



December 14, 2007

Confidential Retained Search Assignment–S#971

**EQUITY POSITION: President & CEO
(Equity Investment opportunity plus Stock Options)**

COMPANY: Pressure-sensitive label converter

LOCATION: Southeast

COMPANY PROFILE

The Company is confidentially replacing their incumbent. It is a label converter offering high end pressure sensitive labels as well as “Smart Label” (RFID) applications. FY 2007 revenue is expected to be \$20 million respectively in FY 2007 and \$26.5 million in FY 2008. The Company’s customer base is comprised primarily of consumer goods companies, including many representing the household chemical, agricultural chemical, and food & beverage end markets. The Company’s high quality levels, quick turnaround, and capability to handle complex graphics, structures and service needs have enabled it to maintain margins well above industry average. The Company offers its customers both digital and traditional printing technologies as well as redundant manufacturing capabilities through its two owned facilities. The Company employs approximately 100 people.

PRESIDENT & CEO OPPORTUNITY

Under the appropriate, proven, visionary leader, this label converting business is poised for dramatic, profitable growth as part of a \$5.4 billion market. With a strong sales and marketing orientation, a good base level of experience in operations, and an ability to gain optimal performance from his/her team, the President & CEO has the opportunity to achieve or exceed the company’s short & longer term financial performance targets. Based on achieving target financial performance, a successful future sale of the business represents a potential seven-figure payday for the CEO.

POSITION SUMMARY

The President and CEO will have authority over all aspects of the business and will be responsible overall financial performance, strategic positioning, and organizational development. All key functional leaders (VP Sales, VP Operations, VP Engineering, and CFO) will report to the CEO. The CEO will report the Board of Directors, which is comprised of majority shareholder PE Firm Partners, three current or former management shareholders, and an independent director.

Duties and Responsibilities of President and CEO

Establish (jointly with CEO direct reports) annual financial performance targets for the Company. Own responsibility for achievement of financial objectives.

Review Company's operating strategy annually and modify as necessary on an ongoing basis in response to key company/marketplace developments.

Establish and drive client company objectives in support of financial performance targets and overall strategy with emphasis on profitable sales growth encompassing expanded targeted market penetration.

Lead by example in effectively prioritizing and driving initiatives. Establish and monitor (jointly with CEO direct reports) annual/quarterly individual objectives for CEO direct reports.

Continuously assess, develop, and upgrade CEO direct reports and next level of management.

Cultivate a positive, no-surprises relationship with lenders, investors and the Board of Directors. Provide regular reporting of Company progress and performance.

Key Year One Objectives

Accelerate revenue growth following meaningful upgrade of the Company's printing technology (acquisition of 2 Aquaflex presses and one Gallus EM410 press) in Q4 2007

Maximize manufacturing efficiencies across two production facilities and following investment in press technology in Q4 2007 (see above point).

Maximize growth and profitability of newly acquired "Smart Label" business based on RFID antenna insertion capabilities.

Follow through recently launched initiative to systematize Company's job estimating and pricing practices.

Improve Company's utilization of data from newly-installed cost accounting system in order to gain visibility on job/customer profitability and improve manufacturing efficiencies.

Position Qualifications

Successful 10-year track record as leader of label or related-industry business (packaging or printing) with full P&L responsibility

Demonstrable success in identifying and evaluating market segments, focusing sales and business development efforts, and generating revenue growth.

Clear understanding of key operational issues and profitability drivers in a manufacturing environment.

Excellent people management skills; success in mentoring and developing talent within an organization as well as identifying and transitioning out underperformers

Strong work ethic

High degree of fluency with all key financial parameters (income statement (fixed/variable cost dynamics), balance sheet, and cash flow.)

Experience in a private equity backed Company desirable but not essential.

Compensation and Benefits

The Company prefers cash compensation to be weighted toward achieving company performance targets. Base salary would be \$200K-\$250K with bonus potential to 30% based on achievement of performance targets. Higher incentive compensation will be awarded based on exceeding targets.

The CEO will be eligible for a stock option plan based on achieving mutually agreed upon financial & personal performance targets.

The Company offers a competitive benefits plan including 4 weeks vacation per year, medical and disability coverage, and 401(k). Relocation assistance is available.

Equity Investment Required

Upon hire, the CEO will be given the opportunity to acquire \$100K (or more if desired) of company's stock.

Philosophy of Our Private Equity Investors

The philosophy behind this equity investment opportunity is straightforward: The owners of the client company want management and more importantly the CEO, to be their partner, motivated by the same things they are, without any inherent conflicts and with a high ability to drive results. The PE Investors want the CEO to have money at risk as they do and to have significant upside if things go well.

How to apply for this Investor President & CEO Position

To apply for this Investor President & CEO opportunity, EMAIL your résumé with most recent salary & bonus info to S971@gilreathsearch.com or FAX your résumé in

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confidence to 1/978/287/4431 Attn.: Jim Gilreath, President, Gilreath Consultancy. Or mail your resume to PO Box 310, Concord, MA 10742. CONFIDENTIALITY ASSURED. Web Site:www.gilreathsearch.com NO PHONE CALLS PLEASE!!