



International
Perry-Martel

EXECUTIVE SEARCH MANDATE

Chief Operating Officer

Confidential Search

An established and very profitable manufacturing company with roughly 200 + employees in three locations across North America is seeking an experienced business leader with an engineering or manufacturing background to lead its business, to leverage the company's unique IP and manufacturing capabilities, to extend its current product lines and to develop profitable new additions to its current offerings.

The company today has several large customers in both the injection molding and capital goods manufacturing markets. The injection molding customers manufacture products utilized in industrial and consumer applications. The company enjoys long and successful relationships in this area and utilizes its patented processes to allow manufacturing of uniquely profitable, high quality components for these applications. The company also has a capital goods manufacturing business focused on manufacturing equipment for construction and capital equipment used in several industries, Some of the equipment is used in defense applications. The company's injection molding business is based primarily in Wisconsin and New York State and its capital goods business is on the west coast.

The company has a thirty five year track record of profitable operation and has expanded and diversified through both acquisitions and organic growth. By drawing on engineering and manufacturing strengths, in an entrepreneurial and opportunistic culture, the company has constantly innovated new products and manufacturing methods, leveraging the expertise and infrastructure of the company while fulfilling key customer needs and producing very profitable results. Clients view the company as a key strategic supplier and partner. The company treats key clients as "partners" developing a key position in the supply chain of the clients.

The Company

The company has developed valuable manufacturing and engineering expertise over the last thirty five plus years of profitable operation and has been a key partner to its manufacturing and construction customers. Its products are utilized across a broad range of industries and across the globe. It has a well established reputation for innovation and for customer service. It prides itself in responsiveness and flexibility as its customers needs develop, grow and change. It builds considerable inventory to allow for fluctuations in demand while maintaining predictable on time delivery performance.

To maintain product quality and to support its ongoing renewal process, the company devotes significant resources to fabrication of molds of many sizes and complexities. It has complete facilities to perform materials analysis and manufacturing process refinement. It has tools for mold flow analysis and robotic assembly. It utilizes SPC on its high volume operations and is ISO9000 compliant in its Wisconsin and New York State based operations.

The company's challenge is to refine and extend its current high quality product offerings, deepen its key customer relationships in its served industries including automotive, lawn and garden equipment, , defense , , , beverage containers, and waste recycling while concurrently exploring new profitable product offerings to leverage the intellectual and physical assets of the company.

The Opportunity

We are seeking a senior individual with a solid understanding of general business, a strong background in manufacturing and engineering, a demonstrated ability to lead a manufacturing business and leverage a company's assets to grow and adapt to dynamic market conditions. The individual must have personally led the design and/or manufacture of both high volume components and capitals goods. The individual must understand how to profitably manage a mature manufacturing and service centric business while personally developing and strengthening relationships to grow the company.

Our ideal candidate is bright with a tremendous innate curiosity and a thirst for understanding. The candidate

must thrive in both extreme detail and high level abstraction. The candidate must have a complete understanding of all aspects of manufacturing including order entry, materials forecasting, process engineering, product engineering and quality manufacturing practices. The candidate must have experience managing suppliers, introducing new products and providing leadership to drive profitable performance and reliable products and delivery performance. The person for this position will be equally comfortable on the manufacturing floor and the board room and is a natural communicator.

You will be responsible to lead all aspects of manufacturing, product engineering and client satisfaction. You will be based in Wisconsin and will focus on supporting current customers and maintaining and improving profitability. You will constantly seek to deliver compelling new products and draw freely on a talented staff and the CEO to evaluate product enhancements and extensions. You will participate in Meetings of the Board of Directors.

You will:

Develop a deep understanding of the company's manufacturing operations and sustainable distinctions

Quickly gain the respect and loyalty of the staff and work with the CEO to agree on the key performance metrics to be measured and improved

Develop a rapport with key customers and understand the role we play in their success.

Develop and maintain executive-level relationships with all suppliers and customers.

Provide a constant focus on careful spending and waste reduction. Lead continuous process improvement initiatives.

Prepare and present proposals to both partners and partner prospects.

Drive product innovation and assure maximum leverage of current infrastructure, core competencies and experience.

Provide financial oversight on operations; initially focus on the injection molding business and then the capital goods manufacturing metal forming business

Brief the CEO and the Board on manufacturing, financial performance, product development, customer support, and quality improvements

Travel to all company locations to lead unified operations initiatives and provide a corporate context for each operation's activities.

Your Background

You are a senior business professional. You recognize and enjoy the need to push yourself to identify the "next big thing." You thrive on your accomplishments and cannot accept merely being adequate. You have proven success leading a manufacturing company. You are proud of the improvements you have made, the ingenuity you've demonstrated, the organizations you've led and the people you've recruited to work with you. You enjoy your work.

You have a positive attitude and a high energy level. You are bright, curious and always anxious to learn and self-improve. You are flexible and can change approach and/or direction as may be required. You have exceptional interpersonal skills and have strong verbal presentation abilities. You have a professional business demeanor and are skilled in bringing concepts, services, and quality products to the marketplace. You exhibit a "take charge" attitude, persistence, tenacity, and drive focused on finding a way to accomplish your objectives. You influence others with your drive and sense of urgency, and possess the highest level of integrity.

Your peers would describe you as “an enthusiastic and extremely disciplined team player that will work to achieve the goals of the firm via a team orientation, detailed involvement and strong personal contribution”. You are seeking an opportunity to grow an exceptionally profitable company and extend its capabilities into new markets and opportunities.

