



APPLICATION FOR ADMISSION CLASS ENTERING 2007

1. PERSONAL INFORMATION

First Name **Joshua**
 Middle Name **James**
 Last Name **Steimle**
 Prefix Dr. Mr. Ms. Mrs. Suffix
 Preferred Name **Joshua**
 Birthdate (mm/dd/yyyy) **05/28/1975**
 Country(ies) of Citizenship **USA**
 Birthplace..... **Pasadena CA USA**
 (City) (State) (Country)
 U.S. Social Security Number
 If not a U.S. Citizen, is your Visa status that of a Permanent Resident? Yes No
 In what round do you intend to apply? 1st 2nd 3rd
 Have you applied to HBS before? Yes No
 If yes, list class entering year(s)
 Were you previously admitted? Yes
 Applying to Joint or Concurrent Degree? Yes No
 If yes, which one?
 If admitted, willing to share contact info? Yes No

2. (OPTIONAL INFORMATION)

Gender Male Female
 Self-identification by Race (U.S. Citizens and Permanent Residents only)
 1 African American
 2 Asian American
 3 Mexican American
 4 Puerto Rican
 5 Cuban American
 6 Latino/Hispanic
 7 Native American (Alaskan, Hawaiian, Pacific Islander, or American Indian)
 8 White or Caucasian
 9 Other (specify)

3. CONTACT INFORMATION

Contact Address
 Email
 Street
 Street 2
 City
 State
 Zip/Postal Code
 Country
 Telephone

Permanent Address

Check if same as contact
 Street
 Street 2
 City
 State
 Zip/Postal Code
 Country
 Telephone

4. FAMILY INFORMATION

Father's Name
 Deceased? Yes
 Occupation/Title **Optical Engineer**
 Employer **NASA Jet Propulsion Laboratory**
 Location **Pasadena CA USA**
 Is your father a 2 year HBS MBA graduate? Yes No
 Year
 Mother's Name
 Deceased? Yes
 Occupation/Title **Elementary School Teacher**
 Employer **Arcadia School District**
 Location **Arcadia CA USA**
 Is your mother a 2 year HBS MBA graduate? Yes No
 Year
 Age(s) of Sibling(s) **43, 41, 38**
 If a domestic partner, sibling or grandparent is a 2 year HBS MBA graduate, please provide the following:
 Name
 Relationship
 Year

5. RECOMMENDERS

1. Name
 Occupation/Title **Department Chair**
 Relationship **Advisor**
 Context **University/Academic**
 2. Name
 Occupation/Title **Professor**
 Relationship **Direct Supervisor**
 Context **Extracurricular/Community**
 3. Name
 Occupation/Title **Mentor-in-residence Entrepreneurship**
 Relationship **Advisor**
 Context **Other**

6. EDUCATION

Name <i>High School/Secondary School/Preparatory School</i>	Location <i>(City, State, Country)</i>			Dates Attended <i>(mm/yyyy)</i>		Degree/Diploma and Date Received <i>(mm/yyyy)</i>	Transfer School
				From	To		
Arcadia High School	Arcadia	CA	USA	09 1990	06 1993	High School Diploma	1993
Dana Junior High School	Arcadia	CA	USA	09 1987	06 1990		1990
<i>Undergraduate Institution</i>							
Brigham Young University	Provo	UT	USA	01 1998	04 2002	BS Bachelor of Science	04 2002
BYU Idaho (formerly Ricks College)	Rexburg	ID	USA	09 1993	12 1997	AA Associate in Arts	12 1997 <input type="checkbox"/>
<i>Graduate Institution</i>							
Brigham Young University	Provo	UT	USA	09 2000	04 2002	MAc Master of Accounting	04 2002 <input type="checkbox"/>

Primary university major(s): **Information systems**

Cumulative GPA (if on a 4.0 scale): **3.23** or Overall score or average grade:

Estimated rank among peer students (if available) top%

Each year's GPA, score, or grade (if available): 1st 2nd 3rd 4th 5th (optional)

- Have you ever been suspended, expelled, or placed on probation at any school or university for academic or disciplinary reasons? Yes No

- Have you ever been convicted of a felony, a misdemeanor that resulted in a sentence of imprisonment, or a misdemeanor within the past five years? Yes No

- Are you currently a senior at an undergraduate institution? Yes No

7. TESTING INFORMATION

GMAT

GMAT Test Date: (mm/dd/yyyy) **09/23/2006**

Please list your GMAT scores from the above date:

Total: Score **710** Percentile **94**

Verbal: Score **49** Percentile **99**

Quantitative: Score **39** Percentile **58**

AWA (if known): Score Percentile

How many times have you taken the GMAT? **2**

TOEFL

TOEFL Test Date: (mm/dd/yyyy)

Please list your TOEFL score from the above date:

Total:

Subscores: /
(Listening) (Structure/Writing)

..... /
(Reading) (Speaking)

TWE (if available):

How many times have you taken the TOEFL?

IELTS

IELTS Test Date: (mm/dd/yyyy)

Overall Band Score:

Band Scores: / / /

(Listening) (Reading) (Writing) (Speaking)
How many times have you taken the IELTS?

In what context are you currently reading, writing, and speaking English?

