

ROBERT J. HARRINGTON, CPC

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EXPERIENCE

BOB HARRINGTON ASSOCIATES

Owner/President, Greensboro, NC (1994 – Present)

Started up this executive search consulting firm with a market specialization in printing and packaging. The business peaked at nine employees with successful placement of all functional disciplines in middle management through COO.

- Started as part of the Sanford Rose Associates franchise system and was recognized as Top Gun (7 times), Outstanding Individual Achievement (5 times) and Five Star Office (4 times). Served as President of Owners' Association and on their board of directors for four years.
- Earned the designation of Certified Personnel Consultant (CPC) from the National Association of Personnel Services.

EVERY DENNISON SOABAR TICKETING SERVICES DIVISION

Vice President & General Manager, Greensboro, NC (1991 - 1994)

Combined the domestic Soabar Graphics business (\$35MM) with the Soabar international businesses (\$60MM) to form a new division and implement a worldwide strategy. Units included Soabar Graphics, Presidax, Control Print, Dennison Canada, Dennison Mexico, Soabar Hong Kong, and Dennison Far East.

- Reduced costs and improved customer service of core business resulting in sustained growth of 7% and pretax profitability of 20% in a flat market.
- Broadened the service bureau sphere of operations by establishing satellite operations in Italy, Brazil, Taiwan, Korea, Singapore, Philippines, Indonesia, and China.
- Restructured unprofitable Canadian business. Profits improved to 3% ROS in first year.
- Restructured the money losing (-10%) Presidax business into a growing (10% per year) and profitable (5% ROS) unit with inventory turnover of 12 and DSO of 38.
- Reengineered the \$20MM unprofitable graphics business unit by changing order flows and material flows resulting in halving delivery times, improving net income by \$500M, doubling inventory turns and reducing DSO by 35%.
- Recommended the divestiture of Control Print and Dennison Mexico.

EVERY SOABAR SYSTEMS DIVISION

Director, Marketing and Sales, Philadelphia, PA (1987 - 1991)

Directed strategic planning, marketing, product management, technical support, promotional advertising, customer service, two direct sales channels, telemarketing and an international sales organization with 25 licensees and distributors. Sales totaled \$70MM for printing systems, service, and supplies. Managed a \$10MM budget and a staff of 100.

- Sustained sales growth exceeding 10% each year by gaining market share in a very competitive environment.
- Restructured the sales function achieving a reduction in selling expense from 14.1% to 10.0% of sales.
- Segmented the P & L resulting in the pruning of unprofitable product lines and improved margins of 2 points.
- Aggressively managed the sourcing and introduction of 10 new printers and 4 software products.

Director, Converting Operations and Plant Manager, Philadelphia, PA (1983 - 1987)

Managed \$40MM tag and label converting operations in 4 plants with 410 employees.

- Realized a productivity improvement measured by sales per employee of 171 %.
- Planned and implemented consolidation of four plants into one resulting in a manpower reduction of 130 (32%) and achieving savings in excess of \$3MM.
- Recapitalized printing press capabilities by replacing over 100 obsolete presses with state-of-the-art presses.
- Implemented self-directed work teams and installed a unique pay for skills compensation system.

EVERY - PERMACEL TAPE DIVISION, New Brunswick, NJ (1981 – 1983)

Director, Engineering and Maintenance

REVLON, Edison, NJ (1981)

Director, Safety and Environmental Affairs

JOHNSON & JOHNSON - PERMACEL TAPE DIVISION, New Brunswick, NJ (1976 - 1981)

Manager, Safety and Environmental Compliance

Plant Engineer

Production Supervisor

UNITED STATES MARINE CORPS, Kaneohe Bay, HI (1972 - 1976)

Communications/Electronics Officer

EDUCATION

B.E. Degree, Electrical Engineering - 1972
Villanova University, Villanova, PA

MBA Degree, Business Administration - 1975
Pepperdine University, Los Angeles, CA