

# Executive Bios



**Shoaib Tareen**  
***Co-Founder and President***

Shoaib came to Anthro by way of Pakistan and Tektronix Inc., an Oregon based manufacturer of electronic test equipment. An entrepreneur by nature, Shoaib knew when he graduated from the University of Oregon that he would not return to Pakistan to run his family's 3rd generation textile factory; he intended to start a manufacturing business in the U.S. While at Tektronix, Shoaib recognized an opportunity for support furniture for personal computers. He created a business plan and received funding from Tektronix to start Anthro as a wholly-owned subsidiary in 1984. The addition of Cathy Filgas as Marketing and Sales Manager a month later commenced a successful 30 year partnership. In early 1988,

Shoaib and Cathy successfully bought Anthro from Tektronix. For next decade, Shoaib embarked on a strategy to build the infrastructure for an agile domestic manufacturing company. At a time when most US companies were going off-shore for manufacturing, Anthro started to invest in state of the art manufacturing technology and equipment including a robust ERP system. The strategy allowed Anthro to expand the product line and develop deep product development and manufacturing expertise. Shoaib received his undergraduate degree in Marketing and his MBA in finance from the University of Oregon. Today, Shoaib is an active member of the Oregon Angel Fund, which invests in early stage Oregon business startups, and is on the board of the American Bird Conservancy.



**Cathy Filgas**  
***Co-Founder and Vice President - Sales and Marketing***

As a co-founder, Cathy joined Anthro after initial funding in 1984. Anthro was Cathy's third start up. The first was a mortgage loan company she and a partner started in Philadelphia, PA in 1977. In 1980, Cathy joined Dillithium Press, a startup computer book and software company in Portland, OR, where she became VP of Sales and Marketing. Cathy's efforts landed the company on the Inc. 500 Fastest Growing Companies list two years in a row. Cathy joined Anthro in 1984 to lead the sales and marketing efforts and became business partners with Shoaib in 1987. Cathy is especially proud that Anthro ranks #5 on the 100 Best Oregon Companies to Work For list, as well as #9 on the 100 Best Green

Companies to Work for list. Cathy graduated with a BS in Business Marketing from Humboldt State University and currently serves on the board of the Tualatin Riverkeepers.



**Jeff McCaffrey**  
***VP of Design and Engineering***

Jeff is responsible for Anthro's product development. His teams include Product Design, Engineering, New Product Implementation, Manufacturing Engineering, Quality Management, and Facilities. Jeff has been with Anthro since 1990 and has filled many different roles over his long career with the Company. As Anthro vertically integrated its manufacturing capabilities over two decades, Jeff was instrumental in leading the research and implementation of all the manufacturing cells that now make up Anthro's world class manufacturing. Jeff earned a BS and MFA in Furniture Design from the University of Wisconsin-Madison.

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**Dave Kenney**  
***Plant Manager***

Dave is responsible for managing all production, scheduling and shipping/receiving teams in Anthro's manufacturing facility. His 30+ years of experience in manufacturing, which includes welding, assembly, machining and fabrication, make Anthro's model of lean manufacturing flow seamlessly. Dave's entire career has been in manufacturing management, with early exposure to machinery and construction. Dave has been with Anthro since 2001.



**Tina Griffels-Gonzalez**  
***Customer Service and Inside Sales Manager***

Tina joined Anthro in 1997 and is dedicated to ensuring that Anthro's customers have an outstanding experience, from configuring the right solution, to placing an order, to any questions post sale. Her efforts have gained Anthro a 97%+ customer satisfaction record. For over 25 years Tina has provided and managed service in major corporations. Additionally, at Texas Tech University, she worked directly with students, including providing training on customer service principles. A native Oregonian, Tina has a BS from Eastern Oregon University in General Studies.



**David Jones**  
***Chief Information Officer***

David is responsible for Anthro's technology landscape. David and his team oversee the information systems, applications, hardware, infrastructure, cloud services and partnerships that power the Anthro engine, with the SAP ERP system at the core of it all. He joined Anthro in 1995 as a receiving clerk and has progressed through a variety of roles over the last 20 years, leading numerous implementations, upgrades and enhancement projects of Anthro's business processes. David attended Portland State University and holds professional certifications for SAP and several other applications.