Reading:

Writing:

Speaking:

8. FULL-TIME EMPLOYMENT

Total number of months work experience:

Full-time since college: **64** Full-time out of home country: **22** Part-time since college: **0** Work during college: **52**

Intended Post-MBA Employment:

Industry: **Internet Development** Function: **General Management**

FULL-TIME EMPLOYMENT #1 (STARTING WITH YOUR CURRENT EMPLOYMENT)

Dates (mm/yyyy): From **01 2003** To **09 2007**

City: **Draper**

State/Province: **UT**

Company/Organization Name: **MWI, Inc.**

Company/Organization Location: **Country: USA**

Company/Organization Telephone Number: **801-495-4110**

Company/Organization Website: **http://www.mwi.com**

Company/Organization Size (i.e., number of employees, annual revenue): **Less than 10** **less than 1 million**

Classification: **For profit-privately held**

Industry: **Internet Development Services**

Starting annual base salary

Current annual base salary
(ending salary for previous jobs)

Function: **General Management**

(U.S. dollars) \$ **0**

(U.S. dollars) \$ **12000**

Job Title: **Founder / CEO**

Other earned income

Other earned income

Nature of Business:

MWI is a firm I founded that provides web development and marketing services and sells several web-based products for content management, event registration, email marketing, and ecommerce.

Your Responsibilities:

General management, hiring, firing, product development, marketing & advertising, client relations, employee development, financing, accounting, strategic planning, purchasing, vendor relations, etc.

Key Accomplishments:

Founded company, raised \$300K+ in funding, developed service/product offerings, hired and trained more than 20 staff, grew company to approx. \$400K in revenue by 2nd year, and created succession plan.

Most Significant Challenge:

Dealing with the consequences of \$120K in expenses and \$50K in revenue in a two-month period. We had no savings, no credit, and no loans to draw upon, yet we survived and recovered.

Reason for Leaving:

Attending HBS.

8. FULL-TIME EMPLOYMENT
FULL-TIME EMPLOYMENT #2

Dates (mm/yyyy): From **12 1999** To **01 2003** City: **Provo**
State/Province: **UT**
Company/Organization Name: **Mindwire, Inc.** Company/Organization Location: Country: **USA**
Company/Organization Telephone Number: **n/a**
Company/Organization Website: **n/a**
Company/Organization Size (i.e., number of employees, annual revenue): **10-49** **less than 1 million**
Classification: **For profit-privately held**
Industry: **Internet Development Services** Starting annual base salary Current annual base salary
(ending salary for previous jobs)
Function: **General Management** (U.S. dollars) \$ **24000** (U.S. dollars) \$ **42000**
Job Title: **Founder / CEO** Other earned income Other earned income

Nature of Business:

Mindwire was my prior firm, acquired by a NASDAQ-listed company in January of 2003. It provided services virtually identical to those of my current firm, MWI.

Your Responsibilities:

General management, hiring, firing, product development, marketing & advertising, client relations, employee development, financing, accounting, strategic planning, purchasing, vendor relations, etc.

Key Accomplishments:

Started business while a full-time college student. Survived the economic downturn that began in 2000 and was exacerbated by 9/11. Achieved 90% growth rate in revenue for years 2000 through 2002.

Most Significant Challenge:

Started, managed, and grew a service-oriented firm to 12 full-time employees and \$400K+ in revenue during a sustained economic downturn while simultaneously obtaining a graduate business degree.

Reason for Leaving:

My company was acquired and I left to start my second firm.

8. FULL-TIME EMPLOYMENT

FULL-TIME EMPLOYMENT #3

Dates (mm/yyyy): From **05 1998** To **08 1998** City: **Salt Lake City**
State/Province: **UT**
Company/Organization Name: **Intermountain Health Care** Company/Organization Location: Country: **USA**
Company/Organization Telephone Number: **801-442-2000**
Company/Organization Website: **http://www.ihc.com**
Company/Organization Size (i.e., number of employees, annual revenue): **20000 or More** **2.5-5 billion**
Classification: **Non profit/NGO** Starting annual base salary Current annual base salary
Industry: **Health Services** (ending salary for previous jobs)
Function: **Information Services Mgmt.** (U.S. dollars) \$ **30000** (U.S. dollars) \$ **30000**
Job Title: **Frontline Systems Engineer I** Other earned income Other earned income

Reason for Leaving:

I planned on continuing to work full-time while in school but coordinating work and school schedules did not work out.

8. FULL-TIME EMPLOYMENT

FULL-TIME EMPLOYMENT #4

Dates (mm/yyyy): From To City:
State/Province:
Company/Organization Name: Company/Organization Location: Country:
Company/Organization Telephone Number:
Company/Organization Website:
Company/Organization Size (i.e., number of employees, annual revenue):
Classification: Starting annual base salary Current annual base salary
Industry: (ending salary for previous jobs)
Function: (U.S. dollars) \$ (U.S. dollars) \$
Job Title: Other earned income Other earned income

Reason for Leaving:

9. PART-TIME EMPLOYMENT

PART-TIME / SUMMER EXPERIENCE / OTHER ACTIVITIES (MOST RECENT FIRST)

Dates (From-To)
mm/yyyy Employer/Activity Location USA Hours/Week
07 1999
12 1999 **Omniture (formerly MyComputer.com)** **Provo** **UT** **30**
Phone number **801-722-7000** Title **Web Designer** Salary **22500**

Responsibilities

Designed and coded websites (HTML and PHP) for web analytics company. Interfaced with business development, programming, and product development staff. Maintained brand consistency across multiple websites.

Dates (From-To)
mm/yyyy Employer/Activity Location USA Hours/Week
03 1999
07 1999 **OneNetwork** **Provo** **UT** **20**
Phone number Title **Web Designer** Salary **13000**

Responsibilities

Interfaced with clients, designed websites, and coded websites with HTML and Active Server Pages (ASP).

