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### **BACKGROUND SUMMARY**

Senior financial management leader with strong focus in strategic & financial planning & analysis

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### **QUALIFICATIONS SUMMARY**

- Chief Executive Officer – impacted operating income by \$1.8M or 200% first complete year of direction
- Vice President Finance/Chief Financial Officer: Responsible for all financial activity for manufacturing operation
- MBA in Marketing - Product & pricing management responsibilities for industrial & automotive markets
- 15 Years Management Accounting and Finance Experience: 20 years total manufacturing experience
- Comprehensive Planning and Analysis Experience: operational, financial, and strategic marketing
- Extensive Auditing Experience: physical inventories, acquisitions, and ISO 9000 certified auditor

### **PROFESSIONAL EXPERIENCE**

#### **UNITED ALLOY, INC. – Janesville, Wisconsin**

Custom metal fabricator and powder painting facility with annual sales of \$10 million and +60 employees

#### Chief Executive Officer: September 2004 - Present

- Promoted after 7 months with UAI – complete direction and control of all disciplines
- Operating income impacted by \$1.8M, from an operating loss of +\$1M to profit of \$800K in first year
- Strategic realignment of customer base, improving profitability and operational efficiency
- Operational efficiency improved by 300% in key work centers – doubled productivity company wide
- Awarded Community Development Zone Tax Credit \$250K

#### Vice President of Finance/Chief Financial Officer: February 2004 – September 2004

- Responsible for all financial statement preparation, review and analysis
- Responsible for human resource administration – developed and implemented first ever corporate compensation program at the salaried and hourly levels
- Initiated implementation of plant-wide perpetual inventory system
- Comprehensive budget development
- Developed operational metrics and reporting package – implemented management review system

## **INTERMET – Racine Die Casting and Machining – Sturtevant, Wisconsin**

A Tier 1 automotive supplier of cast aluminum machined automotive components with annual sales of \$75 million and 600 employees across 2 facilities

Senior Controller: July 2003 – January 2004

- Responsible for plant-wide financial statement preparation, review and analysis
- Managed Information Technology staff of 3 and finance staff of 5
- Initiated implementation of plant-wide perpetual inventory system
- Comprehensive budget development
- Developed operational metrics and reporting package
- Formalized, trained, and integrated capital purchasing process

## **SSI TECHNOLOGIES, INC. - Janesville, Wisconsin**

An international Tier 1 & 2 automotive supplier of electronic sensors and sintered metals with annual sales of \$100 million and 1,000 employees across 5 facilities

Corporate Manager of Financial Planning and Analysis: 1998 – July 2003

- Responsible for corporate financial statement consolidation, analysis, and reporting, shared financial services with 3 direct reports, including corporate accounts payable and accounts receivable
- Division analysis of corporate and new technologies divisions - heavily involved with research and development business unit managers, product and price management within industrial and automotive markets, and comprehensive financial analysis - issuing formal findings and recommendations
- German GmbH Subsidiary establishment and administration - Sales, Marketing, and Engineering support office
- Mexico manufacturing production facility implementation team member - established research objectives with initial set-up and support with implementation of ERP system
- Developed monthly financial statements including Early Warning Report and Benchmark Reports
- Developed, launched, and implemented Corporate wide approval manual, with resulted in definitive system for expenditure and non-expenditure transactions corporate wide
- Zero base budgeting integrated into company wide framework
- Responsible for all benefits analysis: medical, STD, LTD, life, dental, prescriptions, workers' compensation
- Team member for PointMan financial and ERP software conversion and implementation
- Treasury and cash management, banking relationships, multi-currency integration, debt & cash forecasting
- Request for Quote (RFQ) process improvement leader - expanded and redefined procedure
- Annual corporate audit coordinator - lead, direct, and oversee annual audit

## **SWING-N-SLIDE COMPANY - Janesville, Wisconsin**

A do-it-yourself backyard playground kit manufacturer, serving the home improvement retail market with annual sales of \$40 million and 400 employees across 3 facilities

### Division Controller - Swing-N-Slide Division: 1996 - 1998

- Responsible for all division financial activity - reporting and analysis, directing 7 accounting and finance positions including accounts receivable and payable, payroll, general accounting, EDI, and financial analysis and planning
- Dual reporting responsibilities: direct reports to both the Division President and the Corporate Vice-President of Finance/Chief Financial Officer - facilitator of monthly Executive Review Sessions
- Promoted to Division Controller position from Financial Analyst after less than 2 years with Swing-N-Slide
- Restructured entire general ledger to include product segment and departmental logic, fully integrating fixed and variable expense logic, culminating in forecasting capabilities and variable planning analysis
- Expanded responsibility in the customer programming and pricing functions
- Streamlined month end close process from 10 days to 4 days
- Created and led 'Max Out' bonus team for exempt staff - intensified cost savings and revenue focus of entire management staff
- Member of Marketing Steering Committee: developed strategic marketing plan
- Responsible for activity required for annual public audit: schedules, reconciliations, and reviews

### Financial Analysis - Swing-N-Slide Corporation: 1994 - 1996

- Responsible for all financial analysis, directly reporting to VP Finance/CFO, newly created position with initial focus on operations, facility, and manufacturing analysis
- Capital equipment justifications including post audits of complete projects - automated equipment justified elimination of +25% of assembly production personnel over two seasons
- Operational analysis on a weekly and monthly basis: labor focus in first season resulted in \$250K savings over previous season, designed and implemented machine efficiency and utilization tools

### **DORMAN ROTH FOODS, INC - Monroe, Wisconsin**

100 year old cheese processing company, processing over 200 million pounds of cheese annually, generating + \$200 million in sales employing 300 employees in 3 facilities

### Cost Analysis Supervisor: 1991 - 1994

- Direct Report to Plant Controller advising on all cost analysis projects with primary emphasis in manufacturing
- ISO 9000 Certified Corporate Internal Auditor
- \$200M Annual budget development including operational factors, capital expenditures, and fixed overhead
- Initiated review of corporate freight allocation resulting in plant savings of \$300,000 annually
- Design, implement, and train management associates using the stock locator inventory system
- Developed, defined, and formalized all aspects of cost accounting functions: cost and feasibility studies, inventory procedures, process and natural cheese production, administration of sales reporting system, developed and advise 'Latest Estimate' financial information, 'Critical Variables' weekly publication, 'Controller's Memo' monthly publication

**SPRINGS WINDOW FASHIONS DIVISION (FKA GRABER INDUSTRIES) -  
Middleton, Wisconsin**

An international manufacturer of custom and standard window treatment products for residential and commercial use, generating sales of \$150 million annually, employing 1,500 across 5 facilities

Cost Analyst: 1987 – 1989 General Accountant: 1989 – 1991

**EDUCATION**

MBA in Marketing from the University of Wisconsin - Whitewater: December 1999  
BBA in Accounting and Finance from the University of Wisconsin - Oshkosh: January 1986

**INTERESTS AND ACTIVITIES**

- Smart Growth Planning Committee, Chairperson, City of Evansville, comprehensive planning
- University of Wisconsin - Whitewater Integrated Science and Business Major Advisory Board Member - developed case study analysis for ISBM textbook
- Blackhawk Technical College Accounting Advisory Board Member responsible for reviewing course curriculum and account program structure
- Evansville Community Partnership, Inc. Planning Committee Leader for economic development initiative
- Contribution Accountant & Member of St. John's Lutheran Church 1990 to present: financial reporting & administration