris assisted with significant rebuilding efforts as both Assistant GM (January 2002) and, later, Vice President of Baseball Operations (March 2007) that were rewarded when the Indians led Major League Baseball in wins and advanced to the 2007 A.L. Championship Series. He originally joined the Indians organization prior to the 1999 season as an assistant in the Baseball Operations Department and was promoted to Director of Major League Operations in August 2001.

Chris began his career in professional baseball in the summer of 1997 as an intern with the Montreal Expos in West Palm Beach, FL. He was later hired as Assistant Director of Player Development with the Expos in November 1997 and served in that position until joining the Indians staff.

Antonetti graduated magna cum laude from Georgetown University in 1996 with a degree in Business Administration and earned a master's degree from the University of Massachusetts in Sport Management the following year. At Georgetown he was a student manager for the men's basketball team for one and a half years under John Thompson, Jr. Chris currently serves on the MLB Club Executive Committee for The Players Alliance, which was formed in 2020.

Chris and his wife, Sarah, live in Rocky River, OH with their daughters, Mya and Ella.

## CLUB EXECUTIVES



### BRIAN BARREN PRESIDENT, BUSINESS OPERATIONS

Brian Barren enters his eighth season with the Cleveland Indians and fifth as President of Business Operations. He joined the organization in January 2014 and served as Executive Vice President of Sales & Marketing over his first three seasons. In his present capacity, Brian oversees all aspects of the club's business functions.

Barren joined the Indians following an accomplished, 24-year career with Procter & Gamble in Cincinnati, OH where he developed a wide variety of skill sets and expertise in Customer Business Development and general management of multi-functional business teams. As a senior leader at P&G, Brian had team leadership responsibility on the company's Wal-Mart and Kroger Teams, two of P&G's top customers in the world.

Brian is a 1989 graduate of Princeton University, where he earned a degree in History that included his senior year thesis researching the integration of Major League Baseball. He played football for four years at Princeton as a classmate and teammate of Toronto Blue Jays President & CEO Mark Shapiro. Brian was also an Army ROTC scholarship student as an undergrad at Princeton, fulfilling his commitment to the U.S. Army as a tank commander upon graduation.

Brian and his wife, Kris, reside in downtown Cleveland and have two sons, Billy and Brad. Brian was one of Dan and Catherine Barren's six children. His late father was a well-respected teacher and high school football coach for many years at Columbus Academy (where Brian graduated in 1985) and finished his coaching career as the inaugural Head Football Coach at Notre Dame Cathedral Latin (Hall of Fame Class of 2004). Brian serves as a board member for College Now Greater Cleveland, the Greater Cleveland Sports Commission, and the Rock & Roll Hall of Fame.



*Paul Dolan hoists the 2016 American League Championship trophy on Oct. 19, 2016 at Rogers Centre in Toronto following Cleveland's ALCS Game 5 victory over the Blue Jays, which sent the Indians to the World Series*



MIKE CHERNOFF  
GENERAL MANAGER

Mike Chernoff enters his 18th season with the Cleveland Indians organization in 2021 and his sixth since being named as the 16th General Manager in team history on Oct. 6, 2015. He spent the previous five seasons as the club's Assistant General Manager after being elevated to the position in October 2010.

Chernoff was previously the Tribe's Director of Baseball Operations over four seasons from 2007-10 after spending the 2005-06 campaigns as the Assistant Director of Baseball Operations. His tenure with the organization started in June 2003 when he began an internship in Baseball Operations.

As General Manager, Mike works with President of Baseball Operations Chris Antonetti to lead all aspects of the club's baseball operations, including Major League operations, scouting and player acquisitions, player development and performance, research and development, and contract negotiations. Chernoff has helped lead a variety of strategic moves and organizational development initiatives that have impacted the Indians current Major League team and organizational culture, including the hiring of Terry Francona and numerous player acquisitions, multi-year contract negotiations, and scouting and development initiatives.

Mike played four years of varsity baseball as a middle infielder at Princeton University and served as captain of the team as a senior. He earned a degree in Economics with a certificate in finance from the Ivy League institution in June 2003.

Mike and his wife, Sarah, reside in Beachwood, Ohio with their sons, Brody and Owen, and daughter, Arielle. His father, Mark, is the Vice President of Programming at WFAN in New York City.

GENERAL MANAGERS OF THE CLEVELAND INDIANS

1903-27.....	Ernest S. Barnard	1957-61 .....	Frank Lane	Sept. 18, 1991 - Oct. 31, 2001	
1916-17.....	Bob McRoy	1961-73 .....	Gabe Paul	.....	John Hart
1927-35.....	Billy Evans	1973-85.....	Phil Seghi	Nov. 1, 2001 - Oct. 3, 2010	
1935-41.....	C.C. Slapnicka	Mar. 8, 1985 - Dec. 18, 1987		.....	Mark Shapiro
1941-46.....	Roger Peckinpaugh	.....	Joe Klein	Oct. 4, 2010 - Oct. 5, 2015	
1946-49.....	Bill Veeck	Nov. 2, 1987 - Sept. 18, 1991		.....	Chris Antonetti
1950 -57 .....	Hank Greenberg	.....	Hank Peters	Oct. 6, 2015 - present	
				.....	Mike Chernoff

## VICE PRESIDENTS, BUSINESS OPERATIONS



### BOB DiBIASIO SENIOR VICE PRESIDENT, PUBLIC AFFAIRS

Bob DiBiasio is entering his 42nd season with the Indians and his 43rd in Major League Baseball in 2021. He started with Cleveland in 1979 as Assistant PR Director, was named Director of PR in 1980, and named Vice President of PR in 1988. The Lakewood, OH native was promoted to his current position in 2011. His lone season away from the Tribe was 1987 when he served as PR Director for the Atlanta Braves.

DiBiasio serves as President of Cleveland Indians Charities and is a member of the Board of Directors for the Cuyahoga County Public Library Foundation, the Bob Feller Act of Valor Foundation and Baseball Heritage Museum at League Park.

Bob is the host of the popular television show "Indians Alumni Roundtable," on *SportsTime Ohio*, as well as "Tribe Tales" – a where-are-they-now segment that airs pre-game every Sunday on the Indians Radio Network. He was the 1999 recipient of the prestigious Robert O. Fishel Award for Public Relations Excellence in Major League Baseball and was also inducted into the Lakewood High School Distinguished Alumni Hall of Fame in 1999. In 1986, DiBiasio was named Public Relations Director to *Sports Illustrated's* Dream Team.

DiBiasio graduated from Lakewood High School in 1973. He earned degrees in journalism and education from Ohio Wesleyan University in 1977. While at Ohio Wesleyan, Bob was sports editor of the school paper "*The Transcript*"; the student Sports Information Director; and did color on OWU football and basketball broadcasts. DiBiasio also played one year of basketball and two years of baseball at OWU. In 1978 he earned his master's degree in Journalism from The Ohio State University and started a stint as Assistant Sports Editor of the Fremont (OH) News Messenger before joining the Indians.

Bob and his wife, Penny, reside in Solon, Ohio; they have two adult children, daughter, Julie (Matt), and son, Patrick (Liz).



### ALEX KING SENIOR VICE PRESIDENT, MARKETING & STRATEGY

Alex King is entering his 11th season with the Cleveland Indians, while the 2021 campaign will mark his ninth leading marketing efforts for the organization.

In his current role, Alex oversees all aspects of Marketing, Service, and Strategy for the business side of the organization. Alex's focus areas are strategic communications, analytics and data-driven decision making, delivering a compelling fan experience, building long term brand equity, and fostering a culture of service excellence.

Prior to joining the Indians, Alex spent more than 10 years in marketing and branding, including each of the last five at Procter & Gamble. Alex received his undergraduate degree in Economics from the University of Dayton where he graduated cum laude and received his MBA from the University of Chicago with concentrations in Marketing and Finance.

Alex resides in Shaker Heights, Ohio with his wife, Kelly, and their daughters, Mallory and Lauren.



## **NEIL WEISS**

### **SENIOR VICE PRESIDENT, CHIEF INFORMATION OFFICER - INFORMATION SYSTEMS & BALLPARK OPERATIONS**

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Neil Weiss begins his ninth season with the Cleveland Indians after joining the organization in March of 2013.

In his current role, Weiss is responsible for all Baseball and Business technologies and is supported by an Information Systems Department consisting of Software/Application Development and Data Architecture, Infrastructure and Operations, Audio/Video Engineering and End User support. In 2018 Weiss was given responsibility for Ballpark Operations, including Safety & Security, Facility Maintenance, Gameday Staff and relationships with City, County and Gateway District Leaders. He is a member of the Business Leadership team and also serves on advisory committees supporting Ticketing, Capital Projects, People Management and more.

Prior to joining the Indians organization, Neil served as Senior Vice President and Chief Information Officer at Jackson Family Wines in Sonoma, CA. His career for the fourteen years prior to JFW included retail-focused positions at Williams-Sonoma, Smith & Hawken and Gap Inc., as well as management consulting stints at KPMG and Andersen Consulting. Neil graduated in 1992 from the University of Colorado-Boulder with a BA in International Affairs.

Neil resides in Chagrin Falls, Ohio, with his wife, Laura, and two sons, Cole (Dennison, '23) and Hank (Washington University, '25). Neil also serves as a member of the Positive Coaching Alliance (PCA) Ohio Leadership Council and the OhioX Advisory Board.



## **TED BAUGH**

### **VICE PRESIDENT, CORPORATE PARTNERSHIPS & PREMIUM HOSPITALITY**

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Ted Baugh is entering his 13th season with the Cleveland Indians and second as Vice President, Corporate Partnerships & Premium Hospitality. Ted joined the organization prior to the 2009 season as Director of Corporate Partnerships, a role that has evolved over the course of his tenure to include oversight of the Premium Hospitality business (Suites & Premium Seating) in 2016 and the development of new revenue streams through innovation in 2019.

Baugh's team is responsible for generating revenue by cultivating and maintaining loyal relationships that enhance partners' connection to both the Cleveland Indians brand and our community through innovative, measurable, and memorable platforms and services; those include naming rights, entitlements, ballpark digital and static signage, use of Indians logos and trademarks, suites, club spaces, contests and sweepstakes, and properties appearing on Indians.com, the club's social media platforms and the Cleveland Indians Radio Network.

Ted has over 25 years of radio, television and sports sponsorship sales and management experience in various markets across the Upper Midwest, Great Lakes and Northeast regions. Prior to joining the Indians, he served as National Account Manager for Learfield College Sports, facilitating sports marketing and sponsorship sales to prominent national brands and advertisers on behalf of more than 60 collegiate athletic partners.

Ted is a native Cleveland and proud graduate of both St. Edward High School and Miami University. He and his wife, Kristin, live in Avon Lake, Ohio with their children, Sam and Kate.