Dates (From-To)
mm/yyyy Employer/Activity Location USA Hours/Week
09 1997
12 1997 **BYU Idaho (formerly Ricks College)** **Rexburg** **ID** **15**
Phone number Title **Computer Support Technician** Salary **3300**

Responsibilities

Supported students in the use of computers in the main computer lab. Troubleshot and maintained computers and networks.

Dates (From-To)
mm/yyyy Employer/Activity Location Brazil Hours/Week
09 1994
10 1996 **LDS Church** **Manaus** **98**
Phone number Title **Volunteer / Missionary** Salary **0**

Responsibilities

Learned to speak and write Portuguese fluently. Integrated into a foreign culture. Memorized a series of detailed religious lectures and presented them 5 to 15 times per day, customizing and rearranging them to each audience. Effectively communicated ideas that were new and sometimes difficult to understand to diverse groups and individuals. Trained and supervised 10 other 19- to 23-year-old American and Brazilian young men and women. Built relationships of trust with those of differing beliefs.

10. EXTRACURRICULAR ACTIVITIES IN COLLEGE / UNIVERSITY (MOST IMPORTANT FIRST)

Activity	Role (type)	Dates (From-To) mm/yyyy	Total # of Members	Hours/ Week
Business Road Trip	Student Participant	06 1997 07 1997	20	60

Description

I traveled overland from Idaho to the northeast with a group of 20 students and professors visiting various businesses and centers of business, government, and U.S. history in cities such as Chicago, Washington D.C., New York, and Boston.

Activity	Role (type)	Dates (From-To) mm/yyyy	Total # of Members	Hours/ Month
ACE and ASM	Webmaster Member	09 1998 04 2002	60	4

Description

ACE = Association of Collegiate Entrepreneurs. ASM = Association for Systems Management. Participated as a member of both organizations which included making presentations and creating organizational websites.

Activity	Role (type)	Dates (From-To) mm/yyyy	Total # of Members	Hours/ Week
City-wide Service Project	Team Manager Volunteer	03 1997 04 1997	60	10

Description

As part of a larger effort, I recruited and organized a team to provide service (painting, landscaping, cleaning, etc.) for several hours at a senior care center. I recruited the largest team (about 60). There were over 1,000 participants in all.

Activity	Role (type)	Dates (From-To) mm/yyyy	Total # of Members	Hours/ Month
Reading to Blind/Elderly	Broadcaster Volunteer	04 1997 07 1997	5	5

Description

Read newspaper articles to seniors and the blind in care centers throughout eastern Idaho via closed circuit radio. Each "show" I performed was roughly one hour, presented weekly.

11. EXTRACURRICULAR ACTIVITIES SINCE COLLEGE / UNIVERSITY (MOST IMPORTANT FIRST)

Activity	Role (Type)	Dates (From-To)	Total # of Members	Hours/..... Week
		mm/yyyy		
Youth Detention Facility	Mentor Volunteer	04 2004 09 2006	20	5

Contact Name & Telephone Number/Email

Description

Taught, interacted with, and mentored incarcerated young males, ages 15 to 19, at state-run detention facility. Groups ranged in size from 1 to 16 and topics included drug abuse prevention, life skills, education, and social responsibility.

Activity	Role (Type)	Dates (From-To)	Total # of Members	Hours/..... Year
		mm/yyyy		
Mentor to College Students	Mentor Volunteer	01 2002 09 2004	6	60

Contact Name & Telephone Number/Email

Description

Participated in mentoring programs at 3 colleges. Worked one-on-one with students reviewing resumes and discussing career options. Sat on panels before hundreds of students and spoke in many business classes regarding entrepreneurship.

Activity	Role (Type)	Dates (From-To)	Total # of Members	Hours/..... Year
		mm/yyyy		
Pro Bono Work	Consultant Volunteer	02 2005 10 2006	10	20

Contact Name & Telephone Number/Email

Description

I donate web development and marketing services and advice to Citizens Against Pornography (CAP). CAP is an organization of government, business, and community leaders dedicated to protecting society against the harmful effects of pornography.

Activity	Role (Type)	Dates (From-To)	Total # of Members	Hours/..... Week
		mm/yyyy		
Skateboarding	Entrepreneur Participant	01 1985 10 2006	2000000	8

Contact Name & Telephone Number/Email

Description

I've been an avid skateboarder for over 20 years. During high school I started a retail business selling skateboard goods and have had various levels of involvement in the industry for the past 15 years.

12. AWARDS AND RECOGNITION (MOST IMPORTANT FIRST)

Award/Recognition

Date

Eagle Scout

01 1991

Basis of Selection

By fulfilling requirements in the areas of leadership, service, and outdoor skills, I earned the Eagle Scout rank, the highest advancement rank in Scouting.

Award/Recognition

Date

SBA Young Entrepreneur of the Year, Utah

05 2002

Basis of Selection

Selection criteria were evidence of success measured by sales and profits, new jobs created, development of innovative business methods, and demonstrated entrepreneurial potential.

Award/Recognition

Date

1st Place, Business Plan Competition, BYU

03 2001

Basis of Selection

My business plan was selected for the final round at which point I and my management team presented before a group of 100+ established entrepreneurs who selected my plan as the winner.

Award/Recognition

Date

25th Fastest Growing Business in Utah < 5 Years

07 2002

Basis of Selection

The Utah Valley Entrepreneurial Forum reviewed financial and other details about my firm and others in business for under five years and ranked my firm as the 25th fastest growing company within Utah.

HBS COMMUNITY STANDARDS

The mission of Harvard Business School is to develop outstanding business leaders who contribute to the well-being of society. Achieving this mission requires an environment of trust and mutual respect, free expression and inquiry, and a commitment to truth and lifelong learning.

