



Sample Candidate Summary - President

Current Status	Currently completing sale of <i>[Company]</i> , an internet digital imaging company that he founded.
Reason for Interest in <i>[Client Company]</i>	Ready for new opportunity. Likes cutting edge technology and entrepreneurial opportunity offered by <i>[Client Company]</i> .
Education	Ph.D. – Applied Physics – <i>[University]</i> MSE – Engineering Technology – <i>[University]</i> MS – Physics – <i>[University]</i> BS – Math and Physics – <i>[University]</i>

CAREER PROGRESSION

[Candidate] began his career in 1978 at *[Government Agency]* as a Project Manager and Scientist. In 1985, he obtained a very high technology operations position at *[Government Agency]*, where he ran a 5000 person workforce with a \$1 bil. budget.

In 1988, realizing that there were many military technologies ripe for commercialization, *[Candidate]* went into private industry, forming *[Company]* to do both consulting and business start-up. With a few colleagues, he assembled \$5 mil. in capital to form a blind pool, took it public, and started *[Company]*. The company merged with *[Company]*, a software company that had a successful interface for DOS/Apple communication. The merger itself went public and made him over \$1 mil.

He spent the next several years doing many consulting contracts, almost all of which involved transition of government technology to the commercial sector. Many of these ventures were internet related, even prior to 1990.

In 1991, *[Candidate]* was recruited to join *[Company]*, which was seeking a better way to capitalize on its disparate imaging products. He joined the firm to do a comprehensive reorganization of several groups into a Digital Imaging business unit. General Managers of several business units were reporting to him in a matrix fashion, and his span of control included 2000 people. With a legacy of old-school tactics, politics, and infighting, the management of this function was a significant challenge. Nevertheless, the new Digital Imaging group grew to over \$300 mil. and was succeeding. A new CEO from *[Company]* came on board, who decided to refocus the company on its core film divisions. *[Candidate]* resigned to start a new internet-based digital imaging company.

While attempting to obtain sufficient start-up capital for *[Company]*, he revived his management consulting firm and continued major consulting engagements, including serving as interim CEO for an internet software firm.

In 1997, while still awaiting funds, *[Candidate]* was approached by a recruiter to become COO of *[Company]*'s US operations. The privately held world leader in *[Type of]* equipment had lost its founder one year earlier and was in need of someone to tie together widely dispersed divisions, bring an entrepreneurial approach to US operations, and globalize the company's sales approach. The US operation was generating \$100 mil. of the company's \$200 mil. in worldwide revenue.

Although sales increased 10%, and profitability increased 15% during his year with the company, *[Candidate]* encountered many frustrations with management. In late 1998, *[Venture Capital Company]* offered funding for *[Company]*, and he left to get the new company operational.

After *[Candidate]* established successful pilot studies in the leisure industry and created an internet division for *[Company]*, the original investors wanted to spin off the internet division. He sold them that piece of the business and retained the leisure industry rights and the intellectual property. He is currently negotiating to sell the intellectual property to a significant buyer.

RELEVANT EXPERIENCE	
Relevant Experience	<p>[Company]: Internet based digital imaging technology.</p> <p>[Company]: Fiber-optic medical instruments with computer interface.</p> <p>[Company]: Digital imaging products, including video streaming (HDTV), digital cameras with internet interface, storage media on optical tape, etc.</p>
Revenue Levels	<p>[Company]: Start-up, reached \$10 mil. in 1 year.</p> <p>[Company]: P&L for \$100 mil. US division; hired to impact \$200 mil. worldwide operation.</p> <p>[Company]: Matrix managed \$300 mil. business unit (only CEO had P&L responsibility).</p>
Start Up/ Fast Growth	<p>Founder of 3 companies; took 1 company public.</p> <p>Created a \$300 mil. business unit for [Company] within 3 years.</p>
PERFORMANCE OBJECTIVE ANALYSIS	
Implement Systems and Infrastructure	<p>At [Company], the operations group and sales & marketing group had their own systems, which in some ways competed. He was able to reconfigure and integrate the two to create a smoother operation. He implemented a new materials virtual enterprise, with automated vendor information, and lowered personnel costs, increasing gross margin. [Candidate] implemented a TQM system at [Company] as well.</p> <p>At [Company], he implemented standardization of components to streamline custom design and use of third party design vendors.</p> <p>At [Company], he established all company processes and systems.</p> <p>He is an expert at dealing with third party manufacturers in Taiwan, Korea, Japan, Hong Kong and Scotland, including specific experience with board manufacturers.</p>
Technical Development	<p>Technology development is his greatest strength and was a key reason he was hired at both [Company] and [Company]. In both instances, he re-engineered and upgraded the companies' technical capabilities. He feels very comfortable that he can quickly size up the issues at [Client Company] and implement solutions.</p>
Human Resources	<p>Established HR function at [Company], hired HR manager, and evaluated contracted payroll and benefits services.</p> <p>At [Company], he bought a small service and repair company from California and had to relocate employees, deal with a change in culture (both ethnic and professional levels), and implement sensitivity training.</p> <p>At [Company], he encountered infighting among different factions and had to work to create a bond between R&D and manufacturing.</p>
Acquisition Integration	<p>At [Company], he was part of a 5-person executive team that integrated company acquisitions (3 were done in the 4 years he was there).</p> <p>At [Company], he bought the company (see item above).</p>
Financial Management	<p>Has acted as CFO, then hired CFO at [Company]. He is very knowledgeable in accounting and finds it "easy" with his strong math background. He recognizes the value of a CFO in dealing with the investment world, doing meaningful projections, and understanding the "new economy."</p>
Sales & Marketing	<p>Successfully ran his own companies for a total of 6 years, bringing in all significant revenue. Contributed to overall sales & marketing effort at both [Company] and [Company].</p>

PERSONAL DATA

Compensation	<p>[Company A]: \$150K base; 40% ownership of company. [Company B]: \$275K base; 30-40% bonus; no stock (privately held by family). [Company C]: \$225K base; 40% bonus; significant stock options.</p>
Relocation	<p>Lives in [Location]. Very comfortable with relocation. Requires full relocation package.</p>
Other Comments	<p>[Candidate] is an extremely intelligent and technically astute operations expert, who also has an entrepreneurial bent. He seems very interested in "new world order" technology and how to use the internet for delivery. Although not a sales & marketing expert, he has held enough responsibility in that area, especially in running his own businesses, which would allow him to take it over easily.</p>