

JOHN HARRIS

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CEO AND PRESIDENT

Strategic Planning – Multi-Site Operations – Strategic Alliances

New Business Development – Logistics & Distribution

Finance & Budgeting – Organization Design & Development

Management executive with 20 years' experience leading successful start-up and turnaround companies. Identify strategic acquisitions to gain market share. Capitalize on market opportunities to drive revenues, profits, and growth. Strong general and P&L management. Bilingual: English and French. Fluent in Spanish, MBA.

Strengths:

- Leadership – Turned around company, from net losses of \$6,800,000, in 1993, to 2,000,000 in net income from 1996 to 2001 partially through development of strategic alliances with major accounts.
- Team Building – Recruited management team noted for its integrity and competency in 1994 with zero turnover rate by 2001.
- Entrepreneur/Innovator – Built new manufacturing plant in 1989, on time and within budget, started new business from scratch with sales reaching \$6,000,000 in 1992.
- Negotiator – Doubled sales by negotiating acquisition of DEF Inc. in 1999 and of GHI Process Systems Inc. in 2000.
- Customer Service/ Customer Relations – Drove after-sales sales 10% by focusing on new corporate goals of quality, not quantity, and by establishing solid customer relationships in 1999.

PROFESSIONAL EXPERIENCE

WIDE VIEW USA, INC., Subsidiary of Wide View Group, Stamford, CT, 1994-2001

Publicly traded U.S. manufacturer and seller of equipment and systems to chemical and pharmaceutical industries with sales of \$50 million and 200 employees in 4 locations. Customers include Pfizer, Abbott Labs, Novartis, Monsanto, Dow Chemical, J&J, Bristol Myers, Pharmacia & Upjohn, and DuPont.

Chief Executive Officer and President

Turned around company, initially, by providing training programs, improving recruiting, and implementing ERP system. Introduced Engineering Department software that allowed for speedy design of equipment tailored to customer needs. Developed proprietary program for agitation, heat transfer, and supports. Drove supply chain management process and planning by introduction of sales forecast system. Instrumental in establishing formal HR policies, job descriptions, pay scale, and annual written performance reviews. Full P&L responsibility for \$35 million operating budgets. 6 direct and 200 indirect reports.

- Doubled sales since 1994 by introduction of preferred agreements with key accounts, including Eastman, Merck, and Monsanto, becoming the only supplier of glass-lined equipment for ABC and by two acquisitions of DEF Inc. and GHI Systems Inc.
- Increased inventory, bill of materials, and routing accuracy from 80% to 95%+, cut fabrication cycles 30%, and improved on-time delivery from 60% to 85% by implementation of ERP system.
- Reduced Teflon costs 30% by simplifying designs, changing supplier, and implementing consignment program at Corpus Christi plant.

- Changed sales force to payment on margins instead of sales price reducing unnecessary discounts.
- Grew annual revenues 10% by establishing R&D Department that produced two new products, annually, including glass-lined sampling system, spherical filter/dryer, and powder charging system.

MNO MATERIALS INC., U.S. Subsidiary of publicly traded Overseas Group, St. Louis, MO, 1987-1993
Manufacturer of cement, concrete, and other construction materials with sales of \$600 million and 1,600 employees in 8 plants and 6 distribution terminals. Customers were local contractors.

General Manager, St. Louis, MO, 1991-1993

Created autonomous entity by building Mining Division to implement corporate goal of diversification. Grew Division from zero to 20 sites in U.S. and Canada, with 250 employees. Created fully-integrated logistics management function consolidating purchasing, inventory, warehousing, and distribution. Reorganized Canadian operation by recruiting local management, motivating sales force, and installing state-of-the-art IT system. Full P&L responsibility for \$40 million budget. 5 direct and 245 indirect reports.

- Drove business from zero to \$50,000,000 in sales from 1989-1993.
- Doubled sales in Missouri and Kentucky by developing and launching new products that were sold directly to farmers.
- Ensured smooth integration of competitor companies in Kentucky and Canada.
- Started up new crushing plant in Missouri on-time and within \$1,200,000 budget.

Project Manager, Reston, VA, 1989-1991

Promoted to oversee production plant project. Obtained permits and recruited production and sales staff. Managed operational facility. 2 direct and 15 indirect reports.

- Delivered plant opening on time, in 8 months, and within budget, \$5,000,000.
- Took sales from zero to \$6,000,000 by establishing a business relationship with major local contractors.

Other positions held -MNO, Assistant to the Vice President of Development, London, England, 1987-1988; XYZ, Sales, 1985-1986, Hong Kong and Financial Analyst, 1982-1984, Paris, France.

EDUCATION

MBA with major in International Business, University of Lyon, France, 1982

BA in Law with major in International Law, University of Paris, France, 1979

Permanent U.S. working permit (green card)

AFFILIATIONS

Farm Corp., a public company on NASDAQ (farm), involved in farm products.
Director and Audit Committee Member.