

VICE PRESIDENT OF ENGINEERING / RESEARCH AND PRODUCT DEVELOPMENT

High energy, hands on, results-oriented, business-minded people-builder passionate about technology, learning, and adding value. Expert in Engineering and Operations; Above Average in Finance, Sales, Marketing Management. Able to lead an organization.

Business builder responsible for strategic planning, annual budgets, e-commerce, annual operating plans, staff development.

- **Strategic Planning** Facilitator for nine different strategic plans; seven in industry, one for a college, one for a non-profit corporation.
- Leader of all company **intellectual property** activity including patents; exclusive agreements; outside royalties.
- **Annual budgets** routinely met within 5% of forecast; historically running 3.0-3.5% of sales (prod. development & prod. support).

Leadership and administrative expert able to multitask to meet business (financial) and technical goals.

- Led **government & commercial projects** to achieve cost & schedule goals. Reputation for on-time and on-budget delivery.
- Hired/**retained top talent** when other companies offered more compensation; 10+ years with no defections.
- Managed **diversity** in ages (20s-70s), gender, faith system, nationality, education (HS, AS, BS, MS, PhD).
- Performed **engineering economic analysis** for capital equipment decision-making – succeeded every year in securing equipment for projects by showing **economic advantage over alternatives** (data driven).

Technical and innovative competence in **aerospace, medical device, industrial equipment, survival, and car racing** design/mfg arenas.

- Diverse **engineering and manufacturing** heritage; led all engineering disciplines as well as test and production. Hands on leader.
- Co-founder, www.enpiroprocess.com. Web-based proven **product development process** using **Design for Six Sigma** methodologies.
- Innovator with **twelve released patents** (three design patents and nine utility patents); initiated numerous other patents.

BS, Mechanical Engineering Technology, 1988 (magna cum laude) * Henry Cogswell College, Everett, WA
AS, Chemical Technology, 1986 (honors list) * Shoreline Community College, Seattle, WA

All degrees earned in night school while working full time.

Licensed Professional Engineer, Washington State #34757 * Trained in Classical & Design for Six Sigma **Black Belt**

Vice President, R&D * Ultimate Survival Technologies, Monroe, WA * (staff: 4 – **start up**) * 3/07 to present www.ultimatesurvival.com

- **Responsible for Engineering, R&D, Commercial Sales, Marketing, Customer Service**; recruited/developed staff.
- Facilitated **Strategic Plans**; wrote budgets; designed/developed novel composite ballistic panels (in application for patent).
- Created lightweight composite seat layout and manufacturing procedure; designs tested to stringent international FiA standards.

Vice President, Engineering * HySecurity Gate, Kent, WA * (30 employees - \$10M) * 3/05 to 2/07 (staff: 11) www.hysecurity.com

- **Executive Team**: led 1st-ever company **Strategic Plan**; hit budget every year; delivered on all promises, recruited top talent.
- **New Product Development**: **fixed disastrous products**; redesigned other products to meet spec., **established six new product scopes**; significantly **improved four proprietary software programs**; implemented first ever **advanced ATE** system.
- **Production Support**: founded **Quality Management System & Quality Manual**; established ECP system; cost-reduced products.
- **Technical Support**: led team that developed world-class semi-annual on-site seminars; fixed RMA process; **cut warranty costs**.

Manager, Engineering * HydraMaster Corp., Mukilteo, WA * (140 emp. - \$26M) * 7/02 to 1/05 (staff: 10) www.hydramaster.com

- **Implemented new product development process** (with a young team) that led to four major projects being developed and released with \$3M+ sales addition. This was the **most new product** taken to a sales meeting in the company's 25-year history.
- Overall sales my first year increased from \$17M to \$20M, second year to \$26M. Rated **top presenter** by our National Distributor Network at 2003 annual sales meeting. Key player on **Strategic Planning Team**. Initiated **6 patents**.
- Ability to 'close' projects; released an inherited 4-year-long languishing product; gross margin **gained \$30K+/month**.
- Organized staff to maximize contribution in product development and production support. Added staff and doubled annual product release rate. Leaner product development process **reduced development expenses \$100K** annually over previous year.

Senior Engineering Manager, Advanced Products Engineering * Honeywell – Aerospace (staff: 15) www.inertialsensor.com & www.thermalswitch.com (250 employees this division - \$60M) * 1/78 to 7/96 (assembler, tech., engineer) * 8/00 to 7/02 (Sr. Mgr.)

- Simultaneously managed five advanced **accelerometer** projects (military & commercial); personally earned **8 patents**.
- Designed innovative break through **packaging concept** for MEMS-based sensors; tens of thousands since produced (JDAM).
- Operated all **laser welding** and **chemistry laboratory equipment**; vast experience in numerous instrumental and wet chem. analyses.
- Capable in all areas of **hybrid microcircuit manufacturing**; including soldering, screen printing, die & wire bonding.

R&D Manager * MicroSurgical Technology, Redmond, WA * (30 emp. - \$4M) * 7/96 to 8/00 (staff: 4) www.microsurgical.com

- Recruited to build engineering department & lead **ISO-9000 & CE Certifications**; passed each on 1st inspection.
- Developed new products for **European, Asian, and domestic markets**; revenues increased from \$2M+ to \$4M.
- Invested dozens of hours in the medical operating room; designed tools with surgeons; earned **3 patents**.

Senior Lecturer; Director of Strategic Planning * Henry Cogswell College, Everett, WA * 1/91 to 3/05 www.cogswell.edu

- Proven ability to **clearly communicate technical subjects**; wrote and taught EIT/FE, PE, and engineering design courses.
- Trained hundreds of engineers for state EIT exam; **student pass rate 95% (natl. avg. 75%)**; co-certified **50+ 6-Sigma Green Belts**.

Board of Directors * PFC Ministries, Woodinville, WA * (1000+ volunteers; **non-profit**) * 3/93 to present (volunteer) www.pfcom.org

- **Board Chairman, co-chair Finance committee**. Leader of various in-prison volunteer teams since 1993. **International experience**.