

March 31, 2009

Confidential Retained Search Assignment—S981

Equity Position: PRESIDENT & CEO

(Equity Investment opportunity plus Stock Options)

Client: New England Value Added Manufacturer/Distributor

Business Description

Company—Client company is a leading value-added specialty metals manufacturer/distributor servicing many long time customers in aerospace & defense, automotive and electronics industries east of the Mississippi. Company provides high level of customer service, and fast lead times resulting in a loyal following and the potential for impressive financial performance.

Facilities – Company operates out of 90,000+ square foot main manufacturing and distribution facility with two small satellite warehouse service centers.

Company Background—With the backing of a prominent private equity firm and other investors, the client company has been able to grow organically through increased emphasis on sales. Profitability over this period, however, has consistently trailed expectations. With the steep fall-off in overall demand from the economic recession starting in Q4 2008, our client company finds itself with too much overhead, too much inventory and too much debt supporting its infrastructure. A new President and CEO is required to review and act quickly to get this company back on the right track.

CEO Duties & Responsibilities:

1. Develop short and long-range plans, including operating and capital budgets to restore revenue and earnings growth.
2. Provide senior leadership of company in all aspects of the business especially managing and driving key account and sales & marketing activities.
3. Achieve target financial and operational objectives established in conjunction with the board of directors.
4. Expand marketing and sales effort to grow sales backlog.
5. Ensure organization is capable of achieving much higher production volumes with required customer delivery times.
6. Ensure specific operational and financial metrics are used to report the performance of the business and track specific progress against company and key individual's performance.

7. Responsible for successful integration of any acquired businesses and realization of operating and financial synergies and benefits.
8. Report to the board of directors on a regular basis and keep them informed of all key issues.

Short & Near Term Objectives

- a. Quickly assess the current cost structure in light of economic recession and, with the support of the Board and management, take appropriate action
- b. Identify functions in the management team that need to be strengthened & implement action plan. Assess organization capability and make recommendations on how to improve capability (without risk of alienating key personnel).
- c. Develop strong working relationship with the senior management team. Work closely with Head of Sales, Operations and Controller to learn the business and get “up to speed” quickly.
- d. Develop plan to better manage inventory throughout client company’s facilities and improve inventory turns while maintaining high customer service levels.
- e. Focus, manage & expand sales effort into existing customers & new appropriate targeted prospects. Determine optimal investment in sales/marketing personnel to achieve objectives.
- f. Evaluate potential strategic acquisitions and play a key role in the integration of any acquired company.

Qualifications

1. Undergraduate technical degree desirable; MBA a plus.
2. Ten or more years of proven senior leadership of a small to midsized value-added distribution company, customer focused, solutions oriented & good timely decision maker.
3. Has had P&L responsibility and successful track record of growing sales, improving cost efficiencies, and delivering bottom line results.
4. Has succeeded in stressful, leveraged situation with multiple constituents.
5. Strong customer relations and ability to sell value proposition.
6. Must have strong communications skills and capability to work with board of directors who have high standards for work ethic, integrity, determination, and results.

Compensation, Benefits and Relocation Information

Salary range is to \$175k per year range plus an annual bonus potential up to \$50k with bonus plan tied to company financial performance and individual performance. Long term equity incentive is provided through participation in the key management equity & stock options (sweat equity) plan. **An investment of up to \$100K can be made in the same securities that the investor**

group owns, worth 8.1% of common stock in our client company; another 5% of company stock can be earned over a 5 year vesting period based on performance or sooner when company is sold. Expect to participate in this company's medical, dental, and savings plans. Some relocation assistance is available dependent on the hired candidate's situation.

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.

To apply for this Investor CEO opportunity email your resume to S981@gilreathsearch.com.

Any questions? call Jim Gilreath at 800-395-8771.