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Turnaround Management / Start Ups / Strategic Planning

Over 30 years experience successfully leading Fortune 500, Regional and Local, Manufacturing, Wholesale Distribution and Retail Companies.

Proven track record – Across all major corporate functions, including Strategic Planning, Sales, Marketing, Product Development, Operations and Finance. As CEO of a 9-state regional wholesale distributor, I tripled sales through aggressive product line and geographic expansion, during a period when a majority of industry distributors ceased operations due to direct manufacturer competition, declining margins and stagnating sales.

Turnaround Management – As interim COO, have led successful turnarounds for businesses in retail, manufacturing, engineering, commercial contracting and technology industries. Skilled at creating effective financial reporting systems, identifying and eliminating losses, reducing expenses, and focusing corporate energy upon profitable business segments. Able to quickly gain the confidence of employees, customers, and vendors. Familiar with managing all business aspects of bankruptcy process.

Strategic Planning Lecturer – Organizer and featured presenter at seminars sponsored by local banks to review the essential elements and benefits of successful business planning.

Skills – Analytical and strategic business leader. Hands-on executive, capable of managing all levels of budgets. Proficient in solving problems and implementing solutions under tight deadlines. Strong written and verbal communication skills. Excellent people skills including business negotiations, customer and employee relations. Thrive in fast paced, competitive environments requiring a unique blend of versatility and experience.

M.B.A. - Harvard Business School; B.S. Accounting - University of Maryland; C.P.A.

Career Overview

STRATEGIC PARTNERS, LLC, Baltimore, Maryland 2000 – Present
Management Consulting Firm specializing in Turnarounds, Interim Management, Strategic Planning and Financial Management Services.

Principal / Founder

- Interim COO for manufacturer of aluminum and non-metallic honeycomb core for the aerospace industry. Focused on building infrastructure to support rapidly expanding sales. Improved on-time delivery from 47% to 95%, developed new inventory control system, reduced costs and improved operating efficiency through new process improvement committees, improved implementation of new MRP system.
- Interim Chief Operating Officer of regional floor covering commercial contractor and retailer, managing company through entire Chapter 11 process and successful reorganization.
- Management advisor to engineering and manufacturing company in the passenger railcar industry. Successfully refinanced company debt. Assisted management to realize four-fold sales increase in 2 years.
- Management advisor to national cabling subcontractor, assisting Company through Chapter 11 process and successful reorganization. Assisted management in corporate

STRATEGIC PARTNERS, LLC (continued)

- restructure and divestiture of 3 unprofitable divisions to return Company to financial health and profitability.
- Management Advisor to North American textile manufacturer suffering from low priced overseas competition. Assisted company to downsize operations and develop sales and marketing program to reposition company as high quality, value added manufacturer of specialty products.
 - Developed strategic plan for an unprofitable commercial glazing contractor, including corporate restructure, expense reduction and debt refinancing.
 - Qualified as Expert Witness; Experienced in providing courtroom testimony.

SUPERIOR PRODUCTS, INC., Baltimore, Maryland

9-State Regional Wholesale Distributor of Floor Covering Products

President / CEO	1992 – 2000
Vice President Sales and Marketing	1987 – 1992

Increased sales from \$18 million to over \$55 million through aggressive product line and geographic expansion:

- Full P&L responsibility for 200+ employee wholesale distributor.
- Hands-on management style. Personally opened and developed a number of the company's largest accounts.
- Led company expansion in wood, ceramic and commercial product lines.
- Opened satellite distribution facilities in Buffalo, NY and Akron, OH.

SWEETHEART CUP CO., INC., Owings Mills, Maryland

1980 – 1987

Fortune 500 Manufacturer of Single Service Disposable Products to the Food Service and Dairy Packaging Industry.

Group Marketing Director / Food Packaging Division Marketing Director

Managed staff of Product Managers with responsibility for over \$400 million in sales of paper and plastic thermoformed and injection molded food service disposable products and dairy food packaging. Responsibilities included market research, new product development, advertising, sales and sales support, as well as interfacing with manufacturing and engineering on all product related issues. Achieved annual sales increases consistently above budget.

- Developed highly successful line of “crystal cut” plastic bowls.
- One of select group of executives offered full relocation package subsequent to company acquisition and relocation of corporate headquarters.

PROFESSIONAL AFFILIATIONS

President, Maryland Floor Covering Association (1994-1995)

Maryland Floor Covering Association “Man of the Year”, 1996

Board of Directors, Chesapeake Chapter of Turnaround Management Association

President – National charitable organization