



*"We are always pressing and pushing towards a higher mark, a higher call. Working hard to be a little bit better today than yesterday, and a little bit better tomorrow than today. I believe the reason for success is because we press hard for it. Tomorrow, just like yesterday is up to us."*

Terrence M. Preston

## SENIOR MANAGEMENT EXECUTIVE – CEO / PRESIDENT

### Driving Profitable Business Growth, Improvement & Sustainable Change

Inspirational leader for business growth, improvement, and change with a proven history of success balancing shareholder interests with long-term organizational vitality. Take great pride in creating a cohesive company culture of "We" that encourages teamwork, rewards performance, and motivates employees toward a common mission and cause of action, even in difficult settings when the odds of success seem low.

- ▶ Turned around a near-bankrupt company during the worst economic crisis in recent history
- ▶ Doubled revenue in 7 years while producing 3X the profits of comparable companies
- ▶ Eliminated \$20 million debt in 3 years while concurrently raising the bottom line \$16 million
- ▶ Opened new operations in Japan, China, and Korea; built a \$40 million business in Europe
- ▶ Optimized efficiency, producing stable sales with 15% smaller labor force

**Automotive, Plastics, Chemical & Electronics Industries | Global Business Environments**

## PROFESSIONAL HIGHLIGHTS

**Aggerwall – Nampa, ID** ..... **2008 – Present**

*Full P&L and operational authority for this \$250 million international group of 6 businesses, each manufacturing computer components. Oversee 1,000 employees and 11 direct reports spanning 5 locations in the U.S., 3 in Europe, 2 in China.*

### PRESIDENT / CEO / MEMBER OF BOARD OF DIRECTORS

#### Executive Performance Snapshot

**Turned around a deeply troubled company that was mired in debt and in a downward spiral. Masterminded complete restructuring and created a vibrant, profitable company that thrives with a strong balance sheet and focused, autonomous, and profitable business platforms that continuously invest in growth and innovation.**

Recruited to take over leadership of a struggling company that was faced with a completely untenable loss position and major problems related to a poorly executed JV and acquisition, lost focus, and over-distribution of balance sheet cash. Made bold changes requiring courage and conviction to press forward in spite of reservations expressed by the Board of Advisors. Envisioned and spearheaded a multi-pronged approach to restructuring that...

- Fueled investment dollars and future growth opportunities
- Fortified R&D and business development capabilities
- Reduced debt and eliminated stagnant balance sheet assets
- Outsourced IT and other non-core services
- Divested businesses not aligned with core platform
- Recruited new talent and developed existing talent

Quickly transformed the company from \$20 million in debt and \$15 million in operating losses to produce a solid profit and maintain a healthy balance sheet:

	Debt	Losses/Profits	Shareholder Distributions
<b>2008 (at hire)</b>	<b>\$20,000,000</b>	<b>(-\$15,000,000)</b>	-
<b>2009</b>	<b>\$18,000,000</b>	<b>(-\$7,500,000)</b>	-
<b>2010</b>	<b>\$9,000,000</b>	<b>+\$1,000,000</b>	-
<b>2011</b>	<b>\$0</b>	<b>+\$3,000,000</b>	-
<b>2012</b>	<b>\$0</b>	<b>+\$3,900,000</b>	<b>\$4,000,000</b>
<b>2013</b>	<b>\$0</b>	<b>+\$7,000,000</b>	<b>\$9,000,000</b>

#### Selected Results:

- **Cut losses 50% in the 1<sup>st</sup> year** by selling 2 business units, eliminating 50% of products, and reducing labor by 200 employees. Pared the business using 80/20 principles as well as Product Line Simplification (PLS) and Quad Analysis.

*...Continued*

- **Saved company from the brink of failure**, reversing \$15 million in losses to \$1 million in profits by the end of the 2<sup>nd</sup> year and to an estimated \$7 million profits annually in 5 years, with \$9 million in shareholder distributions.
- **Fueled growth, innovation, and financial improvement** as the visionary behind restructuring and new operating philosophy that propelled operating margins 30% higher to 52%, even during the depths of the economic recession.
- **Completely eliminated \$20 million in debt and recorded \$7 million in cash on the balance sheet** by 2011, and in 2012 drove double-digit, year-over-year growth in 3 businesses, producing 30% increase in consolidated profitability.
- **Grew both revenue and profitability by double-digits in 5 of 6 businesses** in 2013, and launched new start up business that grew from \$0 to \$5 million sales in just 6 months.

