KEN MCNUTT

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PROFILE

Offers extensive experience for **Manufacturing and Engineering Management,** ranging from small start-ups to mid-sized and large (Fortune 500) organizations. Technically adept, with strong problem solving, decision making, and communication skills, with experience in **Global Multi-site management, leading the design, development and fabrication of innovative equipment and components, P&L responsibility, global CAPEX management of projects and budgets, high-volume production and the design and improvement of automated process systems and equipment and robotics, Continuous Improvement and Lean methods, NPD and NPI (New Product development and Introduction), Advanced metals and materials forming technologies, Department/facility expansion and greenfield start-up, building and driving teams towards manufacturing and engineering and excellence, leadership of process engineering, supply chain management, contract manufacturing, maintenance leadership and support of facilities. Experienced in equipment design and development, Aerospace components and manufacturing, semiconductor processing equipment, fiber optics, plastics production, and plastics recycling. Experienced in Union environments.** Proficient with AutoCAD, Solid Works, and Microsoft Word/Excel/Project.

AREAS OF EXPERTISE AND IMPACT

▪ Global Multi-site Management Leadership ▪ Leading the design, development and fabrication of innovative equipment and components ▪ Advanced metals and materials forming technologies including injection molding, extrusion technologies, CNC machining and sheet metal bending and many types of welding ▪ Materials Science ▪ Aerospace manufacturing and components ▪ Semiconductor capital equipment ▪ Telecommunications ▪ Medical products and nutritional supplements ▪ Driving manufacturing and engineering teams and processes ▪ Automation systems and high-volume Automated Production ▪ Improves and streamlines engineering operations, manufacturing processes and assembly

▪ Profit/Loss Responsibility ▪ Leadership of Strategic Company Technical Roadmap ▪ Leadership of Manufacturing and Engineering excellence to drive cost reductions ▪ Global Customer/Supplier Relations ▪ acting as "Voice of the Customer" to align their strategies with my company's strategies ▪ Supply Chain management

▪ Oversight and Leadership of NPD and NPI (New Product Development and Introduction) ▪ Drive Collaboration across all departments and programs, including EHS, R&D, Quality and Engineering groups to improve safety, quality, reduce costs, and to grow equipment reliability, capacity, and profits

▪ Global Multi-site Management and leadership of Capital Projects, Programs and Budgets of up to $100 million for greenfield facilities, plant expansions, improvements in manufacturing processes and cost reductions ▪ Management of 3rd party Construction for facility expansions and new greenfield facilities ▪ Start-up of new Department/Division/Facility ▪ Process Development and Improvement ▪ Process Design/Documentation

▪ Continuous Improvement for manufacturing excellence and Implementing and driving Lean Methodology ▪ Promoting 5S culture ▪ standardization and standards improvements across all sites ▪ facilitating improvements to process equipment and decreasing process cycle time by 10% ▪ experience with OSHA standards and compliance for operator safety ▪ Management of Maintenance and Facilities support ▪ Implementation of TPM programs ▪ Drove Development and Improvement of manufacturing best practices to reduce overall downtime by 35% on problematic processes ▪ Hands-on approach with Project/Program Management and projects for improvements and problem-solving ▪ Hands-on guidance of development of new equipment and processes with transition to full scale manufacturing

▪ Development of Operational and Engineering best practices and Manufacturing Methods ▪ Team building ▪ Management of multiple engineering disciplines ▪ Leading cross-functional manufacturing and engineering teams for manufacturing and engineering excellence, productivity increase, and cost reductions ▪ Driving and inspiring teams for manufacturing and engineering excellence while balancing with the pursuit of urgency and accountability ▪ Integrated technical personnel and equipment gained from acquisitions into corporate structure

CAREER TRACK

Vice President of Engineering, REVOLUTION COMPANY, Little Rock, AR 2020 – present

Spearhead the design, development, and fabrication of new automated process equipment for plastics production and recycling for the agricultural industry. **Manage Capex projects and facility expansions and greenfield facilities up to $100M, develop and drive Continuous Improvements** of production and recycling systems across all North America facilities. **Support of nine different domestic plastics production and recycling facilities**. Assist in the development and **improvements of Operations SOPs** throughout the organization while aligning Engineering growth and improvement strategies with Manufacturing Operations. **Managed Maintenance and Facilities support**.

