

Thomas Hamstreet

Education:

BSEE, Michigan Technological University, Electrical Engineering, 1974
BSEA, Michigan Technological University, Engineering Administration, 1974

Active Professional License/Registration:

Professional Engineer stage - 1 completions, 1974

Relevant Project Experience

Electrical Safety Consultant, Cardinal Compliance Consultants, LLC (2014 - Present). Providing services in Arc Flash Analysis, Electrical Safe Work practices manuals and training classes and LOTO.

Electrical Safety Consultant, Regulatory Compliance Consultants, Inc. (2013 – 