**Bain Products – Waltham, MA** ..... **1992 – 2008**

*Reported to a remotely located Chairman and majority shareholder; held full P&L and operational authority for this \$350 million privately owned international manufacturer of specialty chemicals. Decentralized customer-focused organization with 7 manufacturing operations in the US, France, China, and Mexico, and technical and sales offices in Japan, Brazil, China, Korea, Italy, Spain, Germany, United Kingdom, Turkey, Poland, and South Africa. 9 direct reports.*

**PRESIDENT / COO / MEMBER OF BOARD OF DIRECTORS (2000 – 2008)**

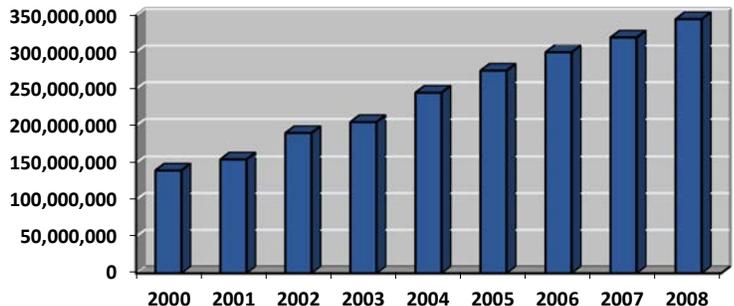
**Executive Performance Snapshot**

**Piloted explosive growth and globalization of what had been a North American-centric business. Led company to its fastest revenue and profit growth period in its 50-year history, driving operational excellence and leveraging mature business cash flows to invest in new product development and fuel revenue and profit growth at a rate of 10-15% per year.**

Promoted and led the charge that created an internationally growing company with a global footprint that expanded rapidly based on specific customer demand. Championed wholesale shift of product mix and operational focus to concentrate on the customer, technology, service, new product development, and operational excellence. Built strong, efficient, scalable operational foundation that maintained industry-leading profit margins through various economic cycles.

**Selected Results:**

- **Doubled gross revenues (146% growth) to \$345 million** by driving globalization and identifying/capitalizing on key opportunities that were proliferated across other industry platforms and into adjacent industries.
- **Delivered profit margins 3X the industry benchmark** by focusing the entire organization on customers, technology, service, new product development, and operational excellence.
- **Galvanized company by committing a consistent portion of profits to be shared with all employees**, rewarding employees for sharing viable ideas to fuel company growth and profitability.
- **Produced stable sales levels with 45% less capital equipment and 15% fewer human resources.** Optimized organizational structure and drove continuous improvement using Lean Manufacturing and Six Sigma techniques.
- **Positioned company as lowest-cost producer in the industry**, creating greater profitability and market flexibility while delivering 15% savings to customers. Earned recognition as supplier of the year for key OEMs.
- **Established subsidiary operations and technical centers in Japan, China, and Korea** to service existing customers and to develop new customers in emerging markets.



**GENERAL MANAGER (1992 – 2000)**

**Executive Performance Snapshot**

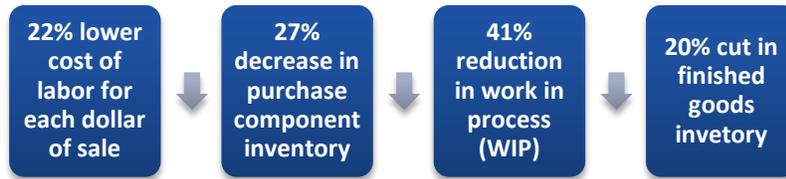
**Reversed losses into profits, turning around a money-losing plant. Propelled 15% sales growth annually through strategic investments in product development, growing key product lines and introducing new products. Rooted out operational inefficiencies and drastically slashed expenses by implementing Lean principles. Spearheaded startup of international operations and a new manufacturing facility for the company's largest division.**

...Continued

Personally recruited by owner to turnaround and lead an underperforming \$50 million, 250-employee multi-site operation. Managed P&L and all operations, including capital budgeting. Drove continuous improvement of customer service, technical sales support, quality, engineering, manufacturing, materials and logistics, and environmental/health/safety.