## **CURTIS DANBURG**

### **VICE PRESIDENT, COMMUNICATIONS & COMMUNITY OUTREACH**

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Curtis Danburg enters his 26th season with the Cleveland Indians.

In his current role as Vice President, Communications and Community Impact, Curtis oversees Corporate Communications, Baseball Information, Player Relations, Broadcasting, Digital Media, Photography, Historical Archives and Community Impact initiatives. He began his career with the organization, spending three years as an intern in the Indians Media Relations Department before becoming a full-time member of Media Relations in 1998. He transitioned in 2005 to lead Corporate Communications and Digital Media, areas still under

his direction. Danburg also spent seven seasons (2005-2011) overseeing Creative Services for the Indians before being promoted to a leadership role with the entire Communications division in 2011. He was elevated to his current role as a Senior Officer in January 2020.

A native of Mentor, OH, Curtis graduated from Bowling Green State University in 1996, majoring in Sport Management. He volunteered four years in the BGSU Sports Information Department and was co-chair of Sport Management Alliance for two years.

Curtis currently serves as a Board Member for Ohio Guidestone and Press Club of Cleveland, and is an Advisory Board Member for the Baseball Heritage Museum.

Curtis, his wife, Danielle, and their two children, Tyler and Hannah, reside in Fairview Park, OH.



## **RICH DORFFER**

### **VICE PRESIDENT, FINANCE & CHIEF FINANCIAL OFFICER**

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Rich Dorffer is entering his 22nd season with the Cleveland Indians and third as Vice President, Finance & Chief Financial Officer for the organization. Rich began his career with the Indians in May 1999 as the Manager of Corporate Reporting, Development & External Reporting and spent five years from 2013-17 as Senior Director, Planning, Analysis & Reporting before being promoted to Vice President, Finance.

As Vice President, Finance & CFO, Rich is responsible for overseeing and directing all financial-related matters of the Cleveland Indians in order to fulfill the Finance Department's mission statement, as well as the Company's Strategic Priorities, Organizational Purpose and Mission Statement. Additional responsibilities include fostering an environment where measurement and accountability are valued, providing business intelligence tools that allow staff to work smarter and more effectively in the pursuit of their respective departmental goals, as well as to improve overall franchise value. Rich is also the main liaison with Major League Baseball in regards to all financial reporting matters, administering the league-wide MLB Insurance program and overseeing workers' compensation for the organization.

Rich currently serves on the American Red Cross Board of the Northern Ohio Region. Rich initially joined the American Red Cross Blood Services Board and the Finance & Operations Committee in November 2010 and then the American Red Cross Blood Services Committee.

Prior to joining the Indians, Rich was employed in the audit and assurance services group of PricewaterhouseCoopers, LLP from 1994-1999. A native of Northeast Ohio, Rich attended Dalton High School where his parents, Richard and Margaret, continue to live. The 1994 graduate of John Carroll University (BSBA in Accountancy) resides in Green, Ohio with his wife, Lana, her son, Jakob, and his three children, Alaina, Lacimarie and Luke.





## **JIM FOLK**

### **VICE PRESIDENT, BALLPARK IMPROVEMENTS**

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Jim Folk enters his 40th season in Major League Baseball and 30th with the Cleveland Indians. Folk joined the organization in June of 1992 as Director, Ballpark Operations and was elevated to Vice President, Ballpark Operations in November 2001; he will lead the next generation of ballpark improvements at Progressive Field after being named to his current position in December 2020.

As VP of Ballpark Improvements Jim is a program manager to assess, prioritize, and sequence short- and long-term facility enhancements that address major modernization activities at Progressive Field. Jim was heavily involved in the design and construction activities of the ballpark, overseeing the 1993 final series at Cleveland Stadium and the 1994 opening at then Jacobs Field. He acted as a Project Manager for the Goodyear Spring Training/Player Development Complex and Ballpark, overseeing design and construction activities from 2007-2009.

With Cleveland, Jim has overseen Major League Baseball's All-Star game twice (1997 & 2019), three World Series (1995, 1997, and 2016), and a total of 49 Postseason home games at Progressive Field, along with the then Major League record of 455 consecutive sell-out games, with nearly sixty million fans walking through the gates. In addition, he has assisted Major League Baseball and/or the home club in the execution and supervision of All-Star Games in Chicago (1983 & 2003), Baltimore (1993), and Philadelphia (1996), and World Series in New York (2001 & 2009), Chicago (2005), and Detroit (2006).

The Naperville, IL native's career in baseball began in 1979 with the Chicago White Sox in 1979, spending five of his ten seasons as Assistant Director, Ballpark Operations (1984-88). From 1989-92, Jim was Director of Operations for the Florida Suncoast Dome (now Tropicana Field), where he was involved in the construction and opening of the dome in 1990.

Jim, who earned a degree from Loyola University of Chicago in 1984, is a member of the International Association of Venue Managers and Stadium Managers Association. He currently serves as Chairman of the USS Cleveland Legacy Foundation and on the Boards of Directors for the Bob Feller Act of Valor Foundation, Congregation of Saint Joseph Ministries, the Historic Gateway Neighborhood Corporation and the Downtown Cleveland Alliance.

Jim and his wife, Sue, reside in Westlake, Ohio and have two daughters, Kelly and Erin.



## **SARA LEHRKE**

### **VICE PRESIDENT, HUMAN RESOURCES & CHIEF DIVERSITY OFFICER**

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Sara Lehrke is currently in her 37th season with the Indians organization, her 11th as Vice President of Human Resources and Chief Diversity Officer.

Lehrke began her career with the Indians in 1985 as Administrative Assistant to the Vice President of Business. She has also worked in Ballpark Operations, Personnel and Benefits and was responsible for the creation of the Customer Service department for the Club.

As Vice President, Human Resources and Chief Diversity Officer, Lehrke is responsible for all aspects of employee recruitment, training, development and compensation for the organization. Her responsibilities include the coordination, delivery and compliance of all employee benefits, compensation and employee development. She also assists in the negotiations with various labor unions representing the employees of the Cleveland Indians. Sara's leadership role as Chief Diversity Officer led to the development and execution of an exemplary Diversity Plan that formed the foundation for more diverse business partnerships with the club, while celebrating the many different cultures of our team at Progressive Field.

Lehrke's determination and the company's investment in its employees have resulted in the club being honored as **Northcoast 99 Award** recipients in 10 of the last 12 years (2009, 2011-13, 2015-20). From 2009-14, the Indians organization was recognized as Best in Class for Workforce Diversity by the Commission on Economic Inclusion four times, as well as being named to the Commission 50 for advancing inclusion and achieving results. The Cleveland Museum of Natural History has recognized the club as part of their Wellness @ Work Awards, placing third in 2009 and first in 2010.

In May of 2018, Sara was recognized by Women In Sports and Entertainment as the WISE Women of Inspiration Recipient. In 2004, Sara was recognized by the YWCA as a "Woman of Excellence" Award winner. She is a 2007 Alumni of LeadDIVERSITY sponsored by The Diversity Center of Greater Cleveland and is a graduate of Leadership Cleveland's Class of 2012. Lehrke also serves on the Board of Directors for The Diversity Center of Northeast Ohio.

A native of Lakewood, Ohio, Lehrke currently resides in downtown Cleveland with her husband, Dale. Her daughter, Jessy, teaches first grade in the Cleveland area, while her son, Ben, works in Winston-Salem, NC.





## **TIM SALCER**

### **VICE PRESIDENT, SALES & SERVICE**

Tim enters his seventh season with the Cleveland Indians after being named Vice President of Sales and Service in January 2017. In his present role, Tim is responsible for overseeing Season Tickets, Group Tickets, Corporate Partnerships, Premium Hospitality Suite Sales as well as Sales Service, Fan Services and Ticket Operations.

Salcer joined the Tribe in October 2014 as Senior Director of Ticket Sales & Service following a 14-year career with Chattem Inc. (National Consumer Product Goods Company) where he worked with top accounts including Walmart and Walgreens. Tim is a graduate of John

Carroll University and of Notre Dame Cathedral Latin High School (Chardon) as well St. Paschal Baylon Grade School (Highland Heights). He has coached high school and CYO Football, Basketball and Baseball at NDCL, Mentor Youth Football League and St. Paschal Baylon.

Tim grew up in Lyndhurst and currently resides in Highland Heights, Ohio. Tim's parents, Roland and Jane, lived in Lyndhurst for over 40 years. His late father, an East Cleveland native, was Captain of the Cleveland Heights Police Department, where he was the longest serving policeman in the history of the state of Ohio and second longest in the nation with 60 years on the job following his service in the tank corp during WWII.



## **KURT SCHLOSS**

### **VICE PRESIDENT, CONCESSIONS**

Kurt Schloss is entering his 17th season with the Cleveland Indians and ninth as Vice President, Concessions. Schloss maintains oversight of all Merchandising, Corporate Purchasing, and Non-Gameday Events, as well as the organization's Food and Beverage business.

A retail and wholesale veteran of more than 17 years prior to joining the Indians, Kurt came to the club in August 2004 as the Director of Merchandising, overseeing all aspects of the Mall Store, Ballpark and Spring Training retail businesses. He held that position for two seasons before being elevated to Senior Director and taking on Corporate Purchasing for the team.

As Vice President, Concessions, Kurt is responsible for overseeing the development and implementation of the appropriate business plans while ensuring a focus on achieving organizational guiding commitments, strategic priorities and organizational financial objectives and strategies.

A native of the Akron area, Kurt attended Walsh Jesuit High School and is a graduate of Ohio State University with a BA in Organizational Communication. He resides in Bath, Ohio with his wife, Linda, and their three boys, Jack, Robert and Michael.



## **NICOLE SCHMIDT**

### **VICE PRESIDENT, BRAND, STRATEGY & ANALYTICS**

Nicole Schmidt is in her eighth season with the Cleveland Indians organization.

In her current role, Nicole oversees the organization's efforts in brand marketing, strategic planning, innovation and business analytics. Her responsibilities include the annual brand campaign, media and promotion planning, market research and partnering to deliver data-driven analysis and project management to key business challenges across the organization.

Prior to joining the Indians, Nicole worked in strategy consulting at Monitor Group in Chicago. She received her undergraduate degree in Marketing and Finance from the University of Iowa and an MBA from Northwestern University.



## JOE ZNIDARSIC VICE PRESIDENT, GENERAL COUNSEL

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Joe Znidarsic is in his 18th season as the club's Vice President, General Counsel. As the Indians senior legal counsel, Joe provides guidance and advice on all legal matters affecting the Indians, including contracts, regulatory matters, litigation and business planning.

Joe served as primary legal counsel for the Lawrence Dolan family in the acquisition of the Cleveland Indians franchise in 2000 and remained as the Indians' outside legal counsel until 2003 when he was promoted to his current position as chief legal counsel for the club.

