

## Industry Update

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### APPOINTMENTS

#### Avery, Rustyak move up

Federated Payment Systems promoted **Scott Avery** to Senior Vice President of Sales and **Frank Rustyak** to Director of Information Technology.

#### Ezic expands product development team

Ezic Inc. elevated **Kyle Bond** to the position of Senior Software Engineer. His new responsibilities include maintenance and development for the Ezic Internet payment gateway. He is also responsible for overseeing technical support.

#### Fenley joins POS Card Systems

POS Card Systems, a division of Vision Bankcard Inc., appointed **Ryan Fenley** Vice President of Business Development. Fenley previously served as the Software Sales Manager for the VeriFone North American Financial Group.

#### 3Delta Systems welcomes Ives

**Howard Ives** signed on as Vice President of Sales and Development at 3Delta Systems Inc. Ives will formulate

new business commercial credit card payment tools for merchants and enhance the company's channel partner services for enterprise-level customers.

#### Narayan to sit on Metavante board

Metavante Technologies Inc. elected **Shantanu Narayan** to its board of directors. Narayan is President and Chief Operating Officer of Adobe Systems Inc.

He also serves on the advisory board of the Haas School of Business at the University of California, Berkeley.

#### Redwood names Payton VP

**Michele Payton** was appointed Vice President and National Sales Manager by Redwood Merchant Services, a division of Westamerica Bancorp. Payton has more than 30 years' experience in the payments industry. She will develop new partners and increase the direct sales staff.

#### Williams takes Intuit CFO spot

Intuit Inc. elected **R. Neil Williams** as its new Chief Financial Officer and Senior Vice President for 2008. Williams was previously the Executive Vice President and Chief Financial Officer for Visa. 