



Steven Glass, J.D.
President & CEO
Zeno Consulting Group, LLC

Steven Glass, J.D., Zeno's President and CEO, first joined Zeno (then known as "Plexus Group") in 1996, and has directed all client servicing, sales/marketing, and product development for institutional clients such as plan sponsors, mutual fund boards, and other entities exercising oversight over 3rd party investment managers. These services include fiduciary advice regarding: due diligence monitoring, transition management, construction of prudent directed brokerage programs, soft dollar audits, manager searches and terminations, and assistance to trading desks. In December 1999, his Division was named Consultant of the Year by Plan Sponsor Magazine.

Steve is an internationally known expert on trade cost analysis and portfolio transition consulting, as is also a regular speaker and published author on the benefits of TCA and the fiduciary responsibilities of plan sponsors to monitor trading. Prior to joining Zeno, Steve served as General Counsel to the District of Columbia Retirement Board, where he provided fiduciary guidance on investment management issues, and developed the Board's Transaction Cost Monitoring Program.