Joe played a significant role in the planning and creation of **SportsTime Ohio**, the Dolan family-owned regional sports network, which commenced business in 2006 as the principal provider of Cleveland Indians baseball video programming. Joe also served as general counsel for **SportsTime Ohio** until December 2012 when the network was acquired by Fox Sports. More recently, he counseled Club ownership on its successful efforts to bring John Sherman into the Indians ownership group from 2016-19. Znidarsic remains a partner in the law firm of Thrasher, Dinsmore & Dolan, which he joined in 1977. Joe has developed significant experience counseling business clients in the areas of mergers, acquisition, governance, finance, income tax and estate planning and continues to provide services in those areas to the firm's clients today.

A native of the Cleveland area, Joe attended St. Joseph High School (now Villa Angela-St. Joseph), graduating from Bowling Green State University in 1973 and Case Western Reserve University Law School in 1976. Joe and his wife, Jill Ledin, live in Lake County. Joe serves as an active participant in many charities, local boards and business groups.

## ASSISTANT GENERAL MANAGERS



### CARTER HAWKINS ASST. GENERAL MANAGER

Carter Hawkins begins his 14th season with the Indians and fifth since being appointed Assistant General Manager in November of 2016. Carter began his tenure with the Indians in 2008 as the Advance Scouting Intern and progressed into a full-time role in Professional Scouting in 2009. In 2010, Carter became Assistant Director of Player Development, a role he filled for four seasons before moving into the role of Director of Player Development for the 2015 season.

Carter, along with fellow Assistant General Manager Matt Forman, assists Chris Antonetti and Mike Chernoff in all aspects of baseball operations, including player and staff procurement and development, negotiations, rules and administration, and player personnel decisions at the Major and Minor League levels. Additionally in his role, Hawkins oversees the Indians Player Development Department, ensuring that the values and vision of the department align with those of the organization on the whole.

Carter graduated magna cum laude from Vanderbilt University in 2007 with a degree in Human and Organizational Development and was a four-year letter winner as a catcher for the Commodore baseball team. Carter and his wife, Lindsay, live in Rocky River, Ohio with their twins, Henry and Ivy.



### MATT FORMAN ASST. GENERAL MANAGER

Matt Forman enters his ninth season with Cleveland and fifth since being named Assistant General Manager in 2016. Immediately prior to his promotion, Forman had served as the club's Director of Baseball Operations.

In his role as Assistant GM, Forman leads the organization's scouting departments (Amateur, Professional & International) and player acquisition processes. He also assists Chris Antonetti and Mike Chernoff in all facets of Baseball Operations, including contract negotiations and strategy, process implementation and innovation, and player personnel decisions at the Major and Minor League levels.

Forman's tenure with the Tribe began in January 2013. Prior to joining the Indians, Forman wrote for **Baseball America**. He graduated in 2011 from Northwestern University, where he earned degrees in Journalism and American History. Forman resides in Rocky River, Ohio with his wife, JoHanna, and their daughter, Olivia.



### SKY ANDRECHECK ASST. GENERAL MANAGER

Sky Andrecheck enters his 12th season with the Indians organization and second after being named Assistant General Manager prior to the 2020 season. He was elevated to Vice President of Baseball Research and Development in 2019 after serving the previous three seasons (2016-18) as the club's Senior Director of Research and Development. Andrecheck's tenure with Cleveland began in May 2010 when he was hired as a Baseball Analyst to enhance the club's quantitative efforts in a wide variety of areas.

In his role, Sky assumes responsibility for the club's analytical systems across Baseball Operations, leading the club's analysts and data scientists, while bringing advanced quantitative and analytical research to the organization. He continues to serve as a resource

for personnel and strategy decisions throughout Baseball Operations, including both Pro and Amateur Scouting, Player Development and Major League Advance Scouting.

A Chicago-area native, Andrecheck holds both a bachelor's and a master's degree in Statistics from the University of Illinois. Before joining the Indians, he worked as a statistician at Mathematica Policy Research in Washington, DC. Sky also wrote for several online baseball outlets, including **Baseball Analysts** and **SI.com**. He and his wife, Sarah, reside in Shaker Heights, Ohio with their daughter, Adeline.

# VICE PRESIDENTS, BASEBALL OPERATIONS

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## **ERIC BINDER** VICE PRESIDENT, BASEBALL OPERATIONS

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Eric Binder begins his ninth season with the Indians and third as Vice President of Baseball Operations. Binder began his tenure with Cleveland in 2013 as the Advance Scouting Intern, progressing into a full-time role in Player Development the following year. In 2017, Binder transitioned into Baseball Operations serving as the director of the department the next two seasons.

As Vice President, Baseball Operations, Eric leads the Baseball Operations group in support of Cleveland's Major League staff, Player Development staff, and Scouting departments. His leadership in implementation of process and analysis focuses day-to-day with the Major League coaching staff and Performance areas, while additionally leading the development and implementation of pitching philosophies and programs throughout the organization.

Eric joined the Indians after a two-year Minor League pitching career from 2012-13, most notably with the St. Louis Cardinals organization. He grew up in Burr Ridge, IL and attended Northwestern University, later graduating from Trinity University in 2010 with a degree in Economics. He resides in downtown Cleveland.



## **JOSH GIBSON** VICE PRESIDENT, LEARNING & DEVELOPMENT

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Josh Gibson enters his fourth season as a member of the Cleveland Indians organization in 2020 and first as Vice President of Learning & Development. In his role, Josh focuses on researching, developing, and implementing initiatives consistent with the strategy of baseball operations, while serving as a resource for staff members across the organization to support their development.

Prior to joining the Indians, Josh served as a team development consultant in both professional baseball and college football. Most recently, Josh worked for three seasons with the Philadelphia Eagles, functioning as the Director of Team Development and Assistant Chief of Staff. Before moving to Philadelphia, Josh spent six years with the University of Oregon football program where he focused on recruiting, operations and player development.

A San Francisco Bay Area native, Josh earned his Business degree from the University of Oregon. Josh is currently finishing a master's degree in Organizational Dynamics from the University of Pennsylvania. Josh lives in Rocky River, Ohio with his wife, Holly, and son, Torrey.



## **PAUL GILLISPIE** VICE PRESIDENT, INTERNATIONAL SCOUTING

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Paul Gillispie begins his 15th season with the Indians organization and second since being elevated to Vice President of International Scouting. He spent the previous three seasons (2017-19) as Senior Director of International Scouting. In his present role, Gillispie oversees all aspects of International Scouting, including both Latin America and the Pacific Rim, while leading the evaluation, information-gathering and process implementation efforts for the acquisition of international, amateur and professional players.

Gillispie spent two years (2015-16) as the club's Director of Pro Scouting after serving for six years as Assistant Director of Scouting from 2009-14. Paul's tenure with the Indians started in November 2006 when he began an internship in Baseball Operations and he later went on to become an Area Scout for Georgia, South Carolina and Northern Florida.

Paul graduated from the University of Virginia with a degree in American Politics. He played for the Cavaliers baseball team and was team captain for the 2003-04 season. He is a member of the Buck O'Neil Professional Scouts and Coaches Association. Originally from Danville, VA, Paul resides in downtown Cleveland.



## **BRAD GRANT**

### **VICE PRESIDENT, BASEBALL OPERATIONS - STRATEGY & ADMINISTRATION**

Brad Grant is the Vice President of Baseball Operations – Strategy & Administration for the Cleveland Indians. In his role, Brad assists the Baseball Operations department in all initiatives, including the coordination of capital projects and strategy in the areas of resource prioritization, allocation, and baseball facility operations.

A 31-year veteran with the Indians, Brad spent 2007-2017 as the Director of Amateur Scouting where he managed all elements of Cleveland's selection process during the MLB Drafts. He was part of a team responsible for the development and application of an evidence-based player selection process that sought to reduce bias and emotion in a highly advocacy-based environment.

Brad continues to assist in the club's scouting and player acquisition areas and now serves as a bridge between baseball and business operations.

Brad resides in Rocky River, Ohio with his wife, Kate, who is a Vice President at WME|IMG. They have a daughter, Margaret, and a son, Will. His father, Ron Grant, recently retired from University School where he served as the Director of Physical Education and Athletic Director for over 40 years.



## **JAMES HARRIS**

### **VICE PRESIDENT, PLAYER DEVELOPMENT**

James Harris begins his fifth season with the Indians and second as Vice President of Player Development after joining the organization as Director of Player Development in December of 2016.

In his current role, Harris oversees all aspects of the Indians farm system, including the organization's four minor league affiliates and three Summer League teams. Harris leads the continued improvement and implementation of Player Development philosophies, programs and systems, while directing staffing and personnel decisions for the department. It is the goal of the Indians Player Development System to fully develop the whole athlete, while providing each player and staff member with practical development tools and resources.

Prior to joining the Indians, James was a Special Assistant to Baseball Operations with the Pittsburgh Pirates and spent time as Chief of Staff for the Philadelphia Eagles and the University of Oregon. During his 22-year career in sports, he has also spent time with the University of Nebraska, Arizona State University, San Francisco 49ers and Athletes' Performance (EXOS).

James graduated from the University of Nebraska in 2000 with a degree in Human Resources and Family Sciences, has a master's degree in Nutrition and Exercise Science from Nebraska, is a Registered Dietitian (RD), and studied Leadership at the University of Oregon.

A Los Angeles area native, James and his wife, Kimberly, have two daughters, Kamryn and Keliah.



## **JAY HENNESSEY**

### **VICE PRESIDENT, BASEBALL LEARNING & DEVELOPMENT**

Jay Hennessey is entering his fourth season with the Cleveland Indians as Vice President of Learning and Development for Baseball Operations, a role introduced to the organization in 2018. In this role, Jay serves as a resource for leaders at all levels to continuously improve through leadership development and learning management initiatives.

Prior to joining the Indians, Jay served 25 years in the United States Navy. He finished his career serving as the Commander of the Naval Special Warfare Center, overseeing the selection, training, and qualification for all Navy SEALs, before retiring as a Captain.

A Connecticut native, Jay earned a Bachelor of Arts degree from Villanova University, a Master's of Business and Administration from San Diego State University and a Master's of Arts degree in National Security and Strategic Studies from the U.S. Naval War College.

Jay and his wife, Jessica, reside in Westlake, Ohio with their four children.



## VICTOR WANG

### VICE PRESIDENT, PLAYER ACQUISITIONS

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Victor Wang enters his 13th season with the Indians and second since being named Vice President of Player Acquisitions. In his current role, Victor oversees all phases of the organization's professional scouting efforts, manages the Professional Scouting Staff, provides player evaluations, and fulfills a variety of other responsibilities within the Baseball Operations Department.

Victor previously served in Pro Scouting roles as Assistant Director from 2013-16 and as Director from 2017-19. He joined the Cleveland organization in a full-time capacity in June 2012 as a Baseball Operations Assistant after spending the previous three summers as a Baseball Operations & Analytics Intern. Prior to joining the Indians, Victor wrote for the *Hardball Times*.

