

# Keith Morin

**PRESIDENT / COO / SVP / GENERAL MANAGER**

Address  
City, ST XXXXX  
(XXX) XXX-XXXX • kmorin@xxx.net

Senior-level operations executive and MBA with strong core multi-disciplinary management skills and multiple industry qualifications. Global focus and excellent international background including expat assignments, experience traveling and conducting business worldwide, leadership of multiple-country international operations, and degree in international relations.

- **Demonstrated top-ranking leadership skills** managing P&L and all operations for organizations generating more than \$1 billion annual sales and producing in excess of \$250 million annual operating profits.
- **Experienced and successful leading 300+ employees**, including remote teams spanning multiple countries and continents around the world, and including both matrixed and functionally structured organizations.
- **Served as member of senior management team assigned to Asia Pacific** region and credited with with setting company records for 2 straight years for the highest dollar value of contracts won.

Verifiable achievement in a wide range of business environments, including acquisitions, mergers, divestitures, start-up divisions, large multinationals, and corporate reorganizations. Strong change agent and problem-solver; led large-scale reorganization and change initiatives, defining new vision and strategic objectives and successfully influencing fundamental improvements in employee behavior and performance.

- **Prepared international business for divestiture**, conducting negotiations expected to result in sale at 9.6x EBITDA, significantly higher than 8.5x industry average.
- **Made key leadership contributions to large capital investments** totaling more than \$2 billion and spanning 12 countries worldwide. Teamed on 5-company JV that bid and won a major \$1 billion investment in Mexico.
- **Conducted due diligence, recommended strategy, and participated in negotiations** that saved \$17 million in the acquisition of a competitor for final sale price of \$25 million; personally led integration of acquisition.

## Recent Career Highlights

**Xxxxxxx Group ▪ 1996 – Present** ▪ *German-based global company with annual sales of \$17 billion. Progressed with Xxxxxxx Group through 2006; acquired by Xxxxxx in 2006.*

### GM, The Americas – Xxxxxx Division (2007 – Present)

- ▶ P&L leader for \$1.2 billion sales and \$259 million operating profits from plant operations in 6 countries, each facility valued up to and \$1.3 billion.
- ▶ Established spin-off business division and reorganized to enable more effective management of business; currently rolling out global best practices.
- ▶ Took over Colombian business and prepared for divestiture while averting P&L degradation and managing minority shareholders and employee morale.

### GM, Latin America – Xxxxxx Xxxxxx (2005 – 2006)

- ▶ P&L leader for business with a total of 320 employees in operations throughout Latin America generating \$71.6 million sales and \$20.5 million operating profit.
- ▶ Represented Xxxxxx as a board member on a Chilean joint venture with \$206.2 million annual sales and \$38.9 million profit.
- ▶ Increased sales 11%, raised profits 19% among major customers, and boosted total-business gross cash flow 24% to height of \$41.8 million.
- ▶ Co-led South American merger integration process following Xxxxxxx Group acquisition of Xxxxxxx.

### VP, Strategic Planning and Finance – Process Systems (2003 –2005)

- ▶ Member of senior leadership team for global business unit recognized as company's main growth engine. Headed team of 12 located on 3 continents.
- ▶ Influenced reorganization that centralized processes while avoiding physical centralization, enabling more efficient management of resources globally.
- ▶ Brought new rigor to the business development process, and shifted focus of team to more efficiently manage spend; recovered \$9.8 million in costs.

### Manager, Finance – Process Systems, Asia Pacific (1999 – 2001)

- ▶ Relocated on expat assignment to join high-performing team operating out of Singapore; charged with risk assessment and financial review of all projects valued between \$20 million and \$300 million.

## Industry Exposure

- Pharmaceutical
- Hospitals and Healthcare
- Food and Beverage
- Oil and Gas
- Steel
- Glass
- Chemicals
- Agriculture
- Industrial
- Automotive

## Education

### M.B.A., Strategy and Finance (1996)

University of Xxxxxx, Xxxxxxx of Business – City, ST

### B.A., International Relations (1991)

### B.S., Mechanical Engineering (1991)

Xxxxxx University – City, ST

## Associations

- National Society of Xxxxxx MBAs
- Chair, Xxxxxx's United Way Campaign

## Languages

- Fluent in Spanish

## Additional Experience

*Other positions with Xxxxxx Group included Senior Business Analyst and Manager of Business Planning for Latin America. Began career (1991 – 1994) with Xxxxxx Corp as a Sales Engineer.*