



## Daniel Picou

FOUNDER & CEO

Daniel Picou is an accomplished business leader with extensive experience in the global marketplace. Picou's understanding of contemporary business climate and strategy informs his ability to drive companies through his principled approach of staying on top of market trends and meeting customer needs. He has a deep belief in the power of people and is dedicated to inspiring entrepreneurs to achieve significant and lasting success. Picou first established himself in the digital marketing space and then co-founded (and led as CEO) a direct selling company that operated in 12 international markets. He has also served as an outside strategic consultant on large-scale projects focused on helping businesses expand operations and gain market share. As a passionate ambassador of the direct selling industry, Picou appreciates and respects direct selling as a vehicle that gives anyone the chance to succeed and earn more out of life. My motto is "Create a vision and never let the environment, other people's beliefs, or the limits of what has been done in the past shape your decisions. Ignore conventional wisdom and go out and make an impact on others".

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## Dr. Dan Gubler

CHIEF SCIENTIFIC OFFICER

Dr. Dan Gubler, Ph.D., is a Caltech-trained, phytonutrient chemist and former professor who serves as the Chief Scientific Officer at Three. Dr. Dan, as he is affectionately known, has traveled to every continent discovering and researching bioactive compounds in plants and using them to help others. An expert on how natural molecules from plants can dramatically improve human health, Dr. Gubler has 16 patents granted or pending and has developed over 70 nutritional supplements that have generated significant revenue globally. Dr. Dan is intensely committed to formulating cutting-edge products that have the power to change lives.

Over the course of his career, Dr. Dan has been recognized with the DSA Visionary Award, the Schering-Plough Science and Innovation Award, the American Cancer Society Fellowship, the Eli Lilly Fellowship, and the Best Educator Award from Brigham Young University-Hawaii. He has also been inducted into the London Speaker Bureau and has spoken at over 150 events in 40 countries to audiences as large as 60,000. In addition, Dr. Gubler is the founder and host of "Discover with Dr. Dan: The Proactive Health Podcast," which is ranked among the top 50 nutrition podcasts in the world. Dr. Dan is a social media influencer with over 90,000 followers on TikTok. He holds a Ph.D. in organic chemistry from Colorado State University and a B.Sc. in biochemistry from Brigham Young University. Dr. Dan has been in the direct selling industry for over 10 years and is a fierce advocate for the power of direct selling and its ability to transform every aspect of a person's life. Dr. Dan is passionate about educating people all over the world about the unique products that are available only at Three.

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## Troy Mohr

CHIEF OPERATING OFFICER

Troy Mohr is responsible for Global Operations at Three. Mohr is a forward-thinking executive and business leader with 30+ years of experience in both operations and manufacturing. He has diverse experience in global business operations, which includes



Mohr has diverse experience in global business operations, which includes spearheading operational and cultural transformations and maximizing efficiency in both the private and public arenas. Mohr leverages solid expertise in all facets of operations with demonstrated success developing and executing strategies to drive global alignment, standardization, and process improvements. Mohr excels in building and engaging high-performing leadership teams and synergistic cultures focused on inclusion, innovation, and consistent leadership. Mohr says the most important thing in his day is one thing: serving the amazing people committed to Three. He understands that our greatest asset is the Brand Ambassadors and Customers who put their trust in us. Mohr earned his MBA from The University of Chicago Booth School of Business and his Bachelor of Arts degree in Business Administration from Lewis University.

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## Eric Barkle

EXECUTIVE CREATIVE DIRECTOR

Eric Barkle, known simply as "Barkle," is responsible for the "Brand" of Three. Barkle has spent nearly three decades using his unique artistic eye and considerable talents to build brands and help companies push forward in a unique and passionate way.

His passion lies in taking unique concepts and brands and cultivating them into powerful, persuasive, and premium products. Whether he's crafting new packaging designs for national consumer brands, illustrating for international clients, or designing out-of-the-box marketing materials, Barkle is intensely committed to creative, exceptional, and eye-catching results. This fiery focus on perpetually perfecting his craft is matched with a dedicated work ethic and has helped Barkle establish his own creative agency, which he later sold. Above his affinity for designing world-class brands, campaigns, and collateral, Barkle loves people. A fierce devotee of the "servant-leadership" concept, Barkle is respected for energetically and positively leading from the front and never demands more from his team than he's willing to give of himself. Barkle brings his blend of passion, experience, and originality to his role of Executive Creative Director at Three where he oversees marketing, branding, and all things creative.

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## Keith Loosli

DIRECTOR OF SUPPORT

Keith Loosli is a team player with over two decades of experience in managing and developing teams of caring professionals who truly listen and provide compassionate and professional support. With over five years of direct selling experience, Loosli manages the customer care experience and receives continuous positive feedback on the wonderful support provided and the extra touch added by his amazing team.

Over the course of his distinguished career, Loosli has become an A+ Certified expert in various customer support services and management computer systems. Prior to entering the direct selling space, Loosli spent 11 years with Discover Card where he was the recipient of two Excellence Awards and the company's highest honor, The Pinnacle of Excellence Award.

Loosli's prior background in survey data analysis gives him a keen focus on the type of customer care experience his team provides and gives him a drive to motivate continual improvement. Loosli holds a Bachelor's degree in Organizational Communications from the University of Utah.

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# Shannon Lundberg

DIRECTOR OF RECOGNITION & EVENTS

Shannon Lundberg has headed the planning and execution of events all over the globe for more than two decades, with the last 10 years of her career being spent within the direct selling industry. It's here where she has gained a respect for the impact individuals can make when given the right platform. As Three's Director of Events & Recognition, Lundberg brings a wealth of knowledge, understanding, and experience to her role in ensuring that the success of our dedicated Brand Ambassadors is continually celebrated. As an accomplished coordinator of live events, Lundberg knows the importance of connecting and creating memorable moments in person. When you attend a Three event, you can expect best-in-class experiences with Shannon and her team at the helm.

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