

Michael McMahon
Operations Executive

2143 Bay Pointe Drive ▪ Hixson, Tennessee 37343
423.322.2903 chattmike@gmail.com

Leading Continuous Improvement

MANUFACTURING ▪ OPERATIONS ▪ P&L MANAGEMENT

Strategic Planning ♦ Business Development ♦ Sales ♦ Finance ♦ Mergers & Acquisitions ♦ Customer Service ♦ Production Engineering ♦ Facilities Maintenance ♦ Energy Conservation ♦ Lean Methods ♦ ISO 9001 ♦ Human Resources ♦ Labor Relations ♦ Safety ♦ Regulatory Compliance ♦ Best Practices

DYNAMIC, SELF-DRIVEN AND RESULTS FOCUSED BUSINESS LEADER COMBINING MBA TRAINING WITH ENGINEERING DEGREE AND 25+ YEARS IN A HIGHLY COMPETITIVE, SERVICE ORIENTED MANUFACTURING ENVIRONMENT. ASTUTE ANALYST, STRATEGIC THINKER AND CREATIVE PROBLEM SOLVER, DISTINGUISHED FOR FOCUS ON CUSTOMER SATISFACTION AND QUALITY ASSURANCE. SEASONED BUSINESS LEADER WITH CONTRIBUTIONS THAT ENCOMPASS TEAM BUILDING, SALES EXPANSION, WASTE REDUCTION, INCREASED EFFICIENCY, PRODUCTIVITY AND PROFITABILITY.

SELECTED HIGHLIGHTS

- **Business Development:** Secured second largest customer in the division with annual sales of \$13,000,000. Provided leadership on a \$75,000,000 acquisition that met profit and synergy goals, improving bottom-line of parent company by \$10,000,000. Led sales, marketing and business development activities for a \$170,000,000 division that grew top line by \$15,000,000 in a flat market.
- **Management Prowess:** Proven track record of excellent results, including leadership of operations for 7 production facilities nationwide with over 500 union employees. Developed key managers and succession plans, improved safety and employee retention. Obtained ISO 9001 certification, and implemented LEAN initiatives. Developed best practices that led to consistent production, packaging, and shipment of product, created sense of accountability in production personnel, and effective customer interaction and support.
- **Non-Capital Solutions:** As a strategic leader, saved over \$5,000,000 by identifying synergies during the merger of 3 acquisitions and leading change in freight, production and product quality. Trimmed over \$5,000,000 from annual energy costs. Reduced workers compensation costs by 75%.

CAREER TRACK

VICE PRESIDENT / DIVISION GENERAL MANAGER / GENERAL MANAGER 1996 – February, 2009
CHATTANOOGA, TENNESSEE

CARAUSTAR INDUSTRIES — THE LARGEST MANUFACTURER OF RECYCLED PAPERBOARD IN NORTH AMERICA, WITH OVER \$1BILLION IN SALES (NASDAQ: CSAR)

Delivered insight, expertise, acumen and organizational leadership vital for achieving key performance goals for an industry leader committed to sound environmental practices. Led product development initiatives, competitive pricing, sales and service. Directed P&L operations of 7 production units generating \$170,000,000 in yearly revenue. Appropriated a \$6,000,000 capital budget. Developed and managed over 500 union workers. Instituted industrial standards, processes and controls and assured environmental compliance. Led teams on special initiatives. Made critical business recommendations to the Board of Directors.

- Enhanced sales and profits in a flat market; grew the asset base; made investments that delivered excellent returns through improved productivity, efficiency, quality and safety.
- Secured the company's 2nd largest account producing \$13,000,000 in annual revenue; analyzed client needs, formulated a cost-effective solution and delivered on-time, quality product.

- Saved \$5,000,000 in annual costs by instituting a 3-prong energy conservation strategy that reduced consumption by 20%, re-negotiated utility rates, and created an alternate fuel strategy.
- Performed due-diligence for a \$75,000,000 acquisition that increased the bottom line by \$10,000,000 in the 1st year; worked with the controller, corporate finance, sales and operations.
- Reduced the injury rate by 66% and cut workers' compensation costs by 75% by creating a "safety first" culture.
- Enacted practices that earned ISO 9001 certification and led LEAN initiatives that reduced defective product rate to the lowest in the division.
- Saved \$5,200,000 in a single year by recognizing opportunities to cut costs in freight, production and product quality while managing the merger of 3 manufacturing facilities.
- A seasoned leader in union negotiations for several labor contracts, meeting or achieving all goals in cost control, management rights and flexibility, and workforce reductions.
- Saved over \$3,000,000 in freight, chemicals, and cost to manufacture by leading a corporate cost reduction team. Chosen by the CEO to develop synergies across division boundaries in an integrated manufacturing environment.
- Managed manufacturing facilities in Georgia and Tennessee prior to promotion; held progressive prior positions that included Plant Engineer and Production Manager.
- Successfully led union avoidance campaigns while leading a non-union facility in Georgia.

Previous positions include at Caraustar Industries:

General Manager – 1987 - 1996
Engineering / Production Manager -- 1983 - 1987

LEARNING CREDENTIALS

MASTER OF BUSINESS ADMINISTRATION PROGRAM
University of Tennessee

2 years
Chattanooga, Tennessee

BACHELOR OF SCIENCE IN CHEMICAL ENGINEERING
Georgia Institute of Technology

Atlanta, Georgia

Additional courses, seminars and workshops include:

Center for Creative Leadership - Leadership at the Peak (2005)
Kepner Tregoe Analytical Troubleshooting & Problem Solving (2005)
Statistical Process Control Seminar (2003)
LEAN Manufacturing Workshops through Chattanooga Manufacturers Association (2006 - 2009)

COMMUNITY SERVICE

Vice Chair of the Board of Directors--Chattanooga Boys and Girls Club
Facilities Committee--Creative Discovery Museum