- Leading a **$100M greenfield project for a new facility and managing the 3rd party construction firm for the facility build**. Lead Capex spending of **$25M-$100M** per year, managed a major Facility expansion of **$22M** including enlargement of facility and new capital equipment by **coordinating the design and fabrication of facility expansions with third-party construction contractors** and OEM suppliers of process equipment.
- **Extensively Collaborate with Operations** for production of plastic products and printed film and bags at nine different facilities and improve standards across all facilities.
- **Oversaw the design, development, and implementation** of a **$2.5M** improved plastic automated recycle wash line.
- **Strategically expand and build teams to incorporate resources and technical additions from corporate acquisitions**.

Senior Manager, **Engineering Operations**, TROPICAL RESOURCES, INC., American Fork, UT 2013 – 2018

Assess and improve the production, packaging, processes and **equipment** of **automated high-speed packaging and production lines for FDA regulated medical products, food and beverages, and nutritional supplements** in a **Lean manufacturing environment** while leading the personnel in **global engineering project CAPEX tasks** for multiple global plants. **Management of Maintenance and facilities support. Union facility experience. Hot pasteurization and Aseptic packaging, molded pulp packaging, injection molding and blow molding of containers and packaging.**

- **Redesigned the facility layout of the automated main production line** to accommodate the consolidation of another facility, resulting in a **40% footprint reduction in production floor and 10% decrease in process time**, improving production capability and capacity.
- Designed, directed and implemented the in-house build of food-grade and medical products **automated processing equipment and systems**, including batching, filling, labeling production lines, Clean-in-Place (CIP) systems, utilities, and hygienic process designs aligned with global food engineering standards. Applied global food engineering and manufacturing standards across multi-site operations (US, Japan, China, Tahiti) for all Capex and continuous improvement initiatives.
- Drove the **design and implementation of a new automated production and packaging line** for in-house production of a new medical product in a joint venture with another company. My company realized **$5M in revenue in the first six months** of this co-venture.
- **Partnered with the Quality Group and EHS Group** for quality improvements in products, packaging, equipment systems, and Safety. **Supplied input for FDA audits and integral member of HACCP program. Oversaw compliance of OSHA requirements**.
- Implemented improvements to automated case-packing equipment, **saving $400K in replacement costs and $40K in annual maintenance costs**, **cutting downtime 70%** versus old units, and boosting production 10%.
- Spearheaded and Established a new CMMS system and **TPM program** to improve PMs, improve maintenance functions, reduce/improve spares inventory, and **slashing overall downtime by 35%.**

VP/General Manager of Manufacturing Operations, KLM ENTERPRISES, Simi Valley, CA 2001 – 2012

Established a new production company by leading the Design, Production and subsequent marketing of thermal cure ovens that enabled precise cure cycle control **of end-terminations on fiber optic cables for aerospace applications used to construct the International Space Station**.

- **Directed all operations, P&L, Program/Project Management, engineering design and development, administration**, customer/supply chain relations, purchasing, manufacturing, and process/characterization documentation.
- **Interacted and collaborated with customers to meet their function specifications and schedule requirements.**
- Led the **design and fabrication/assembly of manufacturing operations and systems**. Characterized and qualified the performance of new units, wrote the technical operation and maintenance manuals for the equipment and components.

Director of Mechanical Engineering, ETEC SYSTEMS, INC., Hayward, CA 2000 – 2001

Drove the **mechanical engineering design, development, and verification activities of an automated capital equipment** producer for state-of-the-art electron-beam and laser-beam pattern scribe systems for the **photolithography/semiconductor industry**. Played a critical role in the systems integration during development and the initial build for this equipment.