Victor grew up in Bloomington, Minnesota and later graduated from Northwestern University in June 2012 with a BA in Economics. He currently resides in downtown Cleveland.



## WENDY HOPPEL

### DIRECTOR, BASEBALL ADMINISTRATION

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Wendy Hoppel begins her 38th season in the Indians Baseball Operations department and her 21st season as the club's Director of Baseball Administration.

As Director of Baseball Administration, Wendy oversees all facets of the organization's administrative support, concentrating in the areas of Minor League player contracts and financial administration. Specifically, she manages the budgets for the Major League club and the Tribe's Player Development System, as well as the contract tenders/payroll of the minor league domestic and foreign players. In addition, she coordinates all of the travel and living arrangements among minor league clubs and the organization's 200+ minor league players during spring training and the regular season; processes the working visas for the

club's foreign-born players; and coordinates and administers the Major League Baseball College Scholarship plan for former and current Cleveland Indians players.

Wendy's tenure with the club began in June of 1984 when she was hired as an assistant to the Farm & Scouting Director. Hoppel earned a degree in Applied Business from Bowling Green State University after graduating from Bowling Green Senior High School.

Wendy resides in Lakewood, Ohio with her daughter, Grace.



## KEITH WOOLNER

### PRINCIPAL DATA SCIENTIST, BASEBALL ANALYTICS

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Keith Woolner enters his 15th season in Baseball Analytics with Cleveland, having joined the Indians organization in 2007. In his role, he drives innovative research to improve the organization's in-game strategy, player forecasting and acquisition decisions through the use of technology, data management, machine learning and statistical analysis.

Prior to joining the Indians, Keith was Director of Research & Development at *Baseball Prospectus* for 10 years. He has co-authored 10 books, including several editions of the *Baseball Prospectus* annual and the award-winning *Baseball Between The Numbers*. Keith

is the inventor of VORP (Value Over Replacement Player), a well-known sabermetric statistic. He worked in the software industry for 15 years before joining the Indians, including stints at Oracle and SAS Institute.

He holds dual bachelor's degrees in Mathematics with Computer Science and Management Science from the Massachusetts Institute of Technology (M.I.T.), and a master's degree in Management Science & Engineering from Stanford University.





## SCOTT BARNSBY

### DIRECTOR, AMATEUR SCOUTING

Scott Barnsby begins his 22nd season as a member of the Indians organization and fourth as Director of Amateur Scouting after spending each of the previous three years as Assistant Scouting Director under Brad Grant.

Barnsby came to Cleveland in 2000 and assisted with advance scouting operations for two years before serving as an Area Scout in Kentucky, Tennessee and Mississippi from 2002-06. From 2007-11, he operated as the club's Regional Crosschecker in the midwest and southeast territories before advancing to National Crosschecker from 2012-14.

A native of Torrington, Connecticut, Barnsby was selected by the Los Angeles Dodgers in the 1998 June draft out of the University of Massachusetts-Amherst. The right-hander tossed a no-hitter for the Minutemen in the 1998 Baseball Beanpot game played at Boston's Fenway Park, a 1-0 victory over Harvard.

Scott currently resides in Huntsville, Alabama with his wife, Kristen, and their sons, Andrew and Matthew.



## ALEX MERBERG

### DIRECTOR, BASEBALL OPERATIONS

Alex Merberg begins his seventh season with the Indians and third as Director of Baseball Operations after spending the previous two campaigns as Assistant Director of Baseball Operations. Alex began his tenure with the Indians in 2015 as a Baseball Operations & Analytics intern and progressed into a full-time role in Baseball Operations in 2016.

In his current role, Merberg joins Eric Binder in leading the internal Baseball Operations group. Alex's specific focus is leading a cross-functional Development and Analysis team, geared towards supporting all departments with applied analysis, the development of evidence and research-based tools, resources, and processes, an facilitating analysis of baseball philosophies. Alex collaborates closely with the organization's Development & Scouting groups, Research & Development, Baseball Systems Development, and Baseball Tech. In addition, he supports Major League Operations, in particular overseeing the Advance Scouting process.

Alex graduated in 2015 from Tufts University, from which he earned a degree in Economics. He is from Weston, Connecticut, and resides in downtown Cleveland.



## ALEX ECKELMAN

### DIRECTOR, HITTING DEVELOPMENT

Alex Eckelman begins his 12th season with the Indians and his second as Director of Hitting Development after spending the previous four years in the role of Assistant Director of Player Development. Eckelman originally joined the Indians organization in 2010 as an Advance Scouting Intern, transitioning into the roles of Assistant Director, Pro Scouting in 2011 and Advance Scouting Coordinator after that, handling analysis and Major League advance reports on upcoming opponents.

In his current role, Alex assists with the leadership of the club's Hitting Development staff and the design and creation of programs, policies and curriculums implemented throughout Cleveland's system, while managing the information and resources to support. He also oversees the hitting aspects of player plan origination for position players in collaboration with coaches, coordinators and other front office staff members.

Alex, 46, played professional baseball for nine years (1997-2005) in the Houston and St. Louis organizations, including parts of three seasons at Triple-A. Following his playing career, he coached in the Astros system in 2007. Alex graduated from The Ohio State University, where he played varsity baseball (1994-97) and was elected to the Varsity "O" Hall of Fame in 2006 in a class that included Eddie George. He concluded his minor league career with a .274 (706-2578) avg. in 804 games.

Alex resides in Broadview Heights, Ohio and has two children, Mason and Samantha.





## **ANDREW BAHNERT**

### **ASSISTANT DIRECTOR, PLAYER DEVELOPMENT**

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Andrew Bahnert begins his third season with the Indians as an Assistant Director of Player Development after joining the organization in April of 2019. He is responsible for guiding process implementation and protocols for high-performance domains across the Indians Player Development System, including sport science, nutrition, mental performance, strength and conditioning, and medical services.

Prior to coming to Cleveland, Bahnert spent a decade (2009-19) working for the Australian Football League in sport science, and strength and conditioning. He began with two seasons on staff for the Adelaide Crows FC as a Training Services Assistant and Physical Performance Analyst before moving on to the Greater Western Sydney Giants FC where he served as a

Performance and Conditioning Analyst, and a Senior Athletic Performance Specialist for parts of eight seasons.

Andrew was raised in Adelaide and attended the University of South Australia, graduating with a Bachelor of Applied Science (Human Movement & Health Studies) in 2008 and an Honours degree in Exercise Physiology in 2009. He currently resides in Cleveland.



## **CODY BUCKEL**

### **ASSISTANT DIRECTOR, PITCHING DEVELOPMENT**

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Cody Buckel [*byu-KELL*] begins his third season with the Indians and second as Assistant Director of Player Development after being named to the position in January of 2020. In his present role, Buckel helps drive the integration of pitching technology and data collection with individual goal creation processes and developmental action plans across the Indians Player Development System, while also supplying pitching educational content to staff and players.

Prior to joining the Indians, Cody spent the 2018 season with the Seattle Mariners as an Organizational Pitching Coach following retirement from his playing career.

Cody grew up in Simi Valley, California and was drafted by the Texas Rangers in the second round of the 2010 June draft out of Royal High School. The right-handed pitcher went on to go 24-31 with a 4.03 ERA (393.0 IP, 315 H, 199R/176ER, 425 SO) across 131 games/61 starts and eight minor league seasons for Texas (2010-16) and Los Angeles-AL (2017). Buckel also made 12 appearances for Melbourne in the Australian Baseball League during the 2014 campaign.

Cody currently resides in Scottsdale, Arizona.



## **ROB CERFOLIO**

### **ASSISTANT DIRECTOR, PLAYER DEVELOPMENT**

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Rob Cerfolio begins his seventh season with the Indians and second as an Assistant Director of Player Development. Cerfolio spent the previous four seasons as an Assistant in both Amateur Scouting (2016-18) and Player Development (2019), while his career with Cleveland began as an intern in Baseball Operations and Player Development during the 2015 campaign.

In his present capacity, Rob supports the continued improvement and implementation of Player Development philosophies, programs and systems, while also helping to drive day-to-day implementation of process and analysis for the Minor League coaching staff and Performance areas.

A native of Birmingham, Alabama, Rob graduated from Yale University in 2014 with a Bachelor of Arts in Medicine. He played three seasons on the Bulldogs varsity baseball team and was selected by the Los Angeles Dodgers in the 33rd round of the 2013 June draft. He currently resides in downtown Cleveland.



## **RICHARD CONWAY**

### **ASSISTANT DIRECTOR, INTERNATIONAL SCOUTING**

Richard Conway enters his sixth season with the Cleveland Indians and third since being named as an Assistant Director of International Scouting. In his present role, Richard's responsibilities include coordinating the department's process implementation and information-gathering efforts. He originally joined the organization as an intern in December of 2015, later advancing to Assistant and Coordinator roles within International Operations in 2017 and 2018, respectively.

Conway's career has included work with the Dominican Prospect League in parts of both 2012 and 2015, as well as a video and player development internship at the New York Yankees Dominican academy in 2013.

The Toronto native graduated from the University of Calgary in May of 2012 with a B.S. in Biochemistry, spending the subsequent summer working in the lab at Boston's Beth Israel Deaconess Medical Center. He then went on to earn his MBA/MS in Sport Management from the University of Massachusetts-Amherst in May 2015. Conway currently resides in downtown Cleveland.



## **CHRIS GALE**

### **ASSISTANT DIRECTOR, INTERNATIONAL SCOUTING**

Chris Gale begins his eighth full season with the Cleveland Indians and third since being elevated to Assistant Director of International Scouting. Gale's responsibilities have an expanded emphasis on International Scouting processes, in addition to staff development and engagement initiatives. Additionally, Chris continues to contribute to the club's Professional and Amateur Scouting efforts with player assessments and advance work. He joined the Indians organization in November of 2013, spending his first three seasons as a Professional Scout. After adding International Scouting responsibilities during the 2016 campaign, Gale served as an International Crosschecker from 2017-18.

Gale spent five years with the Baltimore Orioles organization, beginning as a Baseball Operations intern in 2009 before serving as an area scout for four years from 2010-13.

A right-handed pitcher, Chris was originally drafted out of high school by the Pittsburgh Pirates in the 30th round of the 2000 June draft, but did not sign. The Durham, New Hampshire product went on to play four years at the University of Virginia, graduating in 2004 with a degree in Anthropology, before playing four more years of independent league baseball. His father, Rich, spent nine years in the Majors as a player and coach. Chris and his wife, Ally, reside in Cleveland.



## **NATE FREIMAN**

### **ASSISTANT DIRECTOR, PLAYER DEVELOPMENT**

Nate Freiman begins his third season with the Indians and first as Assistant Director, Player Development: Hitting. He served as Assistant Director of Baseball Operations in 2020 after joining the organization as a Baseball Operations Assistant in January of 2019. In his new role, Nate will aid in managing and facilitating player plans, aggregating and analyzing of performance team information, and supporting programming of the Cleveland Indians Hitting Philosophy, Principles, and services for players and staff throughout the organization.

