

# Dr. Shaun McAlmont

## Bio



Shaun McAlmont is a nationally known expert in career and workforce development. Dr. McAlmont currently serves as President of Career Learning at Stride, Inc. (NYSE: LRN) and manages the company's fast-growing career, talent and workforce development programs. In three years, he has grown Stride's career learning programs from 1,500 to 30,000 students. As a part of Stride's executive team, he is responsible for expanding the company's workforce development programs from middle and high school to adult training. He also oversees recent adult technical training company acquisitions, business development, strategic corporate and higher education partnerships, and Stride's B2B Learning Solutions division. Prior to joining Stride, Shaun was selected by a private equity firm to lead Neumont College of Computer Science, a new portfolio company for the firm, as its President and CEO. Before Neumont, he spent 10 years at Lincoln Educational Services (NASDAQ: LINC) where for 5 years he was President and CEO, following roles as Chief Operating Officer and Regional Vice President. His for-profit Ed Tech experience is supported by early student development roles at Stanford and Brigham Young Universities. Shaun is a former NCAA and international athlete, was a team captain, and achieved numerous athletic accomplishments. Shaun earned a Doctorate from the University of Pennsylvania and graduated with a rare dual distinction. He holds a Master's degree from the University of San Francisco and a Bachelor's degree from Brigham Young University. Shaun currently serves as a director on the board of BorgWarner (NYSE: BWA), a trustee on the Neumont College board, and is also a member of the BYU Marriott School of Business National Advisory Council.

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## Experience:

**BorgWarner Inc. (NYSE: BWA) – Director** **2020-Present**  
\$15B publicly traded, global Automotive Technology company based in Auburn Hills, MI. Currently serving on the compensation committee.

**Stride, Inc. (NYSE:LRN) – President, Career Learning** **2018-Present**  
\$1B+ publicly traded Ed Tech company based in Herndon, VA specializing in providing a learning management system to 195,000 students, including curriculum, teaching and recruiting services to school districts and charter schools in 40 states. Currently serving as the executive over workforce development and career strategy, focused on introducing career readiness and industry connections to approximately 40,000 students. Managed 100%+ growth in the career business line over the past 3 years, while also overseeing 3 recent adult training company acquisitions.

**Neumont College of Computer Science – President & CEO** **2015-2017**  
Private equity held Computer Science training institution in Salt Lake City, UT specializing in high-level computer software development and programming, and producing graduates to satisfy market demand.

- Recruited by a private equity firm a week after leaving Lincoln to lead the newly acquired business
- Successfully reaccredited the institution within 9 months
- Responsible for all aspects of the institution's P&L, operations, regulatory compliance, product development, educational quality, institutional lending, growth planning and student success outcomes
- Achieved 10% revenue growth, profitability, and top 5% national student achievement outcomes

**Lincoln Educational Services (NASDAQ:LINC) – President & CEO** **2005-2015**  
Publicly traded career training institution comprised of 30 locations (50+ locations and \$600M Rev at peak) focused primarily on Automotive Technology training, Healthcare and Skilled Trades training. Originally recruited to Lincoln as a distance-learning executive, then promoted to President/COO and CEO.

- Served as CEO and Director through growth and retrenchment phases. Reported to Board Chairman and oversaw all aspects of the institution including operations, sales and marketing, P&L, government relations, investor relations, regulatory and operational retrenchment.
- Achieved ~30% CAGR between 2005 and 2011 prior to industry altering federal rule changes focused on curbing for-profit education growth
- Subsequently managed significant company adjustments between 2011 and 2015, including process revisions, retraining, layoffs, and site closures to ensure company viability and compliance during a long period of intense regulatory change
- Recognized with multiple performance and leadership awards over the 10 year period

**Alta Colleges – President, Online Training Division** **1999-2005**  
Privately held career training company of 22 campuses and online division based in Denver, CO., which is no longer in operation. Recruited to Alta from Heald to open the Los Angeles campus, and subsequently promoted to Regional Vice President, opening and managing 4 additional campuses. Promoted to President of Distance Learning and responsible for significant company growth.

- Grew Los Angeles training center from start-up to profitability
- Grew California region from start up to \$100M
- Re-launched online training start up and grew entity from \$5M to \$200M in revenue; hired 500 staff and faculty, and received national recognition
- Recognized as Alta's Executive of the Year in 2003/2004

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## **Heald Colleges – Corporate Sales Director | Campus Director      '91-'93 | '95-'99**

Privately held career training company of 11 education centers based in San Francisco, CA., which was sold in 2014 and operated under the Zenith Education brand.

- Managed high school sales, set company sales record, promoted to corporate sales manager, and awarded salesperson of the year
- Left Heald to work in traditional education at BYU and Stanford then recruited back to Heald in 1995
- Promoted to manage the flagship training center in downtown San Francisco and built a new downtown campus while merging the Oakland and South SF campuses into the SF flagship
- Achieved 25% sales and revenue growth and 22% EBITDA margin

## **Brigham Young University – Assistant Director | Academic Advisor      1994-1995**

- Recruited from Stanford to perform a similar role at alma mater, BYU. In addition, recruited high achieving multicultural students to attend BYU. Worked with athletics department and advised Student Associations.

## **Stanford University – Assistant Director | Academic Advisor      1993-1994**

- Recruited from Heald to work with multicultural freshman transitioning from high school to university life. Also, advised student organizations including, Greek organizations, athletics department, and academic groups to improve student engagement, retention, and residential education.

## Education:

- University of Pennsylvania – Ed.D.
- University of San Francisco – M.A.
- Brigham Young University – B.S.

## Accomplishments:

- University of Pennsylvania Dissertation: The Athletic-Academic Spectrum in U.S. Higher Education and the Lived Experience of NCAA Student Athlete Advisors – awarded rare distinction for both research and oral defense, and was cohort graduation speaker
- Alta Executive of the Year | Alta Leadership Award
- Lincoln Leadership, Performance and Inspiration Awards | Heald Performance and Sales Awards
- Canadian National Track Team; BYU Track Team Captain, All-Western Athletic Conference, two Top 10 all-time BYU performance records between - 1985 and 1990

## Governance Experience:

- BorgWarner (NYSE:BWA) Board of Directors – current
- BYU Marriott School of Management National Advisory Board – current
- Neumont College of Computer Science Board of Trustees – current
- Nepris, Inc. Board of Directors – past
- Lincoln Educational Services (NASDAQ:LINC) – CEO and Director – past
- Career Education Colleges and Universities Association Board of Directors – past
- NY Armory Education Foundation | Millrose Games Board of Directors – past

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## News & Publications:

- Inside Sources: EdTech - Key to Early Career Readiness
- The Hill: Beyond the Protests Lie the Income and Education Gap
- The 74: McAlmont: Financial Literacy Can't Wait for College
- Morning Consult: We All Want the Best for America's Youth: A Career Readiness Education
- Book: Career Readiness: Advising the Student Athlete
- Businesswire: Support to Schools During COVID19
- Morning Consult: Skills Gap Financial Implications Call Business Leaders, Educators to Action
- Town Hall: We Can Restore Parents' and Students' Faith in our Education System. Here's How
- Washington Examiner: America's Economic Development Demands School Choice for all Children
- eSchool News: Helping the Next Generation of Students Succeed and Transform Our World

## Conference Panels:

- The Atlantic Education Summit: Inspiring youth through career readiness education
- Minds That Move Us: Adult Career Pathways: Cutting edge education technology
- Republican Governors Association: Career readiness and workforce development
- TALAE: Keynote Speaker - Dallas Adult Learning Conference
- ASU-GSV Education Conference: Career readiness education