

JOHN N. RICE

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EXECUTIVE MANAGEMENT: Vice President • General Manager

Accomplished senior-level corporate executive who utilizes the dynamic combination of an MBA, a BS Aerospace Engineering and 15 plus years experience building and directing the operations of both industrial and aerospace corporations to deliver continuous profit improvement. Successful business strategist with the insightful ability to recognize viable growth opportunities, acquire properties through mergers and acquisitions and manage both the existing business and new operations to deliver returns on investment above and beyond corporate expectations.

Turnaround expert with the finely-honed analytical prowess who examines the operating issues and conceives and implements viable plans that revitalize under-performing businesses, while simultaneously managing multiple projects, programs and global business units. Recognized by colleagues for his innovative executive team leadership and development, strong work ethic, seasoned business acumen and the ability to consistently lead businesses to exceed assigned objectives.

Areas of Expertise:

VP & General Manager • P&L Responsibility • Global Business Management • Turn Around Expert
Market Share Growth • Sales & Marketing • Product Management • Customer Satisfaction
Business Strategist • Executive Team Development • Engineering Management
Startup Business Management • Consistent Revenue & Profit Growth • MBA
International Business Development • Mergers & Acquisitions • Profit Improvement

PROFESSIONAL EMPLOYMENT

Curtiss Wright Flow Control, Curtiss Wright Corp., • 2005-2008
\$1 Billion Group of \$2.5 Billion leader in defense, aerospace, nuclear power, oil & gas markets

Oil & Gas Systems Division, Houston, TX (2007-2008)
Vice President & General Manager

Promoted to VP General Manager of the Oil and Gas Systems Division with senior-level P&L responsibility for leading the strategic transformation, growth and profit performance of newly formed \$200 Million Oil and Gas Systems Division comprised of three stand-alone operating companies that employ 425 people located in five facilities. Newly acquired TapcoEnpro International (TEI), and Valve Systems & Controls, Corp. were combined with the CWFC's DeltaValve Division to create the Oil and Gas Systems Division.

Immediately created and began implementation of a market focused division strategic plan and tactical operating plan which integrated value-based technology development, international expansion, aftermarket share growth, operational excellence and cultural transformation to fuel global growth in division sales and market share. Formulated and implemented a turnaround profit improvement plan for TEI which lost \$4 Million in operating income in the first half of 2007. Built and directed a division senior leadership team from the three business units combined with the addition of external executive talent.

- Achieved profitability within six months of plan implementation at TEI that exceeded losses incurred during the first half of 2007 to deliver a modest profit contribution in the first year
- Led Oil & Gas Systems Division to the highest revenue and operating profit growth rates of any business unit in corporation
- Propelled DeltaValve and Valve Systems and Controls to a record 30% sales increase and 40+% increase in earnings in the first year of operation
- Developed, led and presented the Oil & Gas portion of the first Curtiss Wright Corporate Energy Investor's Conference

VP Business Development & Strategic Marketing, Falls Church, VA (2005-2007)

Chartered with senior management responsibility for implementing the growth elements of the Curtiss Wright Flow Control business plan through acquisitions, market development and strategic planning. Restructured the strategic planning process to drive improvement through market-based quantitative analysis and strategy-based action plans. Created a dynamic strategic growth plan that included the development of after market sales of parts and service to improve revenue and profit from existing customers, the implementation of programs to immediately commence sales to the highest growth international markets, and the acquisition of companies that provide a strategic fit to contribute \$300 Million in annual revenue growth.

- Led the exploration, due diligence, negotiation and closing of five acquisitions totaling over \$350 Million in revenue. Four of five achieved or surpassed their financial plan
- Increased revenue and profitability through the aftermarket sales of parts and services
- Promoted to VP General Manager of Oil & Gas Systems Division

PCC Flow Technologies, Precision Castparts Corp, Houston, TX • 2003-2004

\$325 Million Industrial Group of \$3 Billion global manufacturer of aerospace and industrial equipment. Group sold in Dec. 2004

Acting President, Flow Products

VP International Sales & Business Development

Chartered with senior-level P&L responsibility for the general management of this distressed \$165 Million division of Flow Tech Group that manufactures and services oil and gas production equipment for drilling production, refineries and distribution. Recruited with incentives to revitalize the division with accelerated revenue growth, substantial earnings improvement and creation of a credible sales backlog to prepare the division for divestiture. Key member of the three-person executive team created by corporate to sell the Flow Products Group. Lead executive for Group strategy development and implementation, earnings growth and capital investment.