Prior to joining Cleveland's front office, Nate played in nine professional seasons from 2009-17 with the San Diego, Oakland, Boston and Washington organizations, in addition to time spent with the Atlantic and Mexican Leagues, after being selected by the Padres in the

eighth round of the 2009 June draft. The first baseman combined to appear in 116 Major League games for the Athletics during the 2013-14 campaigns.

Freiman, who grew up in the Boston area, was originally selected by the Texas Rangers in the 28th round of the 2008 June draft, but returned to Duke University to complete his degree in 2009. Nate and his wife, Amanda, reside in Phoenix, Arizona with sons, Will and Charlie, and daughter, Ella.



## **SAM GILLER**

### **ASSISTANT DIRECTOR, BASEBALL OPERATIONS**

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Sam Giller begins his fifth full season with the Cleveland Indians and third since being named Assistant Director of Baseball Operations. In his current capacity, Sam maintains leadership responsibilities of the club's internal Baseball Operations group, including the department's Fellowship program. He also provides support in the areas of arbitration and player analysis within Baseball Operations.

Giller originally came to Cleveland as a Baseball Operations intern in November of 2016, later becoming a Baseball Operations Assistant prior to the 2018 campaign. His career began with a Baseball Operations internship with the Los Angeles Angels in 2015, followed by a year with Major League Baseball's Labor Relations Department.

Sam graduated in 2010 with a degree in Economics from Kenyon College (Gambier, OH), where he also spent four years as a left-handed pitcher on the baseball team. The New York City native worked for the Charles River Associates consulting firm from 2011-15. He currently resides in downtown Cleveland.



## **WILL LANDESS**

### **ASSISTANT DIRECTOR, BASEBALL DEVELOPMENT**

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Will Landess begins his fourth season with the Indians in 2020 and second as Assistant Director of Baseball Development after previously working as a Baseball Operations intern during the 2016-17 campaigns. In his present capacity, Landess helps facilitate software development through collaboration with the club's Baseball Information Systems group, while also supporting the Baseball Operations group in areas such as salary arbitration and player analysis.

Previously, Will spent parts of five years with Bain & Company in various consulting capacities, in addition to completing an externship with Major League Baseball's Labor Relations Department in 2015.

Will grew up in Dallas, Texas and earned his Bachelor in Commerce from the University of Virginia in 2012; he went on to complete his MBA at Northwestern University in 2017. He currently resides in Bay Village, Ohio with his wife, Leigh.



## **CLINT LONGENECKER**

### **ASSISTANT DIRECTOR, AMATEUR SCOUTING**

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Clint Longenecker begins his seventh season with the Indians and fourth as Assistant Director of Amateur Scouting. Longenecker joined the club in November of 2014 as an Amateur Scouting Assistant before transitioning to a Coordinator role for 2016-17.

In his current capacity, Clint assists Amateur Scouting Director Scott Barnsby with all facets of draft preparation, leading day-to-day operations of the club's scouting personnel with respect to processes and people management. Prior to joining the Indians, Clint spent parts of two years as an Assistant Editor for **Baseball America**, leading that publication's amateur draft coverage.

The Toledo, Ohio native graduated from Palm Beach Atlantic University with a Bachelor of Science in Marketing in 2010 and went on to earn his MBA from Rollins College in 2013. He currently resides in downtown Cleveland.



## **KEVIN TENENBAUM**

### **ASSISTANT DIRECTOR, BASEBALL RESEARCH & DEVELOPMENT**

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Kevin Tenenbaum enters his fourth season with the Indians organization as the Assistant Director of Baseball Research and Development. In his present role, Kevin supports and assists the Baseball Operations department in advancing knowledge of the game through quantitative data analysis. He also provides recommendations for a variety of Baseball Operations decisions in areas including both Pro and Amateur Scouting, Player Development and Major League Advance Scouting.

After growing up outside Washington D.C., Tenenbaum received a bachelor's degree in Mathematical Sciences from Middlebury (VT) College. He spent three seasons with the Baltimore Orioles before joining the Indians, and he has published his work in the Hardball Times Baseball Annual and presented research at the SABR Analytics Conference. Kevin resides in Cleveland.



## **AGUSTIN RIVERO**

### **MAJOR LEAGUE INTERPRETER**

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Agustin Rivero begins his third full season with the Cleveland Indians after joining the organization as Major League Interpreter in April 2019.

Rivero's responsibilities have an expanded emphasis on assisting the coaching staff and front office personnel with all Spanish-speaking players on the 40-man roster, as well as those in Major League camp during Spring Training. He splits time between on-field duties during the season and front office initiatives during the offseason. Agustin was also a member of the host staff for the 2019 MLB All Star Game for live translation support and logistics.

Rivero was an international free agent signee out of Venezuela in 2005 by the New York Yankees. After a shortened career in the Minor Leagues, Rivero lived in Europe before later returning to the US to complete his undergrad studies, majoring in Economics and a Masters Degree in Public Administration from Columbia University in New York City. Prior to joining the Cleveland organization, Rivero worked at the 2014 Brazil World Cup and for the U.S. Olympic Team at the Rio 2016 Olympics. The San Cristobal, Venezuela native resides in Cleveland, Ohio.

## SPECIAL ASSISTANTS TO BASEBALL OPERATIONS



**Steve Lubratich**

**Special Assistant to President of Baseball Operations/GM**

- Lubratich enters his 20th season with the Indians and seventh as a Special Assistant after spending the previous two years as Director of Pro Scouting
- He joined the Indians after serving as the Assistant General Manager for the Detroit Tigers from 1996-2001
- Lubratich was a NCAA Division II All-American shortstop at the University of California-Riverside in 1977
- Joined the Padres organization in 1985 as a player/coach before managing from 1988-91 in the team's system
- He and his wife, Deborah, reside in Lee, NH; they have two adult children, Brandt and Natalie, and one grandson



**Dave Malpass**

**Special Assistant to President of Baseball Operations/GM**

- Malpass is set to begin his 21st year with the Indians organization and his 29th season in professional baseball
- Spent eight years serving in various roles and capacities for the Montreal Expos before joining Cleveland in 2000
- Played four years of collegiate baseball and graduated from Northwest Nazarene University in Nampa, ID before attending graduate school, and beginning his coaching career at Washington State University
- Resides in Huntington Beach, CA with wife, Terri, and their two children, Brady and Blakely



**Don Poplin**

**Special Assistant to President of Baseball Operations/GM**

- Poplin begins his 29th year in professional baseball and his 20th season with the Indians organization
- Prior to joining the Tribe, Poplin served as an Amateur Scout for Seattle (seven years) and Atlanta (two years)
- He and his wife, Teresa, have two sons, Chase and Alex
- Currently resides in Norwood, NC



**Tom Wiedenbauer**

**Special Assistant to President of Baseball Operations/GM**

- Wiedenbauer enters his 11th season with the Indians and fourth as a Special Assistant
- Served as organization's Field Coordinator in 2011 and again from 2013-17...joined Major League club in 2012 as first base and baserunning coach
- Prior to joining Cleveland, spent 35 years with Houston Astros organization
- Selected by Houston in 7th round of 1976 draft and had eight-year minor league career
- Resides in Ormond Beach, FL with his wife, Ellen...couple has three children, Christie, Tom Jr. and John



**Tim Belcher**

**Special Assistant to Baseball Operations**

- Belcher enters his 20th season with the Indians and his 18th as a Special Assistant, a role he held from 2002-09 and resumed in 2012
- The Sparta, Ohio native served as the team's Major League Pitching Coach from 2010-11
- Compiled a Major League record of 146-140 with a 4.16 ERA over a 14-year career with seven MLB teams, winning the **Sporting News** N.L. Rookie Pitcher of the Year honors in 1988 with the World Champion LA Dodgers
- All-American pitcher at Mount Vernon (OH) Nazarene University in 1983 prior to being drafted



**Travis Hafner**

**Special Assistant to Baseball Operations**

- Hafner returns for his seventh season as a Special Assistant after a 12-year career in the Majors, 10 of which came with the Tribe
- Originally drafted by Texas in the 31st round in 1996 and was traded to Cleveland at the end of the 2002 season
- Hafner hit .278 overall as a member of the Indians and sits at eighth all-time in franchise history with 200 HR
- All-time franchise leader in home runs and RBI at the DH position...His 110 RBI in 2006 stands as the single-season record for Tribe DH's
- He and his wife, Amy, have three sons



**John Mirabelli**

**Special Assistant to Baseball Operations**

- Mirabelli enters his 22nd season with the Cleveland Indians organization, his 32nd in MLB
- Has held multiple leadership roles within the club's scouting operations, joining Cleveland in 2000 as Director of Scouting before serving as Asst. GM from 2002-10 & Senior Director, Scouting Operations from 2011-2020; Spent parts of 10 seasons in scouting roles with the Detroit Tigers, serving as an Area Scout from 1990-96, South East Supervisor in 1997 & National Crosschecker from 1998-99; Detroit's Scout of the Year in '96 & '97
- Played college baseball at NC State; returned to the Wolf Pack as Pitching Coach/Recruiting Coord., 1985-90
- John and his wife, Mirella, have two children, Tina & Tommy.



**Dr. Charles Maher**

**Senior Advisor, Sport & Performance Psychology**

- Licensed psychologist enters his 26th season with Cleveland; provides guidance about the mental & emotional development and performance enhancement of all players at the Major & Minor League levels, while also conducting psychological assessments of player prospects for the draft and contributing to the GRIT assessment process
- Directs the club's Mental Performance & Employee Assistance Programs, also providing talent acquisition assessment and professional development of Indians staff in Baseball & Business Operations
- Has worked with the Chicago White Sox, New York Yankees, Cleveland Cavaliers & Browns, among other teams
- Is a Professor Emeritus of Psychology at Rutgers; he is married with two adult children & three grandchildren

## BEHIND THE SCENES



### MIKE SEGHI, DIRECTOR OF TEAM TRAVEL

Mike Seghi begins his 48th season as the Tribe's Director of Team Travel. Mike's career with the ball club began in September of 1974 after he graduated from the University of Cincinnati in 1973 with a degree in Education.

Mike coordinates all of the Major League club's travel plans during spring training, the regular season and Postseason. His 48-year run as a club travel director is the longest such tenure in Major League Baseball today.

He served as Traveling Secretary for the Major League Baseball All-Star teams that toured Japan in 1990 & 1992 and was the winner of the Frank Gibbons/Steve Olin Good Guy Award in 1981.

Mike and his wife, Patty, reside in Rocky River, Ohio and have two daughters, Brittany and Michelle. Mike's father, Phil, was the Tribe's General Manager from 1973-85.



