

# BOB RIDER

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## COO | SVP Operations | General Manager

Multi-disciplined senior executive experienced in international and domestic operations of large and small companies including public, private equity, and both startups and turnarounds. Dynamic manager with record of vigorous leadership of global enterprise generating \$150 million annually. Expert in multi-functional operations. Consistently successful at delivering results by focusing on immediate goals and long-term objectives. Achieve success by identifying opportunities to increase profitability through combined expertise in:

- Aligning Performance for Success
- Consolidation Analysis & Execution
- Innovative Solutions Implementation
- Resource Analysis / Allocation
- Strategic / Tactical Planning & Execution
- Board Relations / Reporting & Communication
- Cross-Functional Leadership / Collaboration
- New Business Strategy Development / Penetration
- Performance Improvement / Best Practices / Metrics
- Talent Identification & Winning Team Development

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### CAREER PROGRESSION

**Company Inc.**, Duluth, GA

1/2005 – 12/2008

*Industry leader in design, manufacture, and supply of media packaging to the music and cinematic industries with plants in the U.S. and Europe, employing more than 275 employees, and generating \$150 million annually.*

#### **COO** (2/2006 – 12/2008)

Promoted to provide vision and leadership to four-member team comprised of new business development, operations, sales, and HR; team tasked with increasing enterprise value for private equity owner.

- Increased margins 14.2% and volume 150% at key accounts by collaborating on development and implementation of new sales strategy.
- Led new business development efforts culminating in launch of four new products with combined estimated first-year revenues of nearly \$12.2 million (42.5% ), and Microsoft awarding company with new product packaging launch for its new line of operating software.
- Maintained almost 81% of 2008 budget EBITDA despite \$7.6 million loss of most profitable product and \$4.4 million decline in high-volume product category.
- Collaborated with CFO and presented plant consolidation analysis showing company could double EBITDA performance by closing one facility and consolidating operations into another.

#### **General Manager** (1/2005 – 2/2006)

Recruited to lead five-member team in turnaround of underperforming, high-volume, media packaging BU with \$85 million in annual sales and more than 300 employees.

- Implemented \$20 million automation project that saved \$6.1 million by reducing headcount 175, \$4.8 million material savings, and increased sales 74% (\$9.7 million).
- Delivered \$2.5 million savings by leading improved, lightweight redesign of CD products.
- Saved \$12 million in two years by leading productivity initiatives in labor optimization, raw material purchases, freight, and leases.
- Virtually eliminated safety incidents from 3 LTAs and 36 OSHA recordables to zero.
- Increased year-over-year EBITDA \$4.7 million by transforming culture into performance-based management with clear expectations and KPIs.
- Maintained positive cash position by taking control of cash flow forecasting, inputting accurate data into model, and reducing working capital needs, which infused almost \$4 million in cash.

**Illinois, Inc.**, Cartersville, GA

11/2000 – 12/2005

*\$5.6 billion global supplier of glass and plastic packaging to the personal care, home, health, automotive, and food and beverage industries.*

#### **Regional Manufacturing Manager**

Provided oversight and direction for five manufacturing plants by managing budget preparation, capacity planning, capital justification, capital project management, cost control, productivity, safety, quality, and customer service.

- Retained client generating more than \$42 million in annual revenue by spearheading quality improvement program and communicating plans and commitments to client ensuring delivery of quality expectations and raising confidence in product quality.
- Saved more than \$1.2 million in manufacturing and shipping costs while improving quality and supply by proposing reengineering and relocation of proprietary "crown jewel" raw material to another plant.
- Recruited by GM of PET division to manage turnaround of the 3 of 10 worst-performing plants in the U.S. that resulted in leading them into the top five with two finishing first and second with more than \$5 million year-over-year EBITDA improvement.

**Packaging**, Melbourne, Australia

5/1997 – 10/2000

(Acquired by Illinois, Inc. in 1998)

*\$2 billion global manufacturer of glass and plastic packaging supplying primarily the food and beverage industry.*

#### **General Manager of Manufacturing**

Managed overall performance of 12 manufacturing plants, 8 in Australia, 2 in New Zealand, and 2 in China employing approximately 800 employees generating \$150 million combined annual sales.

- Developed downsized manufacturing model in response to loss of major customer generating 65% of business revenues, yet positioned to take advantage of newly developing business opportunities.
- Improved year-over-year results from 4% ROS to 8%, 9%, and 12% each year via strategy of market growth by deploying proprietary technology, aggressive cost cutting, and utilization of best practices.
- Reduced global workforce across 12 plants and 3 countries by more than 400 employees from all disciplines without any union disputes or plant interruptions.
- Managed, with JV partner, construction and startup of \$20 million manufacturing facility in China.

**Technologies, Inc.**, Florence, KY

5/1992 – 5/1997

(A wholly owned subsidiary of Packaging PLC, PTY)

*\$650 million manufacturer of PET plastic packaging for the food and beverage industry using proprietary technology.*

#### **Plant Manager**

Managed largest of 10 plants in highly automated, high-volume, non-union, manufacturing environment, operating 24X7, with 180 employees, and \$48 million in annual sales.

- Handpicked by company president to turnaround largest and also underachieving plant by improving operating variances and quality issues, which increased EBITDA \$2.1 million in first year.
- Convinced management to relocate process from higher-cost, low productivity facility to Kentucky plant that increased throughput 20%, improved quality, and lowered cost \$1.2 million.

### **EDUCATION**

*B.S., Chemical Engineering*

### **PROFESSIONAL DEVELOPMENT**

**Manufacturing**, *Lean Manufacturing*,

**Statistics**, *Statistics: SPC; DOE; ANOVA*

**Manufacturing**, *Good Manufacturing Practices*

**Manufacturing**, *5S*