Students, faculty, and staff accept these principles when they join the HBS community. In doing so, they agree to abide by the following Community Standards:

- Respect for the rights and dignity of others
- Honesty and integrity in dealing with all members of the HBS community
- Accountability for personal behavior

The HBS community can and should be a living model of these standards. To this end, community members have a personal responsibility to integrate these standards into all aspects of their experience at HBS. Through our personal commitment to these standards, we can create an environment in which all can achieve their full potential.

Date: **10/05/2006** Applicant's Signature **Joshua James Steimle**

STATEMENT OF APPLICATION INTEGRITY

I hereby certify that the information presented in my application is accurate, complete and honestly presented. I authorize all persons and entities herein named to provide information to Harvard Business School or its agent to verify any aspect of my application and/or my credentials for admission. I understand and agree that any inaccurate information, misleading information, or omission will be cause for the rescission of any offer of admission, or for discipline, dismissal, or revocation of degree if discovered at a later date. This application is my own, honest statement to the MBA Admissions Board.

Date: **10/09/2006** Applicant's Signature **Joshua James Steimle**

Self-Reported Transcript



Note: Fill out a separate form for each school from which you have received a degree. If courses were taken outside your primary institution (e.g. transfer/exchange/study-abroad), please mark them with an asterisk (*) in the course title and list the name(s) of the other institution(s) in the appropriate space below. Save and upload each form before continuing to the next degree-granting institution.

Personal Information

Name:
 Date of Birth (mm/dd/yyyy):

Degree Granting Institution Information

Name of Institution:
 Dates Attended (mm/dd/yyyy) - (mm/dd/yyyy):
 Degree(s) Completed:
 Date Degree(s) Conferred (mm/dd/yyyy):
 Major(s):
 Minor(s):
 Language of Instruction:
 Name and Title of Registrar Contact:
 Telephone Number:
 Fax:
 Email:

GPA Information

Cumulative GPA or Overall Average Score: Rank in Class:
(e.g., top 20%, 89/498, or Rank Group)
 Each year's GPA or Overall Average Score:
 1st Year: 2nd Year: 3rd Year: 4th Year: 5th Year (opt):
 What is the marking or grading distribution (i.e., A-F, 0-100) used at your academic institution?
 What is the lowest grade allowed in a course in order to still receive course credit?

Course Information

Term Dates	Course Title	Course Number	Grade	Credit Hours
1 09/1993 - 12/1993	AMER HERITAGE	AMHER 100	A	3
2	BASIC DRAWING	ART 110	C	3
3	ART SEMINAR	ART 290	D-	0.5
4	LIFE OF PAST	GEOL 103	A	3
5	FIT FOR LIFE	PE*C 177	B+	1
6	FND SCRIP STDY	REL 215	B-	2
Total Credit Hours (If Applicable):				12
Term GPA (If Available):			3.233	

Term Dates	Course Title	Course Number	Grade	Credit Hours
1 01/1994 - 04/1994	LETTER/TYPOG	ART 140	B+	3
2	ART SEMINAR	ART 290	A	0.5
3	COLLEGE COMP	ENG 111C	B-	3
4	PRIN OF HEALTH	HS 130	B-	2
5	GEN PSYCHOLOGY	PSYCH 111	B	3
6	MISS APPROACH	REL 130	D	2
Total Credit Hours (If Applicable):				11.5
Term GPA (If Available):			3.017	

Term Dates	Course Title	Course Number	Grade	Credit Hours
1 01/1997 - 04/1997	ART SEMINAR	ART 290	PASS	0
2	PROF SEMINAR	B 294	B-	0.5
3	PRIN BIOLOGY	BS 100	A	3
4	LAB	BS 100L	A	1
5	ADV COMP	ENG 215	A	3
6	FINE ART ATTEN	FA 100	PASS	0
7	LAB	GEOL 103L	A	1
8	INTRO TO HUM	HUM 101	A	3
Total Credit Hours (If Applicable):				cont. below
Term GPA (If Available):			cont. below	

Term Dates		Course Title	Course Number	Grade	Credit Hours
9	01/1997 - 04/1997	BEG ALGEBRA I	MATH 100B	A	1
10		BEG ALBEGRA II	MATH 100C	A	1
11		INTER ALGEBRA	MATH 101	A	3
12		INTRO TO PHIL	PHIL 110	A-	3
13		BOOK OF MORMON	REL 122	A	2
14		MISSION PREP	REL 130	A	2
Total Credit Hours (If Applicable):					23.5
Term GPA (If Available):					3.936
Term Dates		Course Title	Course Number	Grade	Credit Hours
1	05/1997 - 06/1997	PRIN FIN ACCTG	ACCTG 201	B+	4
2		MICRO APPLICAT	CIS 140	A	3
Total Credit Hours (If Applicable):					7
Term GPA (If Available):					3.657
Term Dates		Course Title	Course Number	Grade	Credit Hours
1	06/1997 - 07/1997	INTRO TO BUS	B 101	A	3
2		ECON PRIN	ECON 112	A	3
3		CHURCH HISTORY	REL 241	A	2
Total Credit Hours (If Applicable):					8
Term GPA (If Available):					4
Term Dates		Course Title	Course Number	Grade	Credit Hours
1	07/1997 - 08/1997	PRIN MARKETING	B 247	B+	3
2		COLL ALGEBRA	MATH 110	B+	3
Total Credit Hours (If Applicable):					6
Term GPA (If Available):					3.4
Term Dates		Course Title	Course Number	Grade	Credit Hours
1	09/1997 - 12/1997	PRIN MGRL ACCT	ACCTG 202	F	3
2		BUS LW LGL ENV	B 275	B+	3
3		PS-PRESENT	B 294B	A	0.5
4		ECON PRIN	ECON 111	B	3
5		ELEM CALC	MATH 209	F	4
6		STATISTICS	MATH 221	F	3
Total Credit Hours (If Applicable):					6.5
Term GPA (If Available):					1.285

Applicant

Self-Reported Transcript



Note: Fill out a separate form for each school from which you have received a degree. If courses were taken outside your primary institution (e.g. transfer/exchange/study-abroad), please mark them with an asterisk (*) in the course title and list the name(s) of the other institution(s) in the appropriate space below. Save and upload each form before continuing to the next degree-granting institution.