### TONY AMATO, HOME CLUBHOUSE & EQUIPMENT MANAGER

Tony Amato begins his 19th season as the Tribe's Home Clubhouse and Equipment Manager.

Amato worked in the home clubhouse as an assistant to the clubhouse manager for 15 seasons from 1988-2002, starting under Cy Buynak in Cleveland Stadium. He got his start with the Tribe by winning the last WWWE/Sun Newspapers BatBoy Essay Contest in 1988 and spent that season as a ball and bat boy. Along with working home games in the Indians clubhouse, Tony taught physical education to developmentally handicapped students at Our Lady of Angels/St. Joseph's for three years from 1999-2002.

The Normandy High School graduate earned a Bachelor's degree in Marketing and a Master's degree in Sports Administration from Cleveland State University in 1997. Tony is long-time fan of the Cleveland Browns, manages a small stable of harness racehorses and resides in Broadview Heights, Ohio with his wife, Jackie.



### WILLIE JENKS, VISITING CLUBHOUSE MANAGER

Willie Jenks begins his 15th season as the Progressive Field Visiting Clubhouse Manager. In 2008, he was honored as the MLB Visiting Clubhouse Manager of the Year.

Jenks also works in the Home Clubhouse during Spring Training, assisting Tony Amato in Goodyear, AZ prior to heading north to prepare the Visiting Clubhouse. Willie served as a head Equipment Manager in each of the first three World Baseball Classic tournaments for the Netherlands (2006), Team Venezuela (2009) and Team USA (2013).

Jenks, who began working in the Visiting Clubhouse during the 1996 season, is a native of Brecksville, OH and graduated from Holy Name High School and the University of Akron.

Willie resides in Brecksville, Ohio with his wife, Danielle, and their daughter, Hannah.



### BRANDON BILLER, ASSISTANT HOME CLUBHOUSE & EQUIPMENT MANAGER

Brandon Biller begins his fourth season as Assistant Home Clubhouse and Equipment Manager and 12th overall with the Cleveland Indians organization.

Brandon's career with the Indians began in 2010 as an intern for Visiting Clubhouse Manager, Willie Jenks. After spending the 2011 International League campaign with the Columbus Clippers, Cleveland's Triple-A affiliate, Biller joined the Indians home clubhouse staff for the balance of that season and served as a clubhouse attendant under Tony Amato through 2017. Prior to his tenure in Cleveland, Brandon worked closely with the Men's Hockey and Baseball programs at

Bowling Green State University.

The Fremont, Ohio native and Fremont Ross High School graduate earned a Bachelor of Science degree in Sport Management with an emphasis on Sports Enterprise from BGSU in 2009. Brandon enjoys spending time outdoors alongside his wife, Kellie, son, Eric, and daughter, Elizabeth, with whom he resides in North Olmsted, Ohio.





## **BOB CHESTER, DIRECTOR, VIDEO OPERATIONS**

Bob Chester begins his 26th season as Director of Video Operations with the Cleveland Indians organization as he enters his 36th year in professional sports.

Chester and his staff are responsible for providing all aspects of video related services pertaining to player development - specifically, self-scout, advanced scouting analysis, the draft, medical service videos and all minor league affiliate video.

Bob began his career in professional sports as a video director for the Cleveland Browns, producing the Emmy-nominated Browns Insider and Bill Belichick shows. Bob's previous experience includes teaching Electronic News Gathering and Post Production Editing classes at LCCC and managing local origination programming for TCI. Bob helped pioneer the formulation of the Professional

Baseball Video Coordinators Association and was elected by his peers as their President for two consecutive years.

He and his wife, Lynn, reside in Medina, Ohio. They have three children and four granddaughters.



## **FRANK VELOTTA, ASSISTANT DIRECTOR, VIDEO OPERATIONS**

Frank Velotta begins his 27th season with the Cleveland Indians. As Assistant Director of Video Operations, Frank supports the organization with a variety of responsibilities in video, technology and data gathering. He works alongside players, coaches and front office personnel, providing assistance with Major League advance scouting and self-scout analysis. His role also includes providing video and data support to Strength & Conditioning, the Medical Services team, and across the club's Player Development System.

Velotta was an intern for the Baseball Video Operations Dept. in 1995 before becoming a full-time associate in 1996. He graduated from Cleveland State University in 1996 where he earned his Bachelor's degree in Communications, specializing in audio/video production. He has had the privilege of working alongside Director, Bob Chester, for over two decades.

Frank resides in Middleburg Heights, Ohio with his wife, Angel, daughter, Josephine, and son, Frank.



## **BART SWAIN, DIRECTOR, BASEBALL INFORMATION & PLAYER RELATIONS**

Bart Swain begins his 30th season with the Indians and his 27th campaign in his present capacity as the Director of Baseball Information. He serves as the club's primary contact for all baseball PR initiatives, overseeing aspects of media services and player relations, in addition to the production of game day information and baseball research.

The 51-year-old native of Elyria, Ohio first joined the Indians in 1992 and spent the Tribe's final two seasons at Cleveland Stadium as an intern in the Media Relations Department. He joined the Indians in a full-time capacity in 1994 and became the Director of Media Relations the following season. Bart received the 2016 Robert O. Fishel Award for Public Relations Excellence.

Swain graduated from Elyria High School in 1988 and from Ohio University in 1992 with a degree in business. He resides in Rocky River, Ohio with his wife, Carrie, and their three children, Joe, Luke and Livia. His dad, Mike, played basketball and baseball for the Ohio State University from 1966-68. Bart will serve as Indians team captain for VeloSano Bike to Cure for an eighth consecutive year in 2021, having raised more than \$1M during the first seven years of the event.



## **COURT BERRY-TRIPP, DIRECTOR, COMMUNICATIONS & PLAYER RELATIONS**

Court Berry-Tripp begins his 15th season in MLB and 10th with the Indians after joining the Communications Dept. in January 2012. In his present role, Court supports the development and implementation of the club's integrated communications strategy across all areas, including both baseball and business communications, as well as broadcasting, social media and digital platforms. Additionally he assists with oversight of player/family relations and the staff's internship program.

Prior to coming to Cleveland, Court spent four seasons with the Texas Rangers Baseball Media Relations Dept. from 2008-11, assisting with the club's World Series appearances in 2010 and

2011. His career started in 2007 as an intern in the Minnesota Twins Baseball Communications Dept., which included a five-week stint at the team's Dominican academy in Boca Chica.

Court graduated from Miami University in 2005 with a business degree and also earned a MBA in Professional Sports Management from San Diego State University in 2007. He grew up in the Detroit suburb of Rochester, Michigan and currently resides in Rocky River, Ohio with his wife, Becca, and their daughters, James and Logan.



# TRIBE BROADCASTERS



## TOM HAMILTON INDIANS RADIO

Tom, the "Voice of the Indians," will enter his 32nd season of calling Cleveland Indians baseball games on the radio in 2021. In his 31 seasons since 1990, Hamilton has called all 94 postseason games the Indians have played over that span, including three World Series' (1995, 1997, 2016). His 31-year tenure, along with Rick Manning, is the second-longest in club history next to his former partner, Herb Score (34 years, 1964-97).

Hamilton is joined in the booth by Jim Rosenhaus, providing action and commentary for all 162 regular season games and 15 spring training contests on Newsradio WTAM 1100, 100.7FM WMMs and the Indians Radio Network.

Tom came to the Indians after spending three seasons as a broadcaster for the AAA Columbus Clippers (1987-89), then the top farm club of the New York Yankees. Previously, Tom worked in Milwaukee, Appleton, Watertown and Shell Lake, Wisconsin.

Some of his broadcasting credits include University of Wisconsin football games, University of Colorado basketball games, the Appleton Foxes Minor League baseball games and work for ABC radio. He is a seven-time recipient of the Ohio Sportscaster of the Year Award (1997, 2000, 2001, 2004, 2006, 2013, 2016). *The Press Club of Cleveland* inducted Tom into its Journalism Hall of Fame in November 2015. Tom also called Big Ten Conference basketball on television for 25 years. In honor of his 20th season with the Indians, Tom was given the Cleveland Association of Broadcasters Hall of Fame Award for 2009.

Hamilton is a native of Waterloo, Wisconsin. He resides in Avon Lake, Ohio with his wife, Wendy. The Hamilton's have four children: two boys, Nicholas and Bradley, and two girls, Kelsey and Katie. Both Nick and Brad played baseball for and graduated from Kent State University.



## JIM ROSENHAUS INDIANS RADIO

2021 marks the 15th season for Jim as part of the Cleveland Indians radio broadcast team and his 10th teaming with Tom Hamilton on every game broadcast. During his time with the Tribe, Jim has also served as the host of Indians Warm Up and Tribe Talk on the Indians Radio Network. Jim also provides webcasts (Indians.com) for most spring training games not available on the Indians Radio Network. For the last nine seasons he has also served as the Indians team correspondent for MLB Network.

Rosenhaus joined the Indians prior to the 2007 season after spending 11 years as the play-by-play voice of then Indians AAA affiliate, the Buffalo Bisons. Jim started his professional baseball broadcasting career with the Tribe's long-time Single A affiliate in Kinston, NC. In addition to his baseball broadcasting work, Rosenhaus spent 11 years as the voice of the University of Buffalo men's basketball team.

In the baseball offseason, Jim has worked various televised events for SportsTime Ohio, including college and high school basketball, OHSAA football state playoffs and college and high school volleyball.

On July 24, 2011, Jim was inducted into the Buffalo Baseball Hall of Fame, along with former Indians catcher, Tony Pena.

Jim resides in Bay Village, Ohio with his wife, Carole, and sons, Nathan and Cole.

## 2021 INDIANS RADIO NETWORK

Station	City	AM Frequency	Station	City	AM Frequency	Station	City	FM Frequency
WTAM – AM	Cleveland	1100	WMVO – AM	Mount Vernon	1300	WTOH-FM	Columbus	98.9
WAKR – AM	Akron	1590	WLEC – AM	Sandusky	1450	WJER – FM	Dover	100.9
WFUN – AM	Ashtabula	970	WSPD – AM	Toledo	1370	WFIN-FM	Findley	95.5
WBLL – AM	Bellefontaine	1390	WBTC – AM	Uhrichsville	1540	WFOB-FM	Fostoria	105.7
WHBC – AM	Canton	1480	WKBN – AM	Youngstown	570	WWSR – FM	Lima	93.1
WJER – AM	Dover	1450	WRIE – AM	Erie, PA	1260	WMAN – FM	Mansfield	98.3
WEOL – AM	Elyria	930	Station	City	FM Frequency	WJAW – FM	McConnsville	100.9
WFIN – AM	Findley	1330	WMMs- FM	Cleveland	100.7	WMVO – FM	Mount Vernon	100.9
WFOB – AM	Fostoria	1430	WTAM-FM	Cleveland	106.9	WLKR – FM	Norwalk	95.3
WKSJ – AM	Jamestown, NY	1340	WBNV – FM	Barnesville	93.5	WLEC-FM	Sandusky	93.5
WMAN – AM	Mansfield	1400	WBLL – FM	Bellefontaine	106.9	WSPD-FM	Toledo	92.9
WMRN – AM	Marion	1490	WBNO – FM	Bryan	100.9	WBTC – FM	Uhrichsville	101.9
			WQEL – FM	Bucyrus	92.7	WQKT – FM	Wooster	104.5
						WJSA-FM	Erie, PA	96.3

# TRIBE BROADCASTERS

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## RICK MANNING BALLY SPORTS GREAT LAKES

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The former Tribe center fielder returns for his 32nd season as color commentator for Indians baseball telecasts on **Bally Sports Great Lakes** and on **WKYC-TV**. Rick's tenure with the club began in 1990 and his 31-year tenure is the second-longest in franchise history (alongside Tom Hamilton).

