

David M. Hickey

17118 Piton Way
Louisville, KY 40245
Mobile: 315-414-9910

dmhickey1@msn.com

www.strategicbusinessanalytics.net



QUALIFICATIONS: GLOBAL TURNAROUND, GROWTH EXECUTIVE

An innovative / passionate executive offering successful global C-Level leadership to start-up, medium, and large product / service companies.

Experience includes turnaround & growth of 17 international divisions, guiding over 21 start-ups, 4 mergers, diversifying and growing 3 publicly traded and 5 private companies, and negotiating & integrating 17 global acquisitions. Diverse industry background, including healthcare, aerospace, high tech oil & gas, instrumentation, and appliances. Served on the board of eight global companies, assisting each in the development and execution of aggressive top and bottom-line growth strategies; with a proven ability for:

- **Innovatively Maximizing Profitability** through utilization of outstanding turnaround / growth expertise and dynamic operations management & marketing techniques.
- **Passionately and Consistently Developing New Business Opportunities** through creative market penetration and expansion of global markets through development and introduction of innovative technology and strategic acquisitions.
- **Ensuring Continued Business Growth and Improved Shareholder Equity** through dynamic and strategic planning, team building, communication of ideas, and personal interface with key customers and market leaders.

ACHIEVEMENTS & LEADERSHIP TRAITS

Turnaround Executive	Sales / Market Growth	Acquisitions / Integration
<ul style="list-style-type: none">o Faria Beede Turnaroundo NOVA new technology introo GCS Share value: + 11%o CCI EPS: \$(.44) - \$1.03o RCS EBT: \$(2.4) - \$3.0mmo NL Shaffer: loss to profitso Global Supply Chain Mgt. "Intuitive"	<ul style="list-style-type: none">o Faria / ST growth 100%o NOVA value \$32m - \$60mo Avenir: W/C 150% in 2 yrso CCI: \$126 - \$220 milliono RCS: \$10 - \$17 milliono NL: \$75 - \$225 milliono Mid-East: \$6 - \$11 million "Visionary"	<ul style="list-style-type: none">o Faria acq by Riversideo NOVA acquired by BHIo Avenir: B/A \$23 milliono Avenir: W/C \$12 milliono CPS: \$30 milliono Corpro acquired RCSo NL: consolidated 3 div. "Strategic"

Technology Development	New Business Start-up	International Operations
<ul style="list-style-type: none">o Faria Beede Telematicso ST Gemini™, Mercury™o NOVA: STAR™, flowmetero GCS: Spectrum CDEo Sperry Sun: PRPGo RCS: CorrData / ICMSo F16/18 night vision system "Innovative"	<ul style="list-style-type: none">o Lifesaver App Start-upo SensorTran Start-upo Mexico & Thai Mfg.o RCS: B-Scan UT Serviceo RCS: NOVA CIS / DCMSo CCI: FSU Insp. Serviceo Dubai & Abu Dhabi ops. "Entrepreneurial"	<ul style="list-style-type: none">o Europe (3)o Middle East (3)o Asia Pacific (4)o Australia (4)o Mexico (1)o South America (2)o > 65 Int'l distributors "Global Perspective"

"Ability to motivate with a sense of urgency, maximizing top & bottom line performance"

EDUCATION:

- Fairleigh Dickenson University; Rutherford, NJ - MBA Strategic Planning / Marketing
- University of Buffalo; Buffalo, New York - BS International Business

PROFESSIONAL EXPERIENCE:

November 2016 – Present: Louisville, KY

Strategic Business Analytics (Business Advisor), CEO

- Assist companies in developing and executing strategies to enhance their products, services, operations, markets, and technology, while achieving new levels of profitable business growth through internal improvement and external acquisitions.
- Work with Private Equity companies to perform operational due diligence and integration of acquisitions.
- Kent State University - Adjunct Professor / Mentor in Entrepreneurship & Business.
- BOD member, NEO Fund micro-lender, training and assisting entrepreneurs in over 50 business start-ups.

2011 – November 2016: Montville, CT

Faria Beede Instruments, Inc. (www.FariaBeede.com) sold to Riverside Mfg. President & CEO

Faria Beede Instruments is a vertically integrated company that designs and manufactures innovative analog and digital instrumentation and telemetry systems for the global Marine, Military, Commercial, and Industrial equipment OEM markets. Acquired and integrated Beede Instruments, a NH instrument manufacturer, and FW Telematics, relocating operations to Connecticut. Responsible turnaround and restructuring of the company for strategic growth and positioning the company for the ultimate sale to Riverside Manufacturing.

2006 - 2010: Austin, TX

SensorTran, Inc. (www.sensortran.com), acquired by Halliburton in 2011 Chief Operating Officer & Director

SensorTran is a high technology laser based distributed fiber optic temperature sensing clean tech equipment supplier to the oil & gas, power, pipeline, utility, and industrial markets. Technology was originally designed for the NASA X-33 space shuttle to accurately measure temperature for the inboard fuel tank cryogenic coolers.

Duties / Responsibilities: Reporting to the CEO and BOD, manage all areas of R&D, manufacturing, and quality from pre-funding through, ISO9001 certification, facilities expansion, introduction of innovative new technology (Gemini™, Mercury™, AssetViewer™, Lynx™, and Astra™) hardware and software product platforms. Was successful in executing a 500% growth to \$4.6 million in less than 28 months. Was introduced to SensorTran by two investors in Nova technology, to position the company for acquisition as a technology leader within three years.