Personal Information

Name: Steimle, Joshua James
Date of Birth (mm/dd/yyyy): 5/28/1975

Degree Granting Institution Information

Name of Institution: Brigham Young University
 Dates Attended (mm/dd/yyyy) - (mm/dd/yyyy): 01/1998 - 04/2002
 Degree(s) Completed: Bachelor of Science; Master of Information Systems Management (MISM)
 Date Degree(s) Conferred (mm/dd/yyyy): 04/2002
 Major(s): Management; Information Systems Management
 Minor(s):
 Language of Instruction: English
 Name and Title of Registrar Contact: Gene F. Priday, Registrar
 Telephone Number: 801-422-4470
 Fax: 801-422-0613
 Email: records@byu.edu

GPA Information

Cumulative GPA or Overall Average Score: 3.23 Rank in Class: not listed
 (e.g., top 20%, 89/498, or Rank Group)
 Each year's GPA or Overall Average Score:
 1st Year: not listed 2nd Year: not listed 3rd Year: not listed 4th Year: not listed 5th Year (opt): not listed
 What is the marking or grading distribution (i.e., A-F, 0-100) used at your academic institution? A-E
 What is the lowest grade allowed in a course in order to still receive course credit? D-

Course Information

Term Dates	Course Title	Course Number	Grade	Credit Hours
1 01/1998 - 04/1998	Introduction to Calculus	MATH 119	A-	4
2	Prin of Stat 1	STAT 221	A	3
Total Credit Hours (If Applicable):				7
Term GPA (If Available):			3.83	

Term Dates	Course Title	Course Number	Grade	Credit Hours
1 05/1998 - 06/1998	Readings for Mgrs	BUS M 101	Pass	0.5
2	Mentor Program	BUS M 102	Pass	0.5
3	Mgt Info Systems	I SYS 201	Official Withdrawal	3
4	Written Business Communication	M COM 320	B+	3
Total Credit Hours (If Applicable):				4
Term GPA (If Available):			3.4	

Term Dates	Course Title	Course Number	Grade	Credit Hours
1 09/1998 - 12/1998	Readings for Mgrs	BUS M 103	Pass	0.5
2	Prin of Business Programming	I SYS 440	C	3
3	Information Systems Analysis	I SYS 443	C	3
4	Database Systems	I SYS 445	C	3
5	Economics of Market Systems	MANEC 300	E	3
Total Credit Hours (If Applicable):				0.5
Term GPA (If Available):			0	

Term Dates	Course Title	Course Number	Grade	Credit Hours
1 01/1999 - 04/1999	4th-G1 Prog Lang	I SYS 546	A-	3
2	Data Communication	I SYS 548	A-	3
3	Macrocon for Bus Decisions	MANEC 301	C-	3
4	The New Testament	REL A 212	B	2
Total Credit Hours (If Applicable):				11
Term GPA (If Available):			3.03	

Term Dates	Course Title	Course Number	Grade	Credit Hours
1 09/1999 - 12/1999	Readings for Mgrs	BUS M 104	Pass	0.5
2	Prin of Business Programming	I SYS 440	A-	3
3	Information Systems Analysis	I SYS 443	B+	3
4	Database Systems	I SYS 445	B+	3
5	Intro to the Book of Mormon	REL A 122	A-	2
Total Credit Hours (If Applicable):				11.5
Term GPA (If Available):				3.54
Term Dates	Course Title	Course Number	Grade	Credit Hours
1 01/2000 - 04/2000	Prin of Accounting	ACC 202	C	3
2	Economics of Market Systems	MANEC 300	C+	3
3	Business & Society	P MGT 385	B-	3
4	The Doctrine & Covenants	REL C 325	A	2
Total Credit Hours (If Applicable):				11
Term GPA (If Available):				2.66
Term Dates	Course Title	Course Number	Grade	Credit Hours
1 07/2000 - 08/2000	LDS Marriage & Family	REL C 234	Official Withdrawal	2
Total Credit Hours (If Applicable):				0
Term GPA (If Available):				0
Term Dates	Course Title	Course Number	Grade	Credit Hours
1 09/2000 - 12/2000	Adv Business Programming	I SYS 540	C+	3
2	Business Finance	MBA 520	C+	3
3	Operations Mgt	MBA 533	B-	3
4	Organizational Behavior	MBA 540	B	3
5	Marketing Management	MBA 550	A	3
6	Management Seminar	MBA 593R	Pass	1
Total Credit Hours (If Applicable):				16
Term GPA (If Available):				2.9
Term Dates	Course Title	Course Number	Grade	Credit Hours
1 01/2001 - 04/2001	Acc/Info Sys Core1	ACC 510	D	3
2	Acc/Info Sys Core2	ACC 511	B	3
3	Adv Information Systems Design	I SYS 644	C-	3
4	Reengineering & Info Tech	ISYS 649	B+	3
5	Operating Systems	I SYS 656	B+	3
6	Read & Conference	MBA 693R	B-	3
Total Credit Hours (If Applicable):				15
Term GPA (If Available):				2.84
Term Dates	Course Title	Course Number	Grade	Credit Hours
1 05/2001 - 06/2001	Comm for Professional Acct	M COM 642	A	3
Total Credit Hours (If Applicable):				3
Term GPA (If Available):				4
Term Dates	Course Title	Course Number	Grade	Credit Hours
1 07/2001 - 08/2001	Academic Internship	I SYS 599R	A	3
2	Reading & Confrnc	I SYS 693R	A	3
3	Intro to the Book of Mormon	REL A 121	A	2
Total Credit Hours (If Applicable):				8
Term GPA (If Available):				4
Term Dates	Course Title	Course Number	Grade	Credit Hours
1 09/2001 - 12/2001	Mgmt Consulting & Projects	ACC 657	A-	3
2	Seminar in Information Systems	I SYS 590 R	B-	3
3	Info Systems Management	I SYS 647	A-	3
4	Advanced Data Communications	I SYS 648	A	3
Total Credit Hours (If Applicable):				12
Term GPA (If Available):				3.53
Term Dates	Course Title	Course Number	Grade	Credit Hours
1 01/2002 - 04/2002	Acc/Info Sys Core1	ACC 510	B+	3
2	Strategic Management	MBA 581	B+	3
3	Work and Family	MFHD 542	B	3
Total Credit Hours (If Applicable):				9
Term GPA (If Available):				3.27
Term Dates	Course Title	Course Number	Grade	Credit Hours
1 n/a	Mgt Info Systems (BYU DEPARTMENTAL EXAMS)	I SYS 201	B	3
Total Credit Hours (If Applicable):				3
Term GPA (If Available):				3

