

**SENIOR EXECUTIVE** with expertise in multisite operations, P&L/general management, TQM, and safety. Track record of global success in lean manufacturing, continuous improvement, process engineering, supply chain, and product development.

**Led operational turnaround resulting in world-class showcase manufacturing and distribution organization.**  
*Slashed manufacturing costs \$18 million through yield improvements, labor savings, and productivity initiatives.*

**Drove \$30+ million revenue increase and cut product contamination 50% by implementing best practices.**  
*Resolved cultural diversity issues stemming from transfer of manufacturing processes from Japan to US.*

**TENACIOUS ACHIEVER...***improves profitability by targeting inefficiencies, minimizing expenses, and increasing revenue.*

- Improved profit 15% and grew revenue \$2.5 million annually by resolving inherited bottlenecks and reducing waste.
- Increased sales \$8 million annually for division of Pfizer; developed 2 new product lines and implemented TQM.
- Generated \$6 million 1st-year revenue from technology transfer and startup of new production lines.
- Enhanced cash flow \$3 million by reducing inventory level 40% and establishing materials management system.
- Eliminated OSHA recordable incidents from 5.5 to zero in 1 year; created safety program adopted by Fortune 100 corporation.

**ADEPT STRATEGIST...***exceptional ability to resolve complex business challenges and attain peak levels of performance.*

- Reduced product variation 40% through 1st-time implementation of statistical quality controls and documentation.
- Decreased packaging costs \$600K annually by reengineering equipment and utilizing contract labor.
- Achieved ISO 9002 registration on initial audit; upgraded to QS 9001 within 9 months.
- Led \$1 million pharmaceutical startup from bench scale and pilot manufacturing through to full-scale production.

**CHANGE CATALYST...***well-rounded management style creates common vision and forges positive relationships.*

- Improved morale among 48 staff to avoid pending unionization of \$150 million chemical producer.
- Awarded for zero lost-time incidents (548 days) by National Safety Council; saved \$90K in workers' compensation costs.
- Recognized by employees for leadership: *"Your guidance and caring helped us become the #1 team with pride."*
- Created successful employee development plan leading to 10 corporate-level promotions.

Executive **MBA**, Golden Gate University, San Francisco, CA

**BS**, Chemical Engineering, Washington University, St. Louis, MO

*Creating a Total Safety Culture*, Virginia Polytechnic Institute, Blacksburg, VA

*Manufacturing Executive Program*, University of Michigan Business School, Ann Arbor, MI

## Professional History

ADVANCED ELASTOMER SYSTEMS, 1995 - Present

*\$300 million thermoplastic elastomer manufacturer/distributor*

**Director of Operations** ('01 - '02) and **Plant Manager** ('95 - '01), Pensacola, FL

- P&L accountable for \$150 million Exxon Mobile/Monsanto JV in the Americas and Pacific Rim. Managed team of 150.
- Cultivated successful relationships with industry-leading customers such as Becton, Dickinson; Hoover; Johnson & Johnson; Schick; Colgate-Palmolive; Delphi; Toyota; Black & Decker; Alcoa; and EKCO.
- *Recruited* to lead environmental, health, and safety improvements. Served as member of global product quality team.

TETRA TECHNOLOGIES, INC., 1993 - 1995

*\$150+ million global producer of food/industrial-grade calcium chloride*

**Plant Manager**, Lake Charles, LA

- Managed 45K+-metric-ton-capacity facility. Doubled throughput, taking underperforming plant to top producer/highest margin.
- Hosted groundbreaking for \$15 million site expansion; performed media relations with corporate/community dignitaries.

PFIZER INC., 1978 - 1992

*\$30+ billion Fortune 50 company; division now owned by Harcros Chemicals*

**Production Manager**, Magnetic Particles/Pigments ('82 - '92), Emeryville, CA

- Led 95 employees in manufacturing 23 million pounds annually of electronics and coatings materials. \$15 million budget.
- Key in successful negotiation and renewal of multiple 3-year union labor contracts.

**Capital Project Manager** ('81 - '82) and **Production Supervisor** ('78 - '81), East St. Louis, IL

- Managed \$3.6 million annual budget for plant expansions and capital upgrades.

MALLINCKRODT, INC., 1976 - 1978

*\$2+ billion global manufacturer of pharmaceuticals and imaging agents*

**Production Engineer**, St. Louis, MO

- Directed pharmaceutical/scientific-grade production; saved \$200K by minimizing contamination during changeovers.