"Arch", 66, began his professional baseball career with the Cleveland Indians as the first-round selection (2nd overall) in the 1972 June draft out of LaSalle High School in Niagara Falls, NY. The first 8 1/2 years of his 13-year Major League career were spent in Cleveland (1975-1983), where he won a Gold Glove in 1976 for his fielding prowess. Manning was also selected as the BBWAA "Good Guy" award winner for the 1980 season and caught the final out in Len Barker's 1981 perfect game. He later played with the Milwaukee Brewers from 1983-87 before ending his 13-year career with a career batting mark of .257 (1349-5248) in 1555 games.

Rick and his wife, Sue, reside in Scottsdale, Arizona. He has two children, Kyle and Jessica, and eight grandchildren.



## MATT UNDERWOOD BALLY SPORTS GREAT LAKES

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Matt begins his 22nd season as a broadcaster for the Cleveland Indians, while 2021 will mark his 15th year in the TV booth calling play-by-play with partner Rick Manning. He spent seven seasons (2000-06) as a member of the Tribe radio broadcast team and 13 years as host of **Indians Warm Up**, the pregame show heard on the Cleveland Indians Radio Network.

Matt began his career with local ABC affiliate WEWS-TV5, where he spent 17 years and served as the station's sports director from 1997-1999. Underwood has called play-by-play action for the OHSAA football playoffs as well as NCAA football on then **SportsTime Ohio**.

The Ashland, OH native graduated from Baldwin-Wallace College in 1990. He is a member of both the Ashland County Sports Hall of Fame and the Baldwin-Wallace Radio Hall of Fame. In 2013, Underwood received the Alumni Merit Award from B-W and the Distinguished Alumni Award from Ashland High School. Matt has helped raise money for numerous charitable organizations including Cleveland Indians Charities, Team Focus, Ashland County Cancer Association and The Sophia Underwood Memorial Scholarship.

He currently resides in Avon Lake, Ohio with his wife, Shelley. They have two children, Max and Devan.



## ANDRE KNOTT BALLY SPORTS GREAT LAKES

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Andre begins his seventh season as a reporter for all Cleveland Indians telecasts on **Bally Sports Great Lakes**.

Knott has contributed to **Bally Sports Great Lakes's** coverage over the past several years in various capacities, from covering high school football and the Cleveland Browns to hosting **Drennan Live**. Previously, he was the **Browns Radio Network** sideline reporter for six years, 2004-10, and has also been seen and heard covering Cleveland sports on WKNR and WEWS and still has a working partnership with Newsradio WTAM 1100. He also records a weekly podcast for *Scene Magazine*.

Andre and his wife, Jennifer, reside in Wadsworth, Ohio with their children, Isabella and AJ. He is a graduate of Akron St. Vincent-St. Mary High School and Kent State University. He was an All-Ohio running back and four-time letter winner in baseball at St Vincent-St. Mary, earning SVSM Hall of Fame induction honors in 2018.

# Front Office Directory

## EXECUTIVE OFFICE

Paul J. Dolan.....	Owner/Chairman/Chief Executive Officer
Chris Antonetti.....	President, Baseball Operations
Brian Barren.....	President, Business Operations
Mike Chernoff.....	General Manager
Carter Hawkins.....	Assistant General Manager
Matt Forman.....	Assistant General Manager
Sky Andrecheck.....	Assistant General Manager
Bob DiBiasio.....	Senior Vice President, Public Affairs
Alex King.....	Senior Vice President, Marketing & Strategy
Neil Weiss.....	Senior Vice President, Technology & Chief Information Officer
Ted Baugh.....	Vice President, Corporate Partnerships & Premium Hospitality
Eric Binder.....	Vice President, Baseball Operations
Curtis Danburg.....	Vice President, Communications & Community Impact
Rich Dorffer.....	Vice President, Finance & Chief Financial Officer
Jim Folk.....	Vice President, Ballpark Operations
Josh Gibson.....	Vice President, Learning & Development
Paul Gillispie.....	Vice President, International Scouting
Brad Grant.....	Vice President, Baseball Operations, Strategy & Administration
James Harris.....	Vice President, Player Development
Jay Hennessey.....	Vice President, Baseball Learning & Development
Sara Lehrke.....	Vice President, Human Resources & Chief Diversity Officer
Tim Salcer.....	Vice President, Sales & Service
Kurt Schloss.....	Vice President, Concessions
Nicole Schmidt.....	Vice President, Brand, Strategy & Analytics
Lonnie Soloff.....	Vice President, Medical Services
Victor Wang.....	Vice President, Player Acquisitions
Joe Znidarsic.....	Vice President, General Counsel
Max Kosman.....	Deputy Counsel

## BASEBALL OPERATIONS

Mike Seghi.....	Director, Team Travel
Wendy Hoppel.....	Director, Baseball Administration
Keith Woolner.....	Principal Data Scientist, Baseball Analytics
Scott Barnsby.....	Director, Amateur Scouting
Alex Merberg.....	Director, Baseball Operations
Alex Eckelman.....	Director, Hitting Development
Patrick Cherveny.....	Sports Scientist
Jonathan Freeston.....	Sports Scientist
Andrew Bahnert.....	Assistant Director, Player Development
Cody Buckel.....	Assistant Director, Player Development
Rob Cerfolio.....	Assistant Director, Player Development
Nate Freiman.....	Assistant Director, Player Development
Stephen Osterer.....	Assistant Director, Player Development
Richard Conway.....	Assistant Director, International Scouting
Chris Gale.....	Assistant Director, International Scouting
Sam Giller.....	Assistant Director, Baseball Operations
Will Landess.....	Assistant Director, Baseball Development
Clint Longenecker.....	Assistant Director, Amateur Scouting
Kevin Tenenbaum.....	Assistant Director, Baseball Research & Development
Alex DeMoya.....	Assistant Director, Latin American Scouting & Player Development
Anna Bolton.....	Education & Language Coordinator
Ilana Mishkin.....	Player Development Coordinator
Matt Czechanski.....	Assistant, Amateur Scouting
Dan Cohen.....	Assistant, Baseball Operations
Cole Futterman.....	Assistant, Baseball Operations
Zach Morton.....	Assistant, Baseball Operations
Dan Otero.....	Assistant, Baseball Operations
Ricardo Garcia.....	Assistant Manager, International Operations
Ismael Jansen.....	Assistant, International Operations
Kyle Burris.....	Analyst, Baseball Research & Development
Max Marchi.....	Consultant, Baseball Research & Development
James Venzor.....	Data Scientist, Baseball Research & Development
Marlene Lehky.....	Executive Administrative Assistant
Nilda Taffanelli.....	Administrative Assistant, Player Development
Cristina Almonte.....	Administrative Assistant, Dominican Republic

Dr. Charles Maher .....	Senior Advisor to the President & GM, Sport & Performance Psychology
Brian Miles .....	Performance Coach
Martin Rasumoff .....	Performance Coach
Agustin Rivero .....	Major League Spanish Interpreter
Steve Lubratic .....	Special Assistant to President of Baseball Operations/GM
Dave Malpass .....	Special Assistant to President of Baseball Operations/GM
Don Poplin .....	Special Assistant to President of Baseball Operations/GM
Tom Wiedenbauer .....	Special Assistant to President of Baseball Operations/GM
Tim Belcher .....	Special Assistant to Baseball Operations
Travis Hafner .....	Special Assistant to Baseball Operations
John Mirabelli .....	Special Assistant to Baseball Operations
Johnny Goryl .....	Advisor, Player Development
Minnie Mendoza .....	Advisor, Latin American Operations
Travis Fryman .....	Special Assistant to Player Development, Infield

## BALLPARK OPERATIONS

Jerry Crabb .....	Senior Director, Ballpark Operations
Seth Cooper .....	Senior Director, Facility Operations
Jonathan Wilham .....	Senior Director, Ballpark Safety
Brandon Koehnke .....	Head Groundskeeper
Ron Miller .....	Director, Facility Maintenance
Steve Walters .....	Manager, Ballpark Operations
David Bonacci .....	Manager, Safety, Policy & Training
Tyler Cochran .....	Manager, Ballpark Operations
Andrew Finn .....	Manager, Event Security Operations
Rosalie Morrison .....	Manager, Facility Operations
Anna Powell .....	Manager, Gameday Staff
Travis Barnhill .....	Assistant Groundskeeper
Rob Banaga .....	Maintenance/Custodial
Gregory Darden .....	Maintenance/Custodial
Ryan Emch .....	Maintenance/Custodial
Mike Hoagland .....	Maintenance/Custodial
Mohamed Lamsettef .....	Maintenance/Custodial
Rose Pendleton .....	Maintenance/Custodial
Ed Perez .....	Maintenance/Custodial
Harold Barnes .....	Supervisor, Security
James Coyne .....	Supervisor, Security
Sue Lasecki .....	Supervisor, Security
Matt Mensurati .....	Supervisor, Security
Mark Moore .....	Supervisor, Security
Tom Simmons .....	Supervisor, Security
Tori Reynolds .....	Shift Supervisor, 24/7 Security
Jerald Rostocil .....	Shift Supervisor, 24/7 Security

## BRAND MANAGEMENT

Jason Wiedemann .....	Director, Brand Management
Anne Madzalan .....	Senior Manager, Advertising & Promotions
Christopher Hart .....	Innovation Manager
Nicole Studzenski .....	Analyst, Brand & Innovation
Dan Ringen .....	Analyst, Innovation

## BUSINESS OPERATIONS

Dru Kosik .....	Executive Assistant, Ownership & Business Operations
Kim Scott .....	Executive Assistant, Business Operations

## COMMUNICATIONS

Bart Swain .....	Director, Baseball Information & Player Relations
Court Berry-Tripp .....	Director, Communications & Player Relations
Austin Controulis .....	Manager, Communications
Dan Mendlik .....	Team Photographer
Jeremy Feador .....	Coordinator, Communications & Team Historian
Megan Ganser .....	Coordinator, Player Engagement & Family Relations
Olivia Lavelle .....	Coordinator, Digital Products
Tom Hamilton .....	Play-by-Play Announcer
Jim Rosenhaus .....	Play-by-Play Announcer

