

Theodore (Ted) Guarriello

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Executive Management Professional with 10+ years P&L responsibility for customer-focused business management in lean, high-volume commodities manufacturing.

STRATEGIC LEADERSHIP • TECHNICAL INNOVATION • COST/RISK MANAGEMENT

SUMMARY OF QUALIFICATIONS

- 15 Years successful experience at Director and above level for multi-plant, industry leading commodities manufacturing company reaching \$170M+ per annum.
- 10+ years successful P&L responsibility with proven record of producing positive results.
- 5 Years experience negotiating commodities supply contracts of \$70M+.
- 3+ Years experience preparing, presenting and reporting to Board of Directors.
- 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.
- Exceptional troubleshooter/problem-solver with ability to rapidly evaluate and gain understanding of complicated business, market and manufacturing systems.
- Proactive team leader/builder that creates a desire throughout entire organization to maintain peak performance while maintaining high morale and sense of accomplishment.
- 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.
- Multitasking nature with ability to assume many roles and projects simultaneously.
- Natural, inquisitive entrepreneur with ability to adapt and to positively drive changes throughout organization.
- Expert with Information Technology, Embedded Systems and Automation Engineering (please request I.T. or Engineering Resume for additional information).
- Excellent communication and presentation skills.

SELECTED CAREER ACHIEVEMENTS

EXECUTIVE / MANAGEMENT

- Successful operational oversight of four (4) domestic manufacturing plants with 1200+ 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 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.
- 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.
- Project management of two (2) Greenfield manufacturing plant installations totaling \$26M. Both projects completed ahead of schedule and under budget.
- 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 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

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	<i>Colorado Springs, CO</i>
Graduate Certificate: Accounting and Finance 4.0 GPA ~ Colorado Technical University	<i>Colorado Springs, CO</i>
Currently pursuing Six-Sigma Black Belt Certification	