**Selected Results:**

- **Organized manufacturing facilities to focus on Lean Manufacturing concepts**, removing barriers and enabling employees to contribute to continuous productivity improvements. Net results included:



- **Built and supported growth of a \$40 million per annum business in Europe** by leading integration of manufacturing capability, technology, and know-how with European JV partner.
- **Created new annual revenue stream of \$10+ million** by spearheading development and growth of new technology chemical delivery system business that resulted in sale of 6 fully functioning systems.

Acme, Inc. ■ Seattle, WA ..... 1990 – 1992

**PRODUCTION MANAGER**

**Executive Performance Snapshot**

**Formed vision for and led a group of project teams to implement \$3.5 million in capital investment projects after selling the idea to Acme’s CEO; resulted in \$1.5 million annual savings through decreased rework and scrap generation. Led and coordinated effort that achieved ISO 9000 certification for twin screw extruder operations.**

Managed manufacturing operation producing \$150 million sales. Oversaw 9 salaried professionals and 100 hourly employees. Led engineering improvements, production management, and inventory management. Earned recognition as Team of the Year 1991. Named Acme Silicones Engineer of the Year and received CEO Stock Option Award.

\*\* Began career as a Process Development Engineer with Arrentis (1987 – 1990). Provided technical expertise and direction to start-up and roll-out major consumer goods in laundry products and personal care divisions. Developed AOBS/Perborate technology currently being used in densified detergent with bleach products on store shelves today.

**EDUCATION & OTHER CREDENTIALS**

**Master of Business Administration – M.B.A. (1992)**

University of Denver, Denver, CO

**Bachelor of Science – B.S., Chemical Engineering (1987)**

University of Rochester, Rochester, NY

**Professional Development**

Advanced Management ■ Leadership at the Peak ■ Mergers and Acquisitions ■ Sales Leadership ■ Pareto 80/20 for Strategic Business Leadership ■ TQM ■ Lean and Six Sigma ■ Leadership

**Professional Associations**

Chair Elect, Nampa Chamber of Commerce  
 Director-Board of Advisors, Idaho Hospital  
 Director-Board of Advisors, Leadership Academy Schools

Dear Professional, Executive, or Aspiring Executive:

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I formed 100kCareerMarketing.com because of my ongoing dedication and commitment to delivering unparalleled service and quality to my clients. As demand for my services as an executive resume writer and career marketing strategist grew to far exceed the time available, a new model for delivery of my services to you was essential. 100kCareerMarketing.com was born of that need and it provides me with a way to deliver dedicated, personal attention to a *very select number of clients* - no more than 20 clients per year (approximately one person every 2 weeks).



Today, 100kCareerMarketing.com is the ONLY way to work with me one-on-one.

That's right. Because it takes time, collaboration, and intense attention to quality and detail to create truly compelling, powerful, results-generating executive career marketing portfolios, I make certain that I give you – and you exclusively – all of the time and attention you need.

I work with a VERY SELECT base of no more than 20 clients per year. When you hire me you benefit from not only my preeminent experience and expertise but from my exclusive, personal attention focused *only* on you and the creation of your career marketing portfolio. I would be honored to work with you. But my schedule fills up *very* quickly, so if you are ready, please reserve your spot today. Of course, if you have any questions, I will be happy to answer them. Just send a quick email or give my office a call.

I also invite you to book a personal 45-minute consultation with me, to go over your resume and job search concerns one-on-one, discuss the strategies I would use in writing your resume, answer your questions, and benefit from my recommendations. Although I charge for the consultation (\$155), you have nothing to lose! If you book a consultation and then decide to proceed with my services I will give you a full \$300.00 discount on my VIP executive services.

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I look forward to meeting with you and hope we have the chance to work together.

Sincerely,

*- Michelle*

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