Ideally you have:

Experience and skills pertaining to the management of both a capital goods and component manufacturing business models.

Experience in growing mature products to new levels of financial performance.

Exceptional track record working with existing customers and with development of new business prospects.

Personal product innovation and process improvement skills

Demonstrated experience leading cross functional teams to drive improved margins

Broad-based manufacturing and engineering knowledge with experience in materials characterization and statistical process control

Candidates having experience with plastics or metal forming operations strongly preferred.

15-20 years of profitable business management experience

Compensation

Sound exciting? That's just the beginning. The working environment and culture of this company is unique and offers an outstanding opportunity for the right senior executive. The company offers a highly competitive compensation package.

Your Next Step:

All inquiries and discussions are strictly confidential. Contact David Perry at 613-236-6995 x 114, or (613) 850-0608 (M) or e-mail dperry@perrymartel.com For more information on Perry-Martel International Inc. please visit our web site at www.perrymartel.com

The Search Partners on this Assignment

David Perry

The founder of Perry-Martel in 1988, David Perry launched the first information technology search firm, which today dominates the Canadian technology space.

A veteran of more than 910 projects, David is a student of leadership and its effect on organizations ranging from private equity ventures to global technology corporations.

David has built an extensive personal network of leading CEOs as well as up-and-coming future CEOs, permitting him to find the most qualified candidates to grow a company and increase shareholder value. PMI's **Knowledge-Value™** methodology allows clients to rapidly assess critical human qualities, track record and leadership experience.

David is frequently quoted on trends and issues regarding executive search, recruiting and HR in leading business publications including *The Wall Street Journal*, *IT World*, *Canadian Business*, *Venture Wire*, *Computing Canada*, *EETimes*, *NetWork World*, *HR Today*, and appears regularly as an executive search and market analyst for *CBC News World*.

David is the Vice-Chair of the *Canadian Technology Human Resources Board* and former board and executive committee member of the *Software Human Resource Council*. As an advisory board member of the *Canadian Advanced Technology Alliance (CATA)*, David has developed an extensive knowledge of leadership, innovation and technology. This ever-evolving expertise keeps him at the pulse of most innovative and successful leaders.

David graduated from McGill University in 1982 with a Bachelor of Arts degree in Economics and Industrial Relations. As well, David is a Commissioned Officer in the Canadian Armed Forces Reserve. He Graduated 1st in his class and was awarded the Sword of Honor by Brigadier General JB Dabros. In 1999, he was recognized as one of the "Top 40 under 40" by the *Ottawa Business Journal*.

Guerrilla Marketing for Job Hunters 2.0 and Career Guide for the High-Tech Professional: Where the jobs are NOW and how to Land Them are two of David's books.

Steve Panyko

Steve Panyko is a seasoned executive with years of experience with executive search. He has personally done searches for Division GMs, Division Controllers, CFOs, Vice Presidents of R&D, Sales, Marketing, Customer Support, International Sales, and Strategic Alliances. In addition to subject matter expertise, he has a reputation for finding innovation, process orientation and integrity. He has replaced entire management teams and engaged search for multiple levels to facilitate restructuring and succession planning.

Steve is a veteran leader of telecommunications and technology businesses, who places particular emphasis on international business development, new product development, product and channel management, and strategic leadership from both ongoing and emerging firms. Most recently he was President and CEO of Sciometric Instruments Inc in Kanata, Ontario, a firm providing complex software for test solutions in the manufacturing vertical.

Prior to that, he was CEO CML Emergency Services in Gatineau Quebec. CML provided call handling equipment and IT infrastructure for 911 emergency response call centers across North America. At CML he rebuilt marketing, sales and led the company to introduce the first IP based 911 call center, developed a strategic alliance with Cisco and led a successful exit via acquisition by Plant Equipment Corporation in the US. In doing this, the valuation of the business tripled in 14 months.

Prior to joining CML in 2004, Steve served as Chief Executive Officer of Echopass Corporation, a privately held call center ASP in Salt Lake City, Utah. Prior to that, Steve was CEO of Onix Microsystems, a privately held, optical cross-connect company in Richmond, California. He has also held the position of President of Harris Communications products division—having four businesses providing PBX, local switching, network management, telecommunications test tools, and telephone line test systems to a broad global market. In addition, he has also served as vice president/general manager of Rockwell Switching Systems Division providing global commercial and Telco call center solutions, along with switching equipment, for the emergency services marketplace. Prior to that, Steve held positions with Motorola New Enterprises, ITT and AT&T Bell Laboratories. Steve also has established two small companies for real estate investment and professional consulting.

Steve holds an M.S.E.E. from Columbia University, and a B.S.E.E. from City College of New York.

Executive Search Assignments Completed to Date

Chief Executive Officer
Chief Financial Officer
Chief Scientist
President
EVP, Sales & Marketing
Vice President & General Manager
Vice President, Global Sales
Vice President, Marketing
Vice President, Business Development
Vice President, Engineering
Vice President, Product Development.
Vice President, Sales & Marketing
Vice President, Sales
Vice President of Finance
Vice President, Research & Development
Vice President Sales, Americas
Vice President, Business Development
Vice President, Professional Services
Vice President - Sales, North America
Director of Finance
Director of Research
Director of Public Relations
Director of Channel Sales
Director of Marketing Communications
Director of Customer Care
California Sales Office (US GM + sales staff)
U.K. Sales Office (2 VPs)
Atlanta Sales Office (2 VPs)

... and 900+ more