2005 – 2006: Broussard, LA

NOVA Technology Corporation (acquired by Baker Hughes, February 2006) Sr. Vice President & Founder (in 1991 as a division of RCS)

NOVA Technology is a high technology electronics manufacturer, providing downhole

measurement equipment and services to the offshore oil & gas industry. The company was started in 1992, while President of Rohrback Cosasco Systems.

Duties / Responsibilities: Reporting to the co-founders and BOD. As Sr. Vice President, managed all areas of research & development, product engineering, manufacturing, quality, and finance. Responsible for positioning the company for geometric growth through development and commercialization of innovative new technology for the penetration of new global markets. Also responsible managing geometric growth and positioning the company for acquisition by Baker Hughes in 2006.

1999 – 2004: Louisville, KY

Avenir Group, Inc. / Kildare Enterprises, LLC – Managing Director

Grindmaster Corporation – President & CEO (www.grindmaster.com)

Avenir Group & Kildare Enterprises are two private equity investment groups (with the same group of investors) of dedicated individual investors, with a wealth of investment and management expertise, seeking opportunities to acquire and grow small to medium-sized privately held businesses. Grindmaster is one of the portfolio companies owned by the Avenir Group where I served as President & CEO.

Duties / Responsibilities: Reported to Chairman, & Kildare BOD. As Managing Director, assisted in identifying, conducting due diligence, closing acquisitions, and acted as Chairman or CEO to guide acquired companies.

- Integral as Chairman / CEO for facilitating the overall strategy, direction, and growth of three post-acquisition companies within the Avenir portfolio:
 - Grindmaster Cecilware (Electrolux) (President & CEO): Grindmaster develops and manufacturers high tech equipment for the dispensing of hot, cold, and frozen beverages to meet the demanding requirements of such global customers as Coke, Kraft, Nestle, McDonalds, Starbucks, etc. As President / CEO, responsible for strategic re-positioning and growing this \$39 million beverage equipment company for global technology / market growth and ultimate divestment. Developed dynamic new digital technology equipment and implemented strategic global sales & marketing plans to leapfrog competition, and enhance equity. Grew company by 22% to \$48 million in profitable sales.
 - As President, improved GCS' share value from \$8.47 to \$9.36, while improving equity from \$7.3 million to \$8.9 million and reducing debt by \$3.3 million.
 - Diversified GCS' customer image from a me-too domestic product specific company to a global high technology full product line beverage equipment company with manufacturing operations in Boston, Chicago, Louisville, Mexico, and Thailand.

1991 – 1999: Medina, Ohio

Corrpro Companies, Inc. (www.corrpro.com)

Executive Vice President, Global Operations

Corrpro is the global leader in corrosion engineering services, systems design, equipment, materials, and site installation of cathodic protection and monitoring devices to the infrastructure, environmental, and energy markets. Corrpro provides corrosion control equipment and services to such global customers as Chevron, Exxon Mobil, Shell, Saudi Aramco, Port Authorities, power companies, and pipeline companies.

Duties / Responsibilities: Reported to President / Chairman / CEO. After acquiring RCS (see below), responsible for P&L, sales, and all aspects of manufacturing and international operations for this \$220 million corrosion engineering company.

- Responsible for strategic direction, turnaround, sales growth, and profit & loss performance of 17 global business units. Managed turnaround of Corrpro's manufacturing and international operating performance, which represented over 51% of the company's revenue, accomplishing profitable sales growth \$126 million to \$220 million (stock price increased from 5½ to 15).
- Analyzed stagnant results & Organized market growth strategy for Corrpro's \$29 million international operations, resulting in a 43% increase in revenue to \$52 million and EBIT by 568% to \$6 million from 1996 to 1999. Penetrated new customers to improve Asia Pacific Operation performance from \$9.5 million to \$11.5 million, while improving operating margins, during a difficult Asian economic crisis.
- Developed & consummated the strategy for 3 international acquisitions (Australia, U.K., and Bahrain), totaling \$20 million in product sales and engineering service revenue, within 12 months.

1991 – 1995: Santa Fe Springs, CA

Rohrback Cosasco Systems, Inc. (RCS) – acquired by Corrpro in 1994

President (www.rohrback.com)

Rohrback Cosasco Systems is the world leader in internal corrosion monitoring; providing high-tech systems and services for monitoring corrosion inside pipelines, pressure vessels, water tanks, pulp & paper, and buried structures. Rohrback's customers represented the world's major oil & gas / pipeline companies, pulp & paper mills, water companies, etc. RCS was acquired by Corrpro Companies, Inc. in 1994.

Duties / Responsibilities: Recruited by MascoTech, Inc. to manage and turnaround this \$10 million electronic system manufacturing division after three straight years of operating losses. Successfully developed and patented several new corrosion monitoring devices including remote monitoring, ultrasonic inspection instrumentation, and electronic downhole corrosion-monitoring.

- Started two new divisions for increased service revenue through installation of chemical injection systems (Rohrback Corrosion Services, later became Nova Technology) and ultrasonic inspection services (Rohrback Inspection Services). Managed turnaround of Rohrback Cosasco from a \$2.4 million loss on \$9.6 million in sales and grew company to \$20 million (with 15%+ EBIT) in less than 4 years.

EARLIER CAREER:

1988 – 1991: San Diego, CA

President, Vernitron Controls / Magnetic Technology, Inc. (currently Axsys Technologies Div, General Dynamics)

1980 – 1988: Brea, CA and Houston, TX

Vice President Operations, NL Industries, Inc. (currently Halliburton)