

J. GLENN WRAP

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PROFESSIONAL SUMMARY

General Manager with extensive global business experience that delivers improved financial performance and sales revenue, penetrates new markets, successfully introduces new products, and negotiates win-win contracts. Effectively build and lead high performance global teams that drive business performance.

Market/Product Expertise:

Refractories, High Temperature Materials, Products for Mining & Industrial Minerals Processing

Functional Expertise:

General Management, Global Sales/Marketing/Business Development, Operations Management

Management Expertise:

- Defining/Implementing Strategic Vision
- Process/Productivity Improvement
- Sales Organization Integration
- Labor Negotiations
- Export Market Development
- Global Partnership Development

PROFESSIONAL EXPERIENCE

DERRICK CORPORATION, Buffalo, New York

2010 - 2011

World leader in the design and manufacture of high frequency vibrating machines and screen surfaces.

Business Development Manager/Consultant

Developed/executed strategic plan for mining and industrial minerals business segment. Conducted a review of business systems and made recommendations related to global sales organization structure, development of a strategic selling process, marketing communications requirements, reporting and metrics requirements for the business unit to achieve the business plan sales objectives.

- **Developed five-year strategic plan for business unit;** associated sales forecast was the first in the history of the business unit.
- **Exceeded the five-year strategic sales target** of doubling in sales in the first year.
- **Identified price increase opportunity and led organization on aggressive price strategy** that had \$2 million in incremental annual price impact on product line.
- **Developed plan for identifying and filling sales representation gaps** on a global basis. Filled multiple country sales gaps with new and strategically improved representation.
- **Benchmarked competitive business models and commercial approaches;** made recommendation for sales organization structure for achievement of the 2015 plan.
- **Identified \$500,000 price improvement opportunity** with aftermarket products. The upside opportunity was \$2 million annually when fully implemented.

BUFFALO FILTER, Buffalo, New York

2009 - 2010

Leading medical device manufacturer and supplier of surgical smoke evacuation equipment.

Chief Operating Officer

Developed/implemented strategic planning process for medical device manufacturer to support 20% annual growth objective. Managed 60 employees and drove efforts to bring new products to market faster, increase on-time shipments, and improve customer satisfaction. Directed Sales, Business Development, Technology, Quality, Manufacturing, and Finance.

- **Achieved 172% of income target** in Q1 2010.
- **Successfully implemented first MRP system** that significantly improved costs and efficiencies.
- **Identified and implemented new metrics for business unit** that aligned with business objectives.
- **Established the first performance targets** for direct reports that cascaded to all employees.

PROFESSIONAL EXPERIENCE (CONTINUED)

RHI-AG/VESUVIUS/CARBORUNDUM, Falconer & Niagara Falls, New York

1982 - 2008

World leader in high temperature ceramics and materials.

President/General Manager - Fused Cast Refractory Business (1998 - 2008)

Directed \$60 million stand-alone fused cast refractory business. Managed a 280-person global organization serving the global glass industry with customers such as Owens-Brockway, PPG, Vitro, Corning, and Schott. Managed Operations, Engineering, Sales/Marketing, Finance, Research & Development, Business Development, and Human Resources. Developed and successfully implemented annual business plans.

- **Successfully developed and implemented business strategy** that positioned business unit as the lone domestic manufacturing competitor in the Americas. Business strategy focused on: new product development, aggressive cost reduction, accelerated globalization, and improved customer satisfaction.
- **Implemented a new marketing strategy focused on business development** that increased sales from new products, new markets and new applications by 30% with commercial impact of \$15 million.
- **Achieved a business record in both sales (\$60 million) and IBITDA performance (\$13 million).**
- **Achieved \$10.3 million in operational cost savings** via capital injection, loss reduction, labor productivity savings and labor contract negotiations.
- **Achieved 67% reduction in working capital** due to implementation of new commercial terms.
- **Successfully negotiated two union contracts** with cost savings of \$1.4 million in a concessionary contract, then a two-tier wage rate.
- **Managed businesses in both Italy and Germany.** Successfully integrated three sales organizations into one global organization with synergy in excess of \$1 million.
- **Successfully justified \$7 million in capital investments** targeted at productivity improvement, cost reduction and changes in process technology due to change of product mix.

Marketing Manager - Fused Cast Refractory Business (1994 - 1998)

Drove marketing decisions and directed 23 international staff members as well as regional distribution for a \$50 million business. Direct reports were positioned in Brazil, Germany, Italy, UK, Mexico, and USA. Developed/implemented a strategic marketing plan, prioritized market and product development activities.

- **Achieved three consecutive record sales years** in excess of \$50 million with non-NAFTA exports representing 40% of sales. Key sold markets were Europe, South America, and Southeast Asia.
- **Successfully negotiated multimillion-dollar multi-year sole source contracts** with largest customers including Vitro, PPG, Guardian, and Owens-Brockway. Each contract exceeded \$5 million per year.

Technical Sales Manager -Ceramic Fiber Division (1990 - 1994)

Managed new market development of ceramic fiber based automotive products in Asia; directed market development team focused on new markets, and led targeted efforts for metal matrix composites. Developed and implemented annual business plan and led commercialization effort.

- **Nominated for the Carborundum President's Award** for contributions made to commercializing the Division's first Japanese automotive transplant business.
- **Developed new sales channels in Japan, Korea, and Taiwan.** Commercialized several Japanese automotive OEMs including, Honda, Toyota, Nissan, Mitsubishi, Suzuki, and Isuzu.

Product/Marketing Manager/ Technical Sales - Ceramic Fiber Division (1982 - 1990)

EDUCATION / CONTINUING EDUCATION

NIAGARA UNIVERSITY, Niagara Falls, New York
MBA Degree

WESTMINSTER COLLEGE, Fulton, Missouri
BA - Economics and Business Administration