JOSHUA J STEIMLE**CONTACT**

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EXPERIENCE**FOUNDER & CEO, MWI**, Salt Lake City, UT; Jan 2003 – Present

- Organize services and processes, hire and train 20+ staff, and raise funding (\$360,000 to date)
- Design and manage development of product offerings including email newsletter, ecommerce, event management, email marketing, and content management systems
- Clients include 3Com, Altiris, California Pools, FranklinCovey, Garage Technology Ventures, and Sony

FREELANCE WRITER, CONNECT MAGAZINE, Salt Lake City, UT; Aug 2001 – Present

- Write articles on people, companies, and technologies influential to business growth in Utah
- Interview individuals in the fields of venture capital and technology

FOUNDER & CEO, MINDWIRE, Provo, UT; Dec 1999 – Jan 2003

- Founded web development firm with 12 employees while in college
- Grew revenues 90% per year with no debt and minimal outside capital (\$41,000)
- Clients included Brighton Ski Resort, Flowserve, HP, Novell, Powerquest, and vSpring Capital
- Managed acquisition of Mindwire by a NASDAQ listed company

OTHER EXPERIENCE**Web Developer, MyComputer.com**

Provo, UT; Jul 1999 – Dec 1999

Frontline Systems Engineer, Intermountain Health Care

Salt Lake City, UT; May 1998 – Aug 1998

Volunteer Missionary, The Church of Jesus Christ of Latter-day Saints

Manaus, Brazil; Sep 1994 – Oct 1996

EDUCATION**MASTER OF INFORMATION SYSTEMS MANAGEMENT**

Apr 2002; Marriott School of Management, Brigham Young University (BYU)

BACHELOR OF SCIENCE, MANAGEMENT INFORMATION SYSTEMS

Apr 2002; Marriott School of Management, BYU

ASSOCIATE IN ARTS AND SCIENCES, GENERAL BUSINESS

Dec 1997; BYU Idaho (formerly Ricks College)

SKILLS**Business**

Finance & Control
 Project Management
 Application Design
 Internet Strategy
 Process Reengineering
 Retail Management
 Business Plan Writing

Database

MySQL, MS SQL Server,
 Sybase, Postgres

Programming

ASP, PHP, JSP, .NET, Java,
 Visual Basic, SQL, HTML,
 CSS, Javascript

Graphic Design Tools

Photoshop, Illustrator, Flash,
 Quark, 3D Studio Max, Swift
 3D, Acrobat

Business Software

Visio, QuickBooks, MS Office

Systems Administration

Windows Server / IIS, DNS,
 Linux / Apache, Email

Other

Branding
 Graphic Design
 Fluent in Portuguese
 Working Knowledge of Spanish,
 Italian, & French
 Technical Writing

**ACTIVITIES /
AWARDS /
ACHIEVEMENTS**

- Board Member, BYU Management Society, Utah Valley Chapter, 2004 – 2005
- #25, Top 25 Under 5 Fastest Growing Businesses, Utah Valley Entrepreneurial Forum, 2002
- Small Business Administration Young Entrepreneur of the Year, Utah, 2002
- 3rd Place – BYU Entrepreneur of the Year, 2002
- 1st Place – BYU Business Plan Competition, 2001
- Top Ten – Utah Entrepreneurial Challenge, 2001
- Eagle Scout, 1991

INTERESTS

Graphic Arts & Illustration
 Documentary Filmmaking
 Skateboarding
 Snowboarding
 Entrepreneurship

Mentoring
 Public Speaking
 Writing
 Reading
 Politics & Law

Blogging

www.donloper.com
 www.theorganicseo.com
 www.sublimited.net

What would you like the MBA Admissions Board to know about your undergraduate academic experience? (400-word limit)

First of all, I want to explain that I failed multiple classes at the end of my second year of college due to meeting my first girlfriend and subsequently being dumped. I believe I insured myself against a repeat experience when I married. Now, let's get to business.

