



BALTIMORE
RAVENS

IAN CUNNINGHAM SOUTHEAST AREA SCOUT

COLLEGE: VIRGINIA
BORN: 5/3/85, JACKSONVILLE, NC
EXP. (NFL/RAVENS): 6/6

Ian Cunningham was promoted to Southeast area scout after the 2013 NFL Draft. He covers schools from the SEC and ACC, among other southern conferences. Cunningham originally joined the Ravens in 2008, spending his first five seasons as a player personnel assistant. He served a number of roles within the team's personnel department, including preparing advance scouting reports of upcoming opponents, helping target and analyze free agent prospects for pro personnel, working with senior VP of football administration Pat Moriarty with draft-day trades and helping format the rookie wage scale for draft picks.

2008-13: (with Baltimore) 2013: Named the team's Southeast area scout following the draft. **2008-12:** Joined the Ravens as a player personnel assistant...Cunningham worked in both college and pro scouting in a number of roles...Led half of the advance scouting reports on Ravens upcoming opponents...Helped with targeting free agent prospects...Assisted with draft-day trades and the rookie wage scale.

COLLEGE/PERSONAL: Cunningham earned his bachelor's degree in psychology (2007) and his master's in education (2008) from the University of Virginia...Started 30 games at G/C for the Cavaliers, earning honorable mention freshman All-American by *Rivals.com*...Made the ACC All-Freshman Team by *The Sporting News*...Earned an ACC player of the week award vs. UNC, also making the ACC Honor Roll as a junior in 2006...Started all four years on the offensive line at Hebron (Carrollton, TX) HS, earning a number of honors: first-team All-State by *AP*, class AAAA All-State, All-Area, All-County and All-District as a senior offensive tackle...Ian was also a finalist for class AAAA Offensive Player of the Year honors, the only lineman among five finalists...Earned first-team All-Area by *The Dallas Morning News*...Also started on the defensive line his final three seasons, earning second-team All-District as a D-lineman as a senior...Played in the U.S. Army All-American Bowl in San Antonio following his senior year.



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JOE DOUGLAS NATIONAL SCOUT

COLLEGE: RICHMOND
BORN: 7/20/76, RICHMOND, VA
EXP. (NFL/RAVENS): 14/14

Joe Douglas was named the team's national scout after the 2012 NFL Draft, following three years as Southeast area scout (2009-11). He covers schools across the country, focusing mainly on the southern half of the U.S. Douglas, who originally joined Baltimore as a player personnel assistant in 2000, organizes and coordinates the post-draft undrafted free agent signing process along with Northeast scout Mark Azevedo. The Ravens have been extremely successful signing rookie free agents over the years. Some recent examples include LBs Jameel McClain ('08), Dannell Ellerbe ('09), and Albert McClellan ('10), and K Justin Tucker ('12).

2000-13: (with Baltimore) 2012: Named national scout. **2009-11:** Southeast area scout and also evaluated DBs: Ravens drafted key contributor CB/RS Lardarius Webb in '09...Ravens selected T Jah Reid (Central Fla.), DE Pernell McPhee (Miss. St.) and RB Anthony Allen (Ga. Tech) from Douglas' area in '11. **2008:** Evaluated players on the entire East Coast...Played a key role in scouting and evaluating Ravens first-round pick QB Joe

Flacco and second-round pick RB Ray Rice. **2003-07:** Scouted the Northeast for the Ravens and cross-checked the O-line: Ravens drafted '11 Pro Bowlers G Ben Grubbs and G Marshal Yanda. **2000-02:** Worked mainly with the college scouting staff in a number of roles, including coordinating college workouts and draft visits, plus spring and fall scouting...Was also in charge of the team's college video library and assisted the pro personnel department in the advance special teams evaluations of the Ravens' opponents and unrestricted free agents.

COLLEGE/PERSONAL: A communications major and sports administration minor at Richmond, Douglas started 45-straight games at tackle, earning All-Atlantic 10 honors his senior year...Spent the 1999 season as a volunteer assistant coach for the Spiders' football team...Douglas, who was a two-time All-State O-lineman at Lee-Davis (Mechanicsville, VA) HS, lives with his wife, Shannon, daughters, Addison (7) and Leighton (2), and son, Thomas (5), in Eldersburg, MD.