

Russ Phillips

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Career Objective

Secure a management or technical position with a manufacturing, rapid growth, or emerging technology company. Make significant contributions as a key member of the team by applying exceptional interpersonal and communication skills while using extensive knowledge and experience gained while working in the high-tech manufacturing and industrial construction industries.

Work History

QC Commercial, LLC 2003 to Present

Founder and Managing Member

Managing Member of QC Commercial, LLC, an industrial painting and coatings company in Raleigh, NC. QC Commercial, founded in 2003, focuses on the pharmaceutical and healthcare sector of the new construction industry. Responsible for all business development activities within the company. Took the company from startup to \$100K in monthly revenues within the first four years of operation.

Pharmaceutical plants and hospitals completed in the past five years include Wyeth/Pfizer, Merck, Becton Dickinson, Albemarle Hospital, Davis Regional, and Franklin Regional Hospital. The business generated just under \$1M in annual revenue and employed fifteen people by 2009. Due to the economic downturn in construction that same year, the company's revenues fell by sixty-five percent in 2010. Although revenues are creeping back, the decision has been made to systematically conclude all business operations this year and complete a fiscally responsible company shut down by December 2011.

Accu-Fab, Inc. May 2001 to May 2002

Engineering Manager

Joined the management team of Accu-Fab, a sheet metal fabrication operation located in Raleigh, NC, as the manager of engineering services. Served as operations manager for the contract manufacturing division of the company.

Primary responsibilities included:

- Developed a transition plan to convert existing mechanical assembly area to electromechanical and full system integration compliance.
- Managed the engineering department consisting of five manufacturing engineers and one full time estimator.
- Chaired an ERP selection committee. Devoted nine months to the identification, evaluation, and ultimate recommendation of a major ERP package to replace the existing antiquated system.
- As the interim MIS manager for six months, identified infrastructure deficiencies and made recommendations for upgraded network hardware and software which lead to the eventual replacement of the existing Novell system.
- Increased efficiencies in the quoting department resulting in an on-time quote performance of 78%, up from 56%.

Contract Systems Integration, Inc. (CSI) August 1997 to December 2000

Director of Quality and Engineering

Served as the Director of Quality and Engineering for Contract Systems Integration, Inc., an electronic box builder and full systems integrator, since its conception in October of 1997. Responsible for heading up all the engineering functions of the business, including Manufacturing, Quality Assurance, and Information Technology.

Developed and implemented a 4-Tier Quality Management System which included a Corporate Quality Policy Manual addressing all 20 elements of the ISO 9000 Standard, Standard Operational Procedures and Forms supporting the daily manufacturing operations, and process work instructions encompassing all areas of manufacturing including receiving, assembly, inspection, test, and shipping. Was successful in achieving vendor qualification status as a result of ISO 9000 quality audits performed by the following companies:

Ericsson (PRS), Lynchburg, VA

Square D (PMO), Nashville, TN

Nortel, RTP and Ontario

Hitachi, Atlanta, GA

Cooper Tools, Columbia, SC

Aztec, Monterrey, Mexico

While at CSI, Inc., developed a revolutionary web-based electronic quality information system that allowed real-time data collection and reporting of process yields and root cause analysis, which drastically improved incoming and outgoing quality, while concurrently reducing CSI's overhead structure and operating costs. Also developed and successfully deployed MS Word based and HTML based on-line manufacturing work instructions, which significantly reduced labor standards and increased process repeatability.

Program Manager for all new products and coordinated all quoting activities including final approval of outgoing proposals. Interfaced extensively with customers and suppliers, as well as all potential new customers. Utilized proficient software skills to create state-of-the-art computer driven sales presentations used to promote the technology and management concepts implemented by the company.

Played the lead role in transferring over 35 telecommunication products from Ericsson's Private Radio Systems division in Lynchburg, VA, including a fully integrated PRS Base Station. Also championed the transfer of 19 complex electronic assemblies from Bell+Howell in RTP, NC to CSI. Was successful in reducing the labor standard across all 19 assemblies by 50% or greater.

Additional responsibilities included:

- Develop and characterize processes to support product introductions to manufacturing
- Define and implement process control and defect reduction plans
- Establish and maintain supplier rating programs
- Manage customer complaints and supplier corrective actions
- Provide process sustaining and disposition for non-conforming material
- Design and execute methods to improve yield, reduce cycle time & costs
- Develop workmanship acceptance training based on IPC and Nortel standards

Sanmina Corporation

February 1997 to August 1997

Quality and Engineering Manager

Served as Quality and Engineering Manager for Sanmina, the world's seventh largest contract manufacturer. Part of a three-man team commissioned to take the RTP division from start-up to \$100 million in annual sales within the first 48 months of operation. Was responsible for all phases of New Product Introduction, including floor layout and product flow, all quality functions including ISO 9002 registration, supplier development and management, and the development and deployment of plant level operational procedures. Emphasis on quality control and customer satisfaction attracted new customers such as Northern Telecom and was instrumental in retaining existing customers such as Wandel & Golderman and IBM. Created operational procedures which were quickly adopted by Sanmina Corporate and instituted at all of Sanmina's 21 facilities worldwide. Was the principal player in introducing box-build and full systems level products to the Sanmina portfolio. Resigned from Sanmina to join the founding members of CSI, Inc. The Sanmina RTP facility had just reached its first ever \$1 million month.

Electrical Concepts and Assemblies, Inc. (ECA)

1992 to 1996

Senior Quality Engineer

Joined the management team of ECA, Inc., a contract manufacturer of electronic systems servicing the telecommunications industry, in December of 1992. At that time the company had 11 employees, 5,000 sq. ft. of manufacturing space, and less than \$1 million in annual revenue. Championed the ISO 9000 certification efforts as well as the transition of over 150 Nortel products from Creedmoor, NC to ECA, Inc. Major projects included employee training for ISO 9002 Registration, chairperson of Quality Improvement Committee, developed and implemented Corporate Workmanship Standards, and played vital role in introducing the fully integrated Line Card Exchange (LCE) telecommunications switch from Nortel, generating over \$10 million annually in revenue. Was recruited and subsequently joined the Sanmina Corporation in 1996 when ECA, Inc. was generating \$40 million annually, 70,000 sq. ft. of manufacturing space, and over 200 employees. (ECA, Inc. has since been acquired by Flextronics, Inc.)

Education

AAS/ME- Mechanical Engineering Technology
Wake Technical College, Raleigh, NC
Graduated 1992 – 3.5 GPA

Salary History

Salary Negotiable