My professional interests now center around entrepreneurship, leadership, and business in general, but I started my undergraduate education studying art. I majored in visual arts my first year of college and wanted to become an illustrator. I took the next two years off from school to serve as a full-time missionary in Brazil for the LDS Church. During that time a brochure for the business school at Brigham Young University (BYU) fell into my hands. I had started multiple small businesses while in high school and had a keen interest in entrepreneurship, but until I read that brochure I knew little about business as an educational pursuit. I loved art, but upon returning to college I changed my major to business. In 2002 I graduated from an integrated program at BYU's Marriott School of Management wherein I simultaneously received bachelor's and master's degrees in Information Systems Management.

Reaching that point required overcoming academic challenges I had faced since the 7th grade. In junior high I struggled with algebra and became convinced I was unintelligent. This negatively impacted my grades during junior high, high school, and my first year of college. But when I returned to college from Brazil I had a new sense of confidence. I retook four classes which I had previously done poorly in, and despite a heavy load of 23.5 credit hours I earned a 3.94 GPA. That experience boosted my confidence and showed me I am capable of mastering difficult subjects.

Another challenge I faced during college came from starting and managing a business with 12 full-time employees. The combination of classroom learning and real world experience was invaluable, but the real world often intruded on my studies and at times I felt forced to choose between studying for exams and working to make payroll. (Note: If accepted to HBS I do not plan to run a business while attending.)

I thoroughly enjoyed my undergraduate experience, challenges and all. I especially treasure the relationships I developed with my professors, many of whom I keep in contact with and consider friends to this day.

What are your three most substantial accomplishments and why do you view them as such? (600-word limit)

I view as my three most substantial accomplishments maintaining my moral standards during my teenage years, starting and running a successful business while in college, and serving two years as a volunteer missionary in Brazil.

I grew up in Southern California where attitudes towards drugs, sex, and entertainment differed substantially from my own. At times I felt like an outsider because I didn't attend the parties or participate in the "extracurricular" activities my peers did. Maintaining my standards in this environment taught me to think independently and do what is right regardless of peer pressure. I also learned how to respect those whose backgrounds, beliefs, and behaviors differ from my own. It was a significant achievement that has influenced every major endeavor of my life since.

A second substantial accomplishment was starting, running, and selling a business, and then starting another business. These entrepreneurial activities overlapped with many other activities, including three years of full-time college education. Running a business has meant raising funding (\$400,000), hiring and training staff, developing product offerings, and attending sales meetings, among hundreds of other tasks. While in college I would frequently wake up at 6 a.m., work on a client's website from home, drive to school for a class, drive to the office and resolve an issue with an employee, attend a sales meeting at a client's office, go back to school for another class, leave class early to work on another website, study for an exam, work on another website, and then go home at 3 a.m., only to repeat those activities the next day. Although my schedule was full, I took first place in BYU's 2001 Student Business Plan Competition, third place in BYU's 2002 Entrepreneur of the Year Competition, and in 2002 I was also named the Young Entrepreneur of the Year by the Utah division of the Small Business Administration. Other activities that have overlapped with running a business include writing articles for a business magazine, writing content for several blogs, volunteering several hours per week at a detention facility for troubled youth, and managing a rental property. And somehow I am still happily married.

A third accomplishment was serving successfully for two years as a full-time, volunteer missionary for the Church of Jesus Christ of Latter-day Saints (LDS Church). I learned how to lead, take responsibility, focus, and work hard for extended periods of time. I volunteered when 19 and was assigned to learn Portuguese and go to Manaus, Brazil, in the heart of the Amazon Jungle. I received only two months of language training but was comfortably fluent within eight months of being in the country (I remain fluent to this day). I interacted with people of all ages and socioeconomic backgrounds, teaching ideas and concepts that were new to those hearing them. I maintained a strict daily routine that involved 2 hours of study and 12 hours of work. After only five months in Brazil I was put in charge of the entire congregation in a remote city, my only supervisor being hundreds of miles away. My mission was a coming-of-age experience that forever changed my life by placing me in leadership positions I felt entirely unprepared for. By accepting those positions I discovered talents and abilities I didn't know I possessed.

These accomplishments are some of the defining experiences of my life that have allowed me to prove myself as a leader and person of integrity.

Discuss a defining experience in your leadership development. How did this experience highlight your strengths and weaknesses as a leader? (400-word limit)

In 2004 my business had three record-breaking months in a row leading up to the year's end and I hired additional employees in anticipation of continued growth. The new hires increased our monthly expenses, but I rationalized the decision. However, in 2005 sales dropped and we found ourselves \$30K in the red.

Suddenly we had little money, little work, and no immediate prospects. I tried to obtain financing wherever I could, but it wasn't enough. I thought a lack of funds was the problem, but the real problem was that I had hired too fast. Admitting to the mistake was the easy part. The solution, laying people off, was the real challenge.

I could keep the most valuable employees and save the business. I knew who needed to go. But I couldn't bring myself to do it. I avoided thinking about it. I put it off. Then people started quitting. Those who quit first were the employees I needed the most. I was left with the employees I should have let go. At that point I knew I should let the rest of the employees go and start over, but I still couldn't do it. In the end they all left on their own.

I had made two mistakes—I had been too quick to hire and too slow to fire. It was too easy to be “the nice guy,” but I learned that this ended up hurting everyone. Last month I experienced a similar challenge. I had two employees whose poor performance was costing the business more than it could afford. Upon closer examination I determined it would be necessary to let them go. I was tempted to try to fix the situation in ways that didn't include layoffs, but I knew what needed to be done. This time, I let the two employees go. Although it was difficult for me to do, I know it was the right thing for the business and all involved.

