

**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](http://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](http://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](http://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](http://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](http://www.inertialsensor.com) & [www.thermalswitch.com](http://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](http://www.microsurgical.com)

- Recruited to build engineering department & lead **ISO-9000 & CE Certifications**; passed each on 1<sup>st</sup> 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](http://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](http://www.pfcom.org)

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