

DAVID W. MARTYN

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SENIOR MANAGEMENT & OPERATIONS EXECUTIVE

President / Chief Executive Officer / Chief Operating Officer

Dynamic management career, leading organizations through start-up, turnaround, and accelerated market growth. Expertise in strategic planning, business development, P&L management, and revenue/profit improvement. Extensive cash management experience. Strong "hands-on" qualifications in multi-site manufacturing and service operations. Decisive management style balanced with delegation and staff development skills. Top-flight negotiation and alliance development success.

Delivered strong and sustainable financial gains in competitive markets worldwide.

MANAGING DIRECTOR

1998-Present

Martyn & Associates, LLC Independent consultant to manufacturing and service companies. Areas of expertise include operational turnarounds, cash management, profitability improvement, debt placement, financial restructuring, business planning, establishment of internal operating systems, and key personnel placement. Industries include automotive, chemical, construction, environmental, food, printing, retail, and high-tech.

PRESIDENT

1997-1998

Toledo, OH

Advantage Enterprises, Inc. \$50 million revenue, minority owned, electrical construction contractor offering services in commercial construction. Requested by the investors in Advantage Enterprises, Inc. and the financial owners of Vassar Industries, Inc. to restructure the financing, to repair/install operating and control systems, and to prepare this financially distressed corporation for a stock offering after returning the company to profitability.

- Completed a \$3 million/year performance turnaround and financial restructuring in 12 months.
- Increased annualized gross margins from 11% to 21% or \$1.4 million/year.
- Reduced annualized operating expenses by 25% or \$1.6 million/year.
- Increased annualized operating income from \$2 million/year loss to \$1 million/year profit.
- Completed an \$18 million financial restructuring removing \$10 million of debt from the balance sheet.
- Established a 5-year business plan to increase revenues from \$50 million to \$100 million and profits from \$2.7 million loss to \$12 million profit in 5 years.
- Established the operating and business systems to manage profitable growth at rates exceeding 30%/year.

PRESIDENT & CHIEF EXECUTIVE OFFICER

1996-1997

Vassar, MI

Vassar Industries, Inc. A \$35 million company supplying painting, assembly, and sequencing services to the automotive industry. Requested by the financial owners of Vassar Industries and former consulting clients to improve the profitability and the operating/control systems of this recently acquired company.

- Established a two-year business plan to improve the profitability of the painting business.
- Initiated the QS-9000 program required to meet auto industry quality standards.
- Identified weaknesses in the management team and launched personnel training and replacement programs.

PRESIDENT

1994 -1996

DWM Consultants, LLC Independent consultant to manufacturing and service companies. Areas of expertise include profitability and productivity improvement with special emphasis in manufacturing processes.

- Created the turnaround plan to return a \$50 million chemical company to profitability.
- Created the start-up business plan to grow a company to \$30 million in sales in 5 years and to support a \$1 million private placement investment and an IPO in 18 months.
- Consolidated 4 acquired businesses into a single operating unit saving \$2 million/year in operating cost.
- Supplied Operational/Technical Assessments on acquisition candidates to M&A firms.

David W. Martyn

AMERICAN NuKEM CORPORATION

1989-1994

A \$250 million company offering an integrated portfolio of environmental services. A wholly owned subsidiary of RWE Aktiengesellschaft, a German Corporation.

PRESIDENT & CHIEF OPERATING OFFICER 1992-1994 Cherry Hill, NJ
AnalytiKEM, Inc. Based upon accomplishments in prior position, was requested by the President/CEO of American NuKEM Corp. to undertake the turnaround or dismantling of this distressed division. P/L responsibility for the \$15 million/year, four geographically dispersed location, 230 employee, analytical and toxicology testing division. Cut operating losses from \$4 million/year to positive cash flow in 12 months then sold the commercial analytical business at a profit while saving \$3 million in shutdown cost.

VICE PRESIDENT & GENERAL MANAGER 1989-1992 Detroit, MI
CyanoKEM, Inc. Challenged to accelerate the growth and improve the profitability of this under performing subsidiary. P/L responsibility for the \$16 million/year inorganic hazardous waste treatment business. Increased operating profit 500% from \$0.6 million/year to \$3 million/year and return on sales from 6% to 18%. Grew sales 45% or \$5 million/year in 3 years.

A.E. STALEY MANUFACTURING COMPANY

1986-1989

A \$2 billion corn processor producing food products, corn sweeteners, modified starches, and chemical derivatives.

DIRECTOR / MFG, SPECIALTY PRODUCTS 1987-1989 Decatur, IL
Specialty Products. P/L responsibilities for two business units with \$50 million/year in sales. Directed seven geographically dispersed manufacturing facilities, 200 employees. Increased operating earnings 800% from \$0.6 million/year to \$5 million/year and return on capital from 2% to 20% in eighteen months.

MANAGER, PROCESS DEVELOPMENT 1986-1987 Decatur, IL
Carbohydrate Derivatives. Recruited away from the Dow Chemical Company to establish the manufacturing organization for the Horizon Chemical Division. Directed a crash program for development of the commercial process for production of carbohydrate-based surfactants, while directing the redesign, construction, and successful start-up of the first manufacturing facility.

DOW CHEMICAL COMPANY

1970-1986

A \$20 billion multinational manufacturer of industrial and specialty chemicals.

TECHNICAL MANAGER 1983-1986 Plaquemine, LA
GROUP LEADER II 1981-1983 Plaquemine, LA
GROUP LEADER I 1978-1981 Midland, MI
Responsible for agricultural, pharmaceutical, and organic product/process development. Established systems to take new specialty products and processes from development into commercial production.

PRODUCTION MANAGEMENT 1970-1978 Midland, MI
Fast track promotions through 5 levels of project and production management positions in two geographical locations.

EDUCATION

MASTER OF ENGINEERING, 1972
BACHELOR OF CHEMICAL ENGINEERING, Cum Laude, 1972
University of Detroit, Detroit, Michigan

Completed both degrees in the time required to acquire a bachelor's degree.