

FRED GALPERN

Providence, RI • 401-523-8775 • fredgalpern@gmail.com • LinkedIn: linkedin.com/in/fredgalpern

EXECUTIVE PRODUCER + STUDIO DIRECTOR | Mobile, Console & Hardware Games | \$100M + Revenue, Award-Winning IP, Team Lead at Hasbro, Harmonix Music, Blue Fang Games

PROFESSIONAL SUMMARY Game-industry leader with 25+ years shipping AAA, mobile, and hardware experiences. Scaled PuzzleNation from concept to \$2 M annual recurring revenue and managed a \$1 M UA budget while keeping remote-team attrition under 3%. Known for turning bold creative vision into profitable live-ops products, uniting multidisciplinary talent, and deploying emerging tech—from AI pipelines to connected peripherals—to delight players and drive growth.

KEY ACHIEVEMENTS • Built PuzzleNation portfolio to 20+ mobile titles, 50 M installs, 34% YoY revenue growth. • Launched Hasbro × Harmonix DropMix (Metacritic 79) — 250 k units in Year 1, CES Innovation Award. • Invented task-tracking system adopted by Epic & Harmonix (1,000+ users, still in production 15 yrs later). • Shipped iCade controller (TIME “Top 10 Gadgets 2011”) — 50 k units sold in first quarter.

CORE EXPERTISE P&L | Revenue Growth | F2P Monetization & Live-Ops | Product Roadmaps | Cross-Platform Dev (Mobile/PC/Console) | Team Leadership & Remote Culture | Agile / Scrum | User Acquisition & Data Analytics | Creative Direction & Brand | IP & Licensing Partnerships | AI / ML & Emerging Tech | Hardware / Software Integration | Stakeholder & Publisher Relations | Resource Planning | Team Collaboration | Task Management

PROFESSIONAL EXPERIENCE

DIRECTOR OF DIGITAL GAMES

PuzzleNation — Norwalk, CT • Mar 2013 – Aug 2024

- Founded and scaled mobile puzzle game app studio from 0 to \$2 M ARR; EBITDA-positive in 18 months.
- Owned P&L, finance, recruiting, product and UA; reduced CPI 35% YoY and grew DAU 120% through data-driven live-ops.
- Defined portfolio roadmap delivering 12 crossword & word titles (4.7★ avg rating, 50 M total installs).
- Negotiated App Store, Google Play and Amazon features, tripling organic installs during promotion weeks.
- Managed \$1 M annual marketing budget, achieving LTV:CAC ratio of 3.4.

(more on page 2)

EXECUTIVE PRODUCER (Consultant)

Hasbro + Harmonix Music — Remote • Jan 2015 – Jul 2017

Directed cross-company integration for DropMix tabletop + app; shipped on schedule, 250 k units Year 1, CES 2017 Gaming honoree. • Coordinated 40-person external dev team & internal toy division on My Little Pony mobile RPG; D30 retention 14% (target 10%). • Mentored junior PM cohort; instituted agile rituals that cut iteration cycle time 20%.

EXECUTIVE PRODUCER

inMusic — Cumberland, RI • Jan 2009 – Jan 2013

• Launched iCade controller with ThinkGeek & Apple retail—50 k units sold Q1, 30% margin. • Drove \$22 M DJ rhythm game (Xbox 360, PS3, PC, iOS) from concept to publisher green-light; shepherded to alpha. • Introduced portfolio strategy delivering 16 new hardware SKUs and boosting division revenue 32% over 3 years.

SENIOR PRODUCER

Blue Fang Games — Waltham, MA • Mar 2002 – Jan 2009

• Led 50-person team shipping Zoo Tycoon 2: Marine Mania (Wii/PC/DS) under \$16 M budget; 2 M units sold. • Created proprietary task-tracking & approval system; increased sprint throughput 15%; later licensed to Epic & Harmonix. • Managed publisher relationships with Microsoft & THQ; achieved 100% on-time milestone acceptance/payment.

ADDITIONAL EXPERIENCE

Producer — Hasbro Fantasy Factory (2000–2002) • Producer — Looking Glass Studios (1998–2000)

EDUCATION

BFA, The University of the Arts — Philadelphia, PA

AWARDS & HONORS

Harriet Hughes Award, University of the Arts • Silver Shield Award, Bristol Community College (created game-dev program) • TIME “Top 10 Gadgets 2011” for iCade

CONTINUING EDUCATION

IBM Certificate — Introduction to Artificial Intelligence (2024)

TOOLS & TECH

Trello • Unity • Unreal • PlayFab • JIRA • Figma • Adobe Creative Cloud • Tableau • Metabase • SQL • Git