## COMMUNITY IMPACT

Penny Forster .....	Director, Community Impact
Rebecca Kodysh .....	Executive Director, Cleveland Indians Charities
Nate Janoso .....	Manager, Alumni Relations
Matt Kata .....	Manager, Youth Baseball Development
Anthony Eder .....	Program Coordinator, Community Impact

## MERCHANDISING

Karen Fox .....	Director, Merchandising
Caitlyn Burkart .....	Director, Non-Gameday Events
Kristen Jufko .....	Senior Merchandise Buyer
Bette Prendergast .....	Purchasing Coordinator
Brian Tillinger .....	Manager, Progressive Field Team Shop
Michael Rohrbach .....	Manager, Concessions
Adreana Hales .....	Assistant Manager, Progressive Field Team Shop
Robert Avila .....	Retail Buyer
Aaron Boone .....	Manager, Merchandise Distribution Center
Scott Lilly .....	Assistant Manager, Merchandise Distribution Center
Katie Larsen .....	Buyer, Merchandising
Meghan Miles .....	Assistant Manager, Ballpark Retail

## CORPORATE PARTNERSHIPS & PREMIUM HOSPITALITY

Dominic Polito .....	Senior Director, Corporate Partnerships & Premium Hospitality
Kevin Murphy .....	Director, Corporate Partnerships & Premium Hospitality
Bryan Hoffart .....	Senior Sales Manager, Corporate Partnerships & Premium Hospitality
Albert Powell .....	Manager, Corporate Partnerships & Premium Hospitality
Joe Sullivan .....	Manager, Corporate Partnerships & Premium Hospitality
Bridget Sullivan .....	Service Coordinator, Corporate Partnerships & Premium Hospitality
Julie Weaver .....	Senior Service Manager, Corporate Partnerships & Premium Hospitality
Raphael Collins .....	Senior Service Representative, Corporate Partnerships & Premium Hospitality
Patrick DiBiasio .....	Senior Service Representative, Corporate Partnerships & Premium Hospitality
Kristie Prendergast .....	Senior Service Representative, Corporate Partnerships & Premium Hospitality
Kimberly Gordon .....	Service Representative, Corporate Partnerships & Premium Hospitality
Matt Johnson .....	Senior Business Analyst, Corporate Partnerships & Premium Hospitality
Michael Daugherty .....	Account Executive, Corporate Partnerships & Premium Hospitality

## FINANCE

Erica Chambers .....	Controller
Robert Hoekstra .....	Assistant Director, Planning, Analysis & Reporting
Karen Menzing .....	Manager, Accounting
Mary Forkapa .....	Manager, Payroll Accounting & Services
Diane Turner .....	Concessions Accounting Manager
Kim Haist .....	Senior Staff Accountant
Gregory Hubay .....	Senior Accountant, Payroll
Amy Richards .....	Senior Staff Accountant
Nicole Roth .....	Concessions Staff Accountant
Francine Sommers .....	Coordinator, Risk Management & Administration
Regina Simmons .....	Payroll Administrator
Donna Stasiowski .....	Administrator, Workers Compensation
Samantha Filar .....	Accounts Payable Administration
Eric Gebeke .....	Analyst, Finance

## GOODYEAR OPERATIONS

Fletcher Wilkes .....	Manager, Home Clubhouse
Justin Rhoads .....	Assistant Manager, Home Clubhouse
Jared Jones .....	Goodyear Facility Manager

## HUMAN RESOURCES

Jennifer Gibson .....	Director, Human Resources Operations
Mailynh Vu Nguyen .....	Director, Talent Acquisition
Nate Daymut .....	Manager, Organizational Development
Sydney Merz .....	Manager, Talent Development
Andrea Jirousek .....	Coordinator, Benefits
Colleen Lynch .....	Coordinator, Talent Acquisition
Brianna Brown .....	HR Assistant

## INFORMATION SYSTEMS

Matt Tagliaferri .....	Senior Director, Software Development & Support
Whitney Kuszmaul .....	Senior Director, Infrastructure & Operations
Kevin Dean .....	Manager, End User Support
Al Fisher .....	Senior Network Support Analyst
Jeff Coyle .....	Network Support Analyst
Plamen Kouzov .....	Manager, Business Systems
Matt Peters .....	Manager, Baseball Back End Development

Nick Korosi.....	Infrastructure & Security Architect
Philip Baker.....	Front End Developer, Baseball Systems
Corey Brunstetter.....	Full Stack Developer, Baseball Systems
Joan Fortney.....	Full Stack Developer, Business Systems
Michael Halverson.....	Back End Developer, Baseball Systems
Don Crislip.....	Manager, Baseball Front End Development
Andrew Hickerson.....	Network Analyst
Michael Ramirez.....	AV Engineer
Louis Garcia.....	End User Support Specialist
Mathew Smith.....	End User Support Specialist
Kyle Weikart.....	Game Day Engineer
Katie Shea.....	Web Developer, Information Systems
Jordan Wright.....	Web Developer, Information Systems

## LIVE EXPERIENCE

Kelly Dredge.....	Director, Live Experience
Nick Gambone.....	Assistant Director, Creative Production
Tara Hewit.....	Assistant Director, Content & Entertainment Strategy
Jaime Schnarrs.....	Manager, Live Experience
Mike Donelan.....	Manager, 3D Animation
Nikki Sim.....	Project Manager, Live Experience
Kaylee Koller.....	Manager, Video Production
Dan Kilday.....	Mascot Coordinator
Ashley Truchan.....	Coordinator, Creative Productions
Tracy Ng.....	Coordinator, Live Events & Experiences
Steve Asbury.....	Video Producer & 2D Animator
Mike Zawistowski.....	Content Producer & Designer

## SERVICE EXCELLENCE

Anne Keegan Osborne.....	Director, Service Excellence
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## STRATEGY & BUSINESS ANALYTICS

Christy Corfias.....	Director, Strategy & Business Analytics
Tye Brown.....	Strategy Manager
Patrick Fischetti.....	Manager, Business Analytics
Brady Brown.....	Strategy Analyst
Jack Eckman.....	Strategy Analyst
Urs Fischer.....	Analyst, Business Analytics
Molly Giglia.....	Analyst, Business Analytics

## TICKET SALES & SERVICES

Angel Jefferson.....	Senior Director, Ticket Sales & Service
Jeff Wallace.....	Director, Ticket Sales
Jackie Plys.....	Assistant Director, Ticket Sales
Jeff Stocker.....	Assistant Director, Ticket Sales
John Bowers.....	Manager, Ticket Partnerships
Estee Arend.....	Manager, Fan Services
Hank Winters.....	Manager, Ticket Services
Ashley Madison.....	Senior Account Executive
Kori Hammond.....	Account Executive
Hurst Talbott.....	Account Executive
Courtney Fallon.....	Manager, Events & Experiences
Kassi Schlund.....	Service Representative, Events & Experiences
Bridgette Seip.....	Service Representative, Events & Experiences
Diana Foster.....	Senior Client Service Specialist
Alex Gibbons.....	Coordinator, Fan Services
Kady Gies.....	Coordinator, Fan Services
Brent Cartwright.....	Coordinator, Season Service
Kevin Kiss.....	Client Service Specialist
Graham Johnson.....	Client Service Specialist
Matt St. John.....	Client Service Specialist
Jack Rinderle.....	Client Service Specialist
Larissa Czupik.....	Client Service Specialist
Kelsey Watroba.....	Group Service Representative
Nicholas Roth.....	Account Specialist
Ryan Hovanec.....	Account Executive, Ticket Sales
Jon Janoviak.....	Account Executive, Ticket Sales

## TICKET OPERATIONS

Matt Coppo .....	Director, Ticket Operations
Eric Fronczek .....	Ticket Office Manager
Seth Fuller .....	Ticket Operations Manager
Becky Emery .....	Manager, Ticket Services
Paige Selle .....	Coordinator, Ticket Services
Cathy Pesta .....	Ticket Office Processor

## ATHLETIC TRAINING, STRENGTH & CONDITIONING

James Quinlan .....	Head Athletic Trainer
Jeff Desjardins .....	Assistant Athletic Trainer
Chad Wolfe .....	Assistant Athletic Trainer
Joe Kessler .....	Head Strength & Conditioning Coach
Nelson Perez .....	Assistant Strength & Conditioning Coach
Jim Mehalik .....	Physical Therapy Consultant
Todd Kubacki .....	Performance Coordinator

## CLUBHOUSE

Tony Amato .....	Home Clubhouse/Equipment Manager
Willie Jenks .....	Visiting Clubhouse Manager
Brandon Biller .....	Assistant Home Clubhouse/Equipment Manager
Bob Chester .....	Director, Video Operations
Frank Velotta .....	Assistant Director, Video Operations
Anthony D'Elia .....	Major League Video Assistant
Francisco Flores .....	Minor League Video Coordinator
Jeremy Schroder .....	Culinary Nutrition Specialist

## MEDICAL STAFF

Mark Schickendantz, M.D. ....	Head Team Physician
Dr. Charles Maher, PhD .....	Director, Employee Assistance Program
Ronald Golovan, M.D. ....	Head Team Internist & Assistant Director, Employee Assistance Program
Salvatore Frangiamore, M.D. ....	Team Physician
Jason Genin, D.O. ....	Team Physician
K.V. Gopal, M.D. ....	Team Physician
Tom Graham, M.D. ....	Team Physician
Kim Stearns, M.D. ....	Team Physician
Thomas Waters, M.D. ....	Team Physician
Jim Williams, M.D. ....	Team Physician

## MEDICAL STAFF CONSULTANTS

Beth Mignano, LMT, PA-C .....	Soft Tissue/Manual Therapist
Stephen D. Cooke, D.D.S. ....	Dentist
Paul Hazen, M.D. ....	Dermatologist
Alex Andrich, OD, FCOVD .....	Performance Vision
Ray Pongonis, D.O. ....	Team Physician (AAA Columbus)
Grant Jones, M.D. ....	Team Physician (AAA Columbus)
Mike Jonesco, D.O. ....	Team Physician (AAA Columbus)
Andrew Nevasier, M.D. ....	Team Physician (AAA Columbus)
Bryant Walrod, M.D. ....	Team Physician (AAA Columbus)
Nilesh Shah, M.D. ....	Team Physician (AA Akron)
Ian Smithson, M.D. ....	Team Physician (A Lynchburg)
Mark Rolfs, D.O. ....	Team Physician (A Lynchburg)
Doug Mangan, M.D. ....	Consulting Physician
Mark Lonquist, M.D. ....	Consulting Physician
Rick Parker, M.D. ....	Consulting Physician
James Rosneck, M.D. ....	Consulting Physician
Jamie Starkey .....	Integrative Medicine
Don Franklin, D.C. ....	Chiropractor



