



TCSA Board Chair

Tom Castro

Tom Castro is an entrepreneur, investor and corporate director who is active in civic affairs and progressive politics. Castro is the Founder and CEO of El Dorado Capital, a Houston-based boutique investment firm that partners with a select number of growth companies. El Dorado is also a vehicle for Tom to mentor younger entrepreneurs.

Castro serves on the board of Time Warner Cable (NYSE: TWC) an S&P 500 and a Fortune 150 company with customers concentrated in New York, Texas and Southern California. TWC is one of the largest pay TV, internet and telecommunications service providers in the U.S. He served as a member of the Special Committee of Independent Directors that negotiated and financed an approximately \$35 billion separation transaction of TWC from Time Warner, Inc. The company later did an IPO and the stock has appreciated on average 30%+ per annum. Castro is a member of the Audit and Nominations / Governance committees, having previously served on the Compensation and Finance committees.

Tom is a founding Partner of IMB, a New York-based private equity firm that invests in lower middle market companies that are suppliers to the Fortune 500. He is also a part-time Operating Partner of the Pinto America Growth Fund, LP, a Houston private equity firm that invests in and manages fast growing companies that serve Hispanic consumers. Tom serves as an advisor to the senior executives of Nielsen, the global media and consumer consumption measurement firm.

In his three decades of entrepreneurship, Castro has founded and managed four companies in the media and energy export sectors, and raised more than \$350 million of capital for his businesses, which have operated throughout the U.S. and in Latin America. Early in his career Tom moved to Mexico City and founded a company that imported oil field equipment from the U.S.

Castro bought his first radio station at age 25, making him the youngest owner in the U.S. at the time. Then, in the mid 1980's, a marketing firm he co-founded was hired by the Reagan administration Department of Justice to conduct a domestic advertising campaign in 42 languages that resulted in 3 million undocumented immigrants becoming legalized. This effort has been Castro's most rewarding professional achievement. The last radio company he founded grew in a few years to be the largest privately-held Hispanic focused company in the country, by number of stations; was a national leader in sales growth, a ratings leader and was the best capitalized Hispanic start-up company in American history.

Tom has been recognized for his pioneering work in the broadcasting and marketing fields. In 2007 he was named to the Ad Week Media All Star Team, and Radio Ink honored him as "Broadcaster of the Year." Newsweek profiled Castro, then newly-elected Senator Barack

Obama, Senator Rick Santorum and 7 others in 2005 as 10 people to watch in the future. In 2004 Tom was inducted by civil rights advocate MMTC into their Broadcasting Hall of Fame.

After college, Tom worked for the U.S. Senate in Washington, D.C. specializing in energy policy, U.S.-Mexican trade, immigration issues and voting rights matters. Castro also worked as the Youth Director of the National Democratic Party. In 2008, he served on the National Leadership Council of the Obama for President Campaign and, in 2004, as the National Deputy Finance Chairman of the Kerry for President Campaign. Castro has long worked with local and national elected officials of both parties to promote economic growth and opportunity.

Tom is active in civic and community affairs nationally. He serves on the boards of: YES Prep Charter School Network in Houston, TX; Professor Michael Porter's Institute for a Competitive Inner City in Boston; Teach for America in New York City; Spelman College in Atlanta; the Discovery Green Park Conservancy in Houston; the Latino Donor Collaborative in Los Angeles; Southern California Public Radio in Pasadena; the Alameda Theatre in San Antonio; and, Media Matters for America in Washington. Castro is a member of the US Advisory Board of IESE, the Barcelona, Spain-based business school; and, is an Advisory Trustee of the Environmental Defense Fund, New York. He recently completed his terms on the boards of the Smithsonian Institution in Washington; and the Surdna Foundation of New York where he was on the committee which invests Surdna's \$950 million endowment. Castro previously served on the boards of the Dallas-based New America Alliance, of which he was the Founding Chair; the Rainbow Push Coalition, Chicago; Bush/Clinton Gulf Coast Hurricane Relief Fund, Houston; and, the National Council of La Raza in Washington.

A native of the Watts community in Los Angeles, Castro was educated at Harvard College, the University of Madrid, in Spain, CIDOC in Cuernavaca, Mexico and Loyola Jesuit High School in Los Angeles. Tom grew up in a union family, was the first person in his family to attend college and received a scholarship to Harvard. His deceased parents were a merchant sailor and homemaker respectively, who sacrificed to educate their four children in Catholic schools.

Tom is married to Jacqueline Diaz of Bogotá, Colombia. They are the parents of two teenagers, Alejandra and Antonio. In 1998, the Castro family moved from Los Angeles to Houston for business reasons. Castro enjoys golf, reading, collecting Folk Art and traveling with his family to places near and far. Their most recent adventures were: a trip to South Africa, Egypt and Turkey; and, a trip to Brazil and Argentina for the World Cup. Tom has long been interested in international affairs and the globalization of capital and labor.