Whereas in 2004 I discovered a weakness by not doing what needed to be done, last month I discovered I had learned from my previous mistakes and had the strength I needed to do the right thing even though it was difficult. I still find myself being tempted to be the nice guy, but I've learned that doing the right thing is more important than being popular.

In your career, you will have to deal with many ethical issues. What are likely to be the most challenging and what is your plan for developing the competencies you will need to handle these issues effectively? (400-word limit)

Owning and running a business has presented me with ample temptations to be less than completely truthful. Complying with tax codes and accounting regulations is a complicated affair, even for a small business. Choosing between black and white is simple, but sometimes choices seem grey and it is tempting to choose whatever will benefit one's self. For me, I believe the area of greatest danger will be accounting, and to avoid mistakes I will need to develop certain competencies as well as remember a lesson my father quietly taught me when I was younger.

While in junior high I took trumpet lessons, and like many teenagers, I did not enjoy practicing. One Friday after school, instead of practicing my trumpet as I had promised my father I would, I went to a friend's house. An hour or so later my father phoned me and asked if I had practiced. I lied, telling him I had. Assuming I was safe in telling this lie since my father and mother were usually at work, I was quite surprised when my father informed me he had been home all afternoon. He asked me to come home immediately. When I arrived, my father met me at the door. He was not angry. He simply told me he was disappointed in me. He asked me to let him know when he could trust me again. For the next three weeks I was tormented and thought of little else. My father's wise response to my dishonesty had a profound impact on me. As a result, I decided to be completely honest in everything I did for the rest of my life, no matter the difficulty.

But without the right information, even an honest person can make mistakes. In the wake of recent accounting scandals and new regulations such as Sarbanes-Oxley, it will be necessary for me to personally oversee many accounting matters. Those I do not personally oversee must be entrusted to competent individuals of complete integrity. To improve my abilities to personally oversee certain matters and hire the right people to oversee the others, I will become more expert in corporate finance and accounting regulations.

With the right information and the moral compass my father instilled in me when I was young I know that no matter the challenges I face I will find my way and make the right decisions.

What is your career vision and why is this choice meaningful to you? (400-word limit)

I want to make a difference in the world by promoting the entrepreneurial spirit in order to stimulate economic growth, improve living standards, and facilitate increased access to education. I believe working in the CEO role at multiple companies in different types of industries and in locations around the world will give me the necessary preparation so that I can make that difference.

I have been the CEO of a small company for seven years. This experience and others have led me to be particularly interested in working towards being a turnaround CEO at a large corporation. My passion lies in the details, dynamics, and challenges of leading groups of people through tough times to a successful conclusion. I would be most interested in being the turnaround CEO of a company in a technology-related industry, but I am also interested in retail, news and entertainment, real estate, and manufacturing. If I can fill the CEO role in other countries where I can learn new languages and cultures (Brazil, Japan, China, and Russia are of interest to me) so much the better.

I will use what I gain from my experiences to serve others. I am particularly interested in microloan and microenterprise programs that are lifting hundreds of thousands out of poverty. I hope to write a number of books and I may pursue political office someday. I do not seek fame and fortune, but if they come I'm sure I can put them to good use.

Whether through the profit-centered business world, social enterprise, writing, and/or politics, I want to make my mark on the world. I feel destined for greater things. In some ways I feel like John Adams did as a young man when he said "I never shall shine, 'til some animating occasion calls forth all my powers." However, if the opportunity doesn't present itself, I will create it. In the fourth grade I created my first business plan. In high school I started a retail business that sold skateboards and clothing. During college I started a web development and marketing business that grew to 12 employees and over \$400K in revenue its second year. I have a track record of making things happen and I am determined to make a notable difference in the world.

What other information do you believe would be helpful to the Board in understanding you better and in considering your application? (400-word limit)

As previously mentioned, I grew up wanting to be an artist. I was attracted to that life, at least in part, because I was shy and as an artist I believed I wouldn't be required to be social. But through a series of experiences I became interested in entrepreneurship, overcame my shyness, and changed from a loner into a leader.

I have been an avid skateboarder since the fourth grade. In high school I discovered that with a business license I could buy skateboard goods from suppliers at wholesale prices, sell the goods around town, and with the revenue I could replenish my inventory, use some of the goods myself, and have some money left over. My father loaned me \$1,000 and I was ready to get started, except that I was shy and in order to buy and sell skateboards I had to talk to people. But as I forced myself to talk with suppliers and customers and became involved in the marketing aspects of my small business, my shyness started to fade away.

Later I started buying candy wholesale and selling it at school. Again, the hardest part was talking to people, but the opportunity drew me out. Soon I was selling all of the candy by early in the day, and once again, I was drawn out of my shell as I approached other students to sell candy for me. Before long I had seven other people working for me and was making more money selling candy than skateboards.

Although seemingly insignificant, these early business successes sparked my interest in entrepreneurship, gave me the confidence to start later businesses, and indirectly led to my interest in HBS when I changed my undergraduate major from art to business. Soon after changing my major, I joined a group of business students traveling to Boston where we had the privilege of receiving a tour of HBS from Clayton Christensen. Since then I have felt an excitement about HBS and a desire to attend that has never left me. If accepted to study at HBS I know the experience, like the entrepreneurial experience I had in high school, will be a turning point leading me to greater accomplishments. I am confident those accomplishments will be substantial, notable, and will bring positive recognition to HBS.