- In five months, led Flow Products Division to its best quarterly financial performance in two years
- Increased shippable backlog margin by seven percent through the introduction of process improvements in pricing, bids and contracts activities
- Achieved a 12% reduction in international selling expenses, while growing Asia Pacific & Latin America bookings 24% by reorganizing the international sales organization and creating performance-based incentive plans around business units
- Personally managed all Asian operations to deliver significant growth in sales and order backlogs

Ingersoll-Rand, Centac Air Solutions Division, Davidson, NC • 2000-2003

\$250 Million division of \$9 Billion global manufacturer of construction, industrial and consumer equipment and services

Director, Worldwide Marketing & Product Management

Executive-level global responsibility for marketing, product management, pricing and customer satisfaction for centrifugal air compression solutions. Key role on three person executive turnaround team instrumental in contributing market domain knowledge, strategic planning, sales culture change and operational expertise.

- Orchestrated a 63% earnings increase in 2½ years by refocusing sales to products and markets that yield higher gross margins
- Closed an unprofitable manufacturing plant and relocated manufacturing of selected products to an under-utilized plant, improved absorption of fixed overhead and reduced product cost
- Identified new product development opportunities that increased sales and margins
- Achieved 15% margin improvement by re-engineering the sales, pricing and quotation processes

Hamilton Sundstrand Co., United Technologies, • 1983-2000
\$3.4 Billion aerospace & industrial manufacturing subsidiary of United Technologies

General Manager, Oil Free Compression, Startup Division of Sullair Co., (1998-2000)
(Subsidiary of Hamilton Sundstrand) Michigan City, IN
Senior P&L responsibility for growing startup manufacturer of rotary oil free air compression products from infancy into a high-performance stand-alone industry leader.

- Propelled revenue growth from \$1 Million to \$12 million annually in under 18 months, by developing highly-competitive new products targeted at the rental equipment industry
- Negotiated and closed 12 new strategic accounts with Caterpillar Power dealers

Director of Engineering, Sullair Company, (1997-1998)
Chartered to transform engineering from a fragmented organization of numerous under-performing groups into a focused and results-oriented corporate asset. Reorganized and revitalized the engineering organization with the installation of new engineering managers and new processes and procedures.

- Reorganized 40 stalled engineering projects into five priority initiatives and brought successful new products to market in less than two years
- Reduced order cycle times 43% and improved on-time release to 80% after 15 straight years of under-performance

Sundyne Co., Hamilton Sundstrand Corp., Arvada, CO (1993-1997)
HMX Product Mgr

Senior responsibility for sales, marketing, product management and product specifications for high-end custom pumps and compression systems individually engineered for refineries, chemical plants and petrochemical plants. Orchestrated and led the strategic planning, initiated new processes and built the team to lead this flagship line to financial success. Infused discipline and controls into the quotation, sales contracts and pricing processes to insure profitability of orders received.

- Built the product line into a profitable international business with products that were sold, installed and maintained on six continents
- Increased sales 200% to \$10 Million
- Grew profits by 300%

Career Notes: Additional experience as Systems Engineering Manager at Sundstrand Aerospace with responsibility for creating and managing the systems engineering and marketing group that positioned the company as top-tier supplier of systems and technology integration to major industry leaders. Further experience as Project & Staff Analyst at Boeing Aerospace with responsibility for solving special dynamics and flight control problems on advanced military aircraft, missile and spacecraft.

EDUCATION & CREDENTIALS

Global Executive MBA
Duke University, Durham, NC

B.S. Aerospace Engineering
University of Illinois, Champaign-Urbana, IL

Aerospace Engineering Outstanding Recent Alumnus Award
Aerospace Engineering Alumni Board since 1986
President's Council since 1987
University OF Illinois, Champaign-Urbana, IL
Inventor on 5 US Patents
US Patent Office