



June 18, 2007

Confidential Retained Search Assignment–S#966

**Equity Position: PRESIDENT & CEO
(Equity Investment opportunity plus Stock Options)**

Client: New England contract manufacturer of high precision nitrided metal and alloy parts

Business Description

Small profitable growing portfolio company owned by prominent private investment firm, contract manufactures mid-sized precision parts such as fasteners, rotor studs, bushings, valve components, and packing rings, made from alloys and coated metals for large proprietary OEM capital equipment sold by its Fortune 50 commercial customer (50%) and does similar manufacturing for other relationship customers & also produces MIL SPEC parts for the US Navy (10%). Our client company's market includes parts for new equipment as well as replacement parts. Our client is a high margin, recurring revenue, moderate growth business.

CEO Duties & Responsibilities:

- 1-Develop short and long-range plans, including operating and capital budgets to enable continued revenue and earnings growth.
- 2-Provide senior leadership for our client company in all aspects of the business especially managing and driving key account and sales & marketing activities including sitting across the table with key customers and demonstrating integrity & credibility.
- 3-Achieve targeted financial and operational objectives established in conjunction with the board of directors.
- 4-Oversee Estimating & Quotation process.
- 5-Expand marketing and sales effort to grow sales backlog especially with existing large customers.
- 6-Ensure manufacturing organization is capable of achieving much higher production volumes with required customer delivery times.
- 7-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.
- 8-Responsible for successful integration of any acquired businesses and realization of operating and financial synergies and benefits.
- 9-Report to the board of directors on a regular basis and keep them informed of all key issues.

Short & Near Term Objectives

a-Develop strong working relationship with the senior management team. Work closely with Head of Quality, Operations Head regarding production & open orders, Head of Estimating & Pricing, Account Managers & Lead Sales person to learn the business, leverage his knowledge, and seamlessly pickup his responsibilities as he make his transition.

b-Focus, manage& expand sales effort into existing customers & new appropriate targeted prospects.

c-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).

d-Evaluate potential strategic acquisitions. Close transaction 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 midsize precision machining 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-Excellent quoting/bidding tactics knowledge & experience.

5-Must have experience working with GE as a customer & understand the GE purchasing process.

6-Ability to expand existing business as well as bring in appropriate new client business and relationships.

7-Strong customer relations and ability to sell machining services & is a good estimator.

8-Should be process & metric oriented & aware of gross profit by item.

9-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 \$150k per year range plus an annual bonus potential up to 20% of base salary (suggestion: bonus plan is 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 \$50K can be made in the same securities that the investor group owns worth 1.15% common stock in our client company;another 5% of company stock can be earned over a 5 year vesting period based on performance. (see Management Equity Valuation Worksheet for further information). Expect to participate in

company's medical, dental, and savings plans. Some relocation assistance is available dependent on the hired candidate's situation.

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