

Theodore (Ted) Guarriello

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Executive Management Professional with 25+ years of successful customer-focused business management in lean, high-volume commodities manufacturing.

STRATEGIC LEADERSHIP • TECHNICAL INNOVATION • CUSTOMER FOCUS

SUMMARY OF QUALIFICATIONS

- 15 Years successful experience at Director and above level for multi-plant, industry leading plastics manufacturing company reaching \$170M+ per annum.
 - Successful P&L responsibility with proven record of producing positive results.
 - Highly motivated, self directed individual who remains productive in absence of direct supervision.
 - Solid experience in all phases of manufacturing; marketing, branding, engineering, procurement, lean production, distribution, information technology and human resources.
 - Strong understanding of cost and risk management through safety and code compliance, quality control, inventory management and resource negotiation.
 - Multitasking nature with ability to assume many roles and projects simultaneously.
 - Expert customer-focused Project Manager, skilled with PMI methods, QFD, FMEA
 - Proactive team leader/builder with strong ability to gain consensus and drive changes.
 - Positive, visionary approach to all challenges; always favoring simple, progressive solutions.
 - Founded in decades of manufacturing and automation technologies experience;
 - Expert in driving new product development, labor reduction and quality improvement initiatives.
 - Exceptional troubleshooter/problem-solver with ability to rapidly evaluate and gain understanding of complicated business, market and manufacturing systems.
 - Natural, inquisitive entrepreneur with ability to adapt and to positively
 - Expert with Information Technology, Embedded Systems and Automation Engineering (please request I.T. or Engineering Resume for additional information).
 - Excellent communication and presentation skills.
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SELECTED CAREER ACCOMPLISHMENTS

EXECUTIVE / MANAGEMENT

- Successful operational oversight of four (4) domestic manufacturing plants with 700+ employees including; Manufacturing, Plant Accounting, Purchasing, HR, CRM, Scheduling, Engineering and new product development.
- Key member of turn-around management team responsible for recovery from failed acquisition and restructuring activity. First year recovery from negative to \$16M+ in earnings and 18% revenue increase.
- Key member in management team executing debt restructure/refinance and company sale to new private equity owner.

OPERATIONS / P&L RESPONSIBILITY / BUDGETING

- Key contributor to setup of company-wide budgeting system including departmental cost-control and departmental accountability.
- Maintained operations favorable to budget in all departments for all years as VP Operations.
- Rapid and successful implementation of needed improvements and cost control in response to market changes.

SALES / MARKETING

- Key contributor to contemporary exclusive contracts for national and regional distribution network.
- Leader of team of sales, marketing, manufacturing, and engineering personnel assembled to refine business, manufacturing and quality processes resulting in 12% additional market penetration.
- Implemented fast-response team responsible for reducing customer product concepts to completion time from 16 weeks to 4 weeks while increasing customer new product satisfaction from 52% to 96%.

TECHNICAL / LEAN MANUFACTURING

- Eight (8) US and foreign patents in various processes, products and apparatus across manufacturing and construction industries.
- Study, concept, justification and implementation of factory automation and lean manufacturing processes leading to a labor reduction of over 70% in 4 years.
- Successful Project management of two (2) Greenfield manufacturing plant installations.
- Development and implementation of process control systems responsible for productivity improvements of 45% and product variation to less than 1/10 of industry standard.

INVENTORY / SKU MANAGEMENT

- Sole developer of tiered regional and seasonal inventory management processes resulting in inventory reductions of 30% (\$3M+ working capital) while increasing JIT fulfillment rates from 42% to 78%.
- Engineering based shipping cube study resulting in optimization of storage and shipping configurations resulting in a reduction of SKU's by 55% and shipping costs by 25%.

RISK & COST CONTROL

- Implementation of Safety awareness programs leading to reduction in annual Workers' Compensation claims from \$2.1M to \$140,000 in one year.
- Implementation of proactive/predictive maintenance programs resulting in 60% reduction of equipment maintenance costs and 35% increase in productivity with no capital investment.
- Negotiated multi-million dollar contracts with major oil companies for procurement of commodity resins. Index-based contracts reduced primary raw material costs by 25% while securing supply in short-supply market conditions.

PROFESSIONAL EXPERIENCE

CHIEF OPERATING OFFICER <i>Unified Solution Group, LLC / USGVoIP.com</i>	<i>June 2009-Present</i> <i>Chambersburg, PA</i>
INSTRUCTOR – INDUSTRIAL/INFORMATION TECHNOLOGY <i>Hagerstown Community College</i>	<i>January 2007-January 2008</i> <i>Hagerstown, MD</i>
VICE PRESIDENT - OPERATIONS <i>Nursery Supplies, Inc.</i>	<i>February 2005-January 2007</i> <i>Chambersburg, PA</i>
VICE PRESIDENT - MANUFACTURING <i>Nursery Supplies, Inc.</i>	<i>October 2002-February 2005</i> <i>Chambersburg, PA</i>
VICE PRESIDENT - ENGINEERING <i>Nursery Supplies, Inc.</i>	<i>March 2000-October 2002</i> <i>Chambersburg, PA</i>
ENGINEERING DIRECTOR <i>Nursery Supplies, Inc.</i>	<i>May 1993-March 2000</i> <i>Chambersburg, PA</i>

EDUCATION

Bachelor of Science in Business Administration/Information Technology (BSBA/IT)

4.0 GPA ~ Colorado Technical University

Colorado Springs, CO

CERTIFICATIONS / ACHIEVEMENTS

Graduate Certificate: Accounting and Finance

4.0 GPA ~ Colorado Technical University

Colorado Springs, CO

2008 Outstanding Adjunct Instructor: Tech & Computer Science Division

Hagerstown Community College

2009 Outstanding Adjunct Instructor (Sole College Honoree)

Hagerstown Community College

Eight (8) US and foreign patents for inventions in manufacturing and construction

Microsoft Project Certificate

Authorized OSHA 501 Outreach trainer

Master Electrician's License

EPA Universal & MVAC (608/609) Refrigeration Technician License

Digium Certified Asterisk Engineer