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REVENUE GROWTH SALES / OPERATIONS EXECUTIVE

Responsible for propelling several under-achieving B2B sales turnarounds in 5 separate businesses ranging from \$40M-\$450M. Extensive general management experience spanning production operations, customer service, P&L, market start-ups. Thirteen President's Club Sales award-winner in new customer acquisition and upselling existing clients. Built scalable direct sales and service teams from the ground up over the last 20 years. Expert background in recruiting and retaining high performing talent. Adept at integrating teams during merger activities. An executive presence with the C-Suite and Board of Directors.

- Business Expansion
- Customer Loyalty
- Product Development
- Acquisition Integration
- Repeatable New Business Sales Growth
- Organizational Design and Leadership
- Six Sigma
- P&L Management

RESULTS

- **Revenue:** Increased market value by 4X by successfully building a replicable branch sales/service model with revenues growing at 25% Compounded Annual Growth Rate while transforming company's financial profile from 5% to 46% Recurring Monthly Revenue.
- **Digital:** Key leader developing new product platform strategy on the iPad through CRM, building the marketing communication plan from conception to delivery resulting in 26% service / overhead efficiency gain.
- **Management:** Achieved 16% year-over-year profit growth on \$400M in revenues while being only region of 12 to exceed both top and bottom-line expectations.
- **Process:** Improved field productivity resulting in 130% growth and cost of acquisition reduction of 49% over a 3-year period.

EXPERIENCE

FCN BANK (Brookville, IN)

2023 –

Celebrating its 125th Anniversary, FCN Bank is privately owned (FBVI) with assets of \$800 million and six branches located in Southeast Indiana and Southwest Ohio.

Internal Director and Board Chairman – Full Time

- Partnered with our CEO to develop and lead a wide sweeping cultural transformation of accountability, process improvement, and strategic planning / execution, resulting in YOY EPS growth of 34%, 10% increase in operational efficiency, and 45% net income improvement.
- Implemented multiple new technologies and processes, enhancing customer experience / utilization, fraud prevention, and new loan profitability.

TENTY DISTRIBUTORS LLC (Fairfield, OH)**2019-2022**

Tenty Distributors is the third largest US provider of supplies and equipment within the Dry Cleaning, Laundry and On-Premises Laundry space servicing 14 states (\$80M).

President

- Led the organization to a positive cash flow and EBITDA position during COVID, for the first time since 2017, delivering significant OPEX savings over a 20-month span.
- Successfully completed full corporate reorganization in 2020 while upgrading field talent
- Improved GM% 200bps while increasing inventory turns 26%, enterprise transformation
- Restructured the engrained sales model from a 100% field direct sales culture to an inside sales model combined with outside revenue generation focus.
- YOY Sales Growth of 28% in 2022

PURE WATER TECHNOLOGY (Lincolnshire, IL)**2015 – 2019**

Owned by PE firm Clear Light Partners LLC. PHSI is one of the nation's leading manufacturer and marketers of point-of-use water purification coolers to commercial customers (\$40M).

Senior Vice President - Sales

Reporting to the CEO and hired by PE ownership to dramatically transform profitable growth by transitioning from an equipment dealer model to a direct sales model with corporate-owned branches.

- Moved direct channel revenues from 5% to 46% of total company revenues by implementing a proven and scalable sales process in a branch distributed model with 58 Sales Professionals.
- Increased sales productivity 127% while reducing cost of new business acquisition by 49% over 3-year period.
- Average Annual Growth Rate of 76% and brought Recurring Monthly Revenues to 48%, successfully opened and staffed 4 greenfield markets.
- Reduced turnover 52% by implementing new onboarding / hiring process and developing a successful compensation plan to drive profitable productivity improvement.

THE BRICKMAN GROUP (Denver, CO)**2013 - 2015****Vice President / GM**

Owned by PE group KKR, The Brickman Group is the largest commercial landscaping service company in the U.S. with \$1.3B annual revenues.

- Year over year new business sales growth of 26% within a region generating over \$200M.
- Established 2 new branch locations as a result of new business growth in the Colorado region in 15 months.

- Led the successful merger of 2nd largest commercial landscape company in Colorado, adding \$67M.
- Reduced churn by 12% in first year while implementing new customer quality review process.

CINTAS CORPORATION (Cincinnati, OH)

1991-2013

The largest publicly traded business service company in the United States, providing uniform programs, Facility Services Solutions, Fire Protection, First Aid & Safety, Document Management and Storage (\$6B)

13 President's Clubs - Sales and Customer Service Excellence Awards (Top 15% annually) over 20 years.

Regional Business Director – Healthcare (St. Louis, MO) 2010-2013

- Grew new business 77% in first 12 months through improved vertical strategy and expanding into 3 new markets within a 10-state region generating over \$150M in annual revenue.
- Improved field sales production 53% in 32 months. #1 region two consecutive years.
- Played a key role in design and implementation of service delivery systems and products in the Healthcare segment.

Regional Director Sales / Service (St. Louis, MO) 2008-2010

- 20% improvement in new business sales productivity within a 7-state region, 56 sales reps, 200+ Service Techs, 9 Sales Managers and 10 Service Managers.
- Drove 15% organic growth through designing and implementing existing customer growth strategy that equipped Service Managers to drive 10% retention improvement.
- Secured contract renewals with key market accounts (Mid Coast Aviation, Ameristar Casinos, Peabody, Inc) generating \$2M in annual revenues.
- Reduced turnover under 13% through meticulous hiring and prescriptive onboarding processes.

Regional Director Operations (St. Louis, MO) 2004-2008

- 16% Year over year profit improvement within a structure of managing 5 separate business segments, 10 business centers and 750 employees generating +\$400M in annual revenues.
- Reduced lost business in region by 15% through solid execution of proactive customer goodwill cadence.
- Achieved highest regional customer satisfaction rating of 98% in 2008 while achieving 97% Regional Safety Audit.
- 20% Net Income improvement in 1 year within an acquired Document Management business generating \$1M sales.

General Manager (St. Louis, MO)	(2001-2004)
Regional Sales Director (Cincinnati, OH)	(1997-2001)
Sales Manager (Dayton, OH)	(1995-1997)
Territory Manager (Dayton, OH)	(1993-1995)
Management Trainee (Dayton, OH)	(1991-1993)

Professional

Board Director, FCN Bank, Brookville, IN (2013-Present)

Six Sigma Green Belt Certification – General Manager Certification
Strategic Selling (Miller Heiman) – Economics of Business – Advanced Negotiations

EDUCATION	
University of Virginia (Darden School of Business) Leading to Extraordinary Results Program (2008)	Charlottesville, VA
Miami University - Ohio B.S., Engineering, Minor, Business Administration	Oxford, OH