- **Enabled on-time roll out** of a new electron-beam photolithography system, by introducing a systematic engineering design review process that reduced integration issues before designs were finalized and full-scale hardware fabrication expenses were incurred. **Unit average price was $12M to $25M with total sales of $400M in the first year of the platform roll-out.**
- Guided mechanical engineering teams at two sites, one in California and another in Oregon. Guided in-house design/development of new products, supported existing global install base, and coordinated total systems integration with electrical/software engineering teams.
- **Bolstered design robustness by implementing reliability testing of various components** during the pilot production and integration phase of system development and identifying/correcting component and subsystem design issues.

Vice President of Engineering, IRVINE OPTICAL, LLC, Burbank, CA 1998 – 2000

Headed the design, development, NPI, fabrication, and global support of automated robotic wafer sorter systems and semi-automated wafer inspection equipment used for SPC purposes in semiconductor production. **Spearheaded the Strategic Technical roadmap** for all new product development. **Responsible for Operations P&L.**

- **Led the mechanical, electrical, software, manufacturing engineering disciplines** to develop new systems, facilitate total systems integration, and support existing/new products worldwide. Spearheaded the acceptance by European customers of new systems that generated **20% or $30M of company annual sales.** Initiated third-party testing for system compliance for **ISO 9001 certification and CE and UL safety standards and certification**.
- **Orchestrated the development of a new tool system** with orders totaling **$5M in new annual sales** by determining that previous cleanliness specifications were impossible to attain, met and collaborated with semiconductor fabrication customers to redefine and renegotiate performance specifications, and led engineering teams to meet those deliverables.
- Launched a new family of modular robotic wafer handlers that **delivered $1M in modular system sales within six months of introduction.** Systems featured streamlined production flows, drastically lower inventory costs, and easy custom configuration with little/no follow-on reengineering required for rapid implementation and long-term user flexibility.
- **Lessened support and travel expenses** by pioneering the company's first pilot production, rapid prototyping, and testing functions to quickly transition new components/systems from engineering to manufacturing.
- **Managed Operational P&L**, **Controlled annual R&D and engineering budgets of $1.5M and $2M**, respectively.

Operations Manager, EQUIPE TECHNOLOGIES, Sunnyvale, CA 1997 – 1998

Established a new company manufacturing division to develop, manufacture, and introduce fully integrated automated front-end semiconductor robotic wafer handling systems. **Held responsibility for P&L and all supply chain management**.

- Ramped up from 0 units to full production volumes within 6 months, and instituted daily production practices, Lean-based manufacturing standards, continuous improvements and a Kanban system. **Took sales from $0 to $1M per month** by playing the key role in propelling production for this new division from one initial prototype to five units per week.
- Partnered with corporate development engineering to improve pilot production/testing of equipment and **accelerate the transition from R&D to manufacturing**, Formed the team of skilled rapid-prototyping technicians for this department. The cycle time for transitioning from development to pilot production to full-scale manufacturing was **reduced by as much as 50%**.

Senior Process Engineer, Member of the Technical Staff, WATKINS-JOHNSON COMPANY, Palo Alto, CA 1994 - 1997

Improved Process manufacturing technologies for aerospace/military applications. Adapted Metal Injection Molding technology to produce **precision metal hermetic packaging** for hybrid electrical devices for the **space, DOD, and telecom** markets. Oversaw secondary finish techniques for MIM part production, including coining, plating, and **glass-to-metal** seals.

- **Set up and managed a new production area for Metal-Injection-Molding** (MIM**)** to replace classic CNC machining to manufacture hermetically sealed metal packages. **Fabrication costs of parts were slashed by at least 50%, or over $1M per year**, and parts were for qualified for military markets/DOD use.
- **Administered and enhanced manufacturing processes** used to fabricate microwave and RF hybrid components, including wire-bonding, brazing of thickfilm ceramic substrates, soldering, epoxy attach, gap welding, and sintering of ceramics components.

EDUCATION

Executive M.B.A. (In Progress), Washington State University, cumulative GPA 4.0

B.S. in Mechanical Engineering w/minor in Materials Science (graduated cum Laude), California State Polytechnic University, Pomona

B.S. in Biological Sciences w/minor in Chemistry (graduated with honors), University of Southern California