

Multidimensional Manufacturing Executive who delivers high-quality results in today's complex, global manufacturing environment. Demonstrated experience implementing innovative new processes, products, & services in the motor vehicle markets. Proven operations leader delivering Safety, Quality, Delivery, Cost, People, & Sustainability targets by utilizing a Continuous Improvement System based on lean manufacturing principles. Excels at coaching operations and engineering teams to successfully navigate conflicting requirements, global supply chain challenges, and on-going cost pressures with a continuous improvement mindset and a constant focus on the customer.

- **Best-In-Class Quality Improvement:** Delivered 54% improvement in 1-yr motorcycle warranty repairs per hundred (RPH) between model years 2016 to 2020; 33% improvement in associated warranty cost per unit.
- **International Manufacturing:** Leader responsible for developing initial \$300M business plan to increase ASEAN manufacturing capacity to support the company's long-term strategic growth plan. Assessed market growth opportunities in combination with developing manufacturing vertical integration strategy for the Region by leveraging ASEAN Free Trade Agreements (FTA's) and Thailand Board of Investments (BOI) incentives.
- **Strategic Leadership:** Developed & delivered innovative assembly process plans totaling over \$40M for both vehicle and powertrain assembly operations across multiple U.S. and international sites during corporate cost restructuring initiative to ensure long-term global capacity and cost competitiveness.

Core Competencies that Ensure Success

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| • Operations Leadership | • Continuous Improvement |
| • Lean Manufacturing | • Resource Planning |
| • Budget Planning / Management | • Customer Focus |
| • Process Innovation | • Problem-Solving |
| • New Product Introductions | • Cost Savings / Waste Elimination |
| • Quality Management Systems / ISO 9001:2015 | • Advanced Product Quality Planning (APQP) |
| • Team Development | • Project Management |

A Career of Manufacturing Leadership Delivering for the Customer

HARLEY-DAVIDSON MOTOR COMPANY (Milwaukee, WI)

1995 - 2022

Powertrain Operations Plant (Menomonee Falls, WI)

DIRECTOR OF OPERATIONS (2021 – 2022)

- Delivered \$178.5M annual plant operating expense budget producing 223k total units; ended 2021 ~ 1% behind unit plan and 0.4% under budget despite unprecedented supply chain disruptions throughout 2nd half of the year.
- Achieved best-in-class class safety rate for the plant; DART < 0.3.
- Eliminated \$960k of finished goods inventory in Repair or Hold status during Q4 2021.

QUALITY MANAGER, PILRIM ROAD PLANT (2020 – 2021)

- Developed plant's Special Quality Event Plan to support start of production (SOP) of all new Revolution Max powertrain. Managed supplier and design-related quality issues without impacting customer plant's vehicle assembly production. Improved first pass yield (FPY) of new powertrain over 20% after 6 months.
- 12% improvement in York customer plant quality, as measured by parts per million (PPM), over 12-month period.
- Delivered successful ISO 9001:2015 re-certification audit.

Product Development Center (Wauwatosa, WI)

DIRECTOR, CORPORATE QUALITY (2015 – 2020)

- Delivered 54% improvement in 1-yr motorcycle warranty repairs per hundred (54.6 to 25.2 RPH) from MY16 to MY20; 33% improvement in associated warranty cost/unit (\$118.72 to \$79.19 CPU) during same time period.
- Established Advanced Product Quality Planning (APQP) organization. Enhanced cross-functional APQP processes to industry-leading standards. Developed & implemented revolutionary, proactive audit system to verify acceptable quality standards throughout new product & process development.
- Delivered successful corporate certification to the updated ISO 9001:2015 standard.
- Introduced 65% more cost-effective on-board diagnostics (OBD) capabilities to H-D dealer network.

DIRECTOR, GLOBAL ADVANCED MANUFACTURING ENGINEERING (2009 – 2015)

- Leader for international ASEAN Market Expansion (AME) strategic growth project; developed \$300M business plan to build vertically integrated plant in Thailand leveraging ASEAN FTA's and Thailand BOI incentives.
- Delivered the \$3.4 million ST2KC assembly plan to move Softail motorcycle assembly from York, PA to the Dyna assembly line in Kansas City, MO and the \$20.5million York Assembly restructuring plan, which successfully consolidated 5 separate assembly lines to a single, fully flexible assembly line capable of producing any of the 5 platforms at any time (no change-overs).
- On-time new product deployments: MY14 Touring platform refresh in York; MY15 Sportster platform refresh in Kansas City; & all-new Street model in both Bawal, India & Kansas City, which included both powertrain & vehicle assembly.
- Recipient of the President's Chrome Level C.I. Award (highest level) as manufacturing representative on C.I. team responsible for revamping H-D's New Product Development Methodology.

PRINCIPAL ENGINEER / MANAGER ADVANED MANUFACTURING (2007 – 2009)

- Leader of Assembly Best Practice Circle (Center of Expertise) driving best-in-class standards across multiple sites' assembly operations; assembly line balance efficiency, capacity planning, etc.
- Author/Champion of Design for Assembly (DFA) Guidelines; Assembly Bill of Process (BOP); Assembly Bill of Equipment (BOE). Implemented standard approach to Line Balance Planning across all assembly plants.

Big Twin Powertrain Operations Plant (Menomonee Falls, WI)**AREA MANAGER, ASSEMBLY** (2004 – 2007)

- Delivered new \$18M Big Twin powertrain assembly capacity expansion project, including design, procurement, and installation of new line & all supporting equipment. Increased plant's net assembly capacity while reducing from 3-shift to 2-shift assembly operation.
- Successfully launched new Twin Cam 96in³ & 110in³ engines & 6-speed transmission across Big Twin & Custom Vehicle Operations platforms; no quality or delivery impacts to customer vehicle final assembly plants.
- Implemented Lean Manufacturing project that successfully merged separate engine & transmission assembly lines into a single powertrain line; eliminated all work-in-process inventory and associated nonvalue-added material handling. Successfully integrated new sub-assembly strategy to plant.
- Improved end-of-line test throughput over 60%, reduced associated cost by 75%, and increased product quality feedback with the introduction of In-Process Verification (IPV), which is a form of cold testing, to replace traditional, end-of-line hot testing for all Big Twin powertrains.

Earlier Experience

Harley-Davidson Motor Company, Big Twin Powertrain Operations Plant (Menomonee Falls, WI)**Manufacturing Group Leader** (1999 – 2004)**Manufacturing Engineer** (1995 – 1999)**Cooper Industries****Graduate of Cooper Industries Manufacturing Training Program**

Moog Automotive (Ottumwa, IA)

Cooper Hand Tools (York, PA)

Education

Master of Business Administration

Marquette University, Milwaukee, WI

Bachelor of Science Mechanical Engineering

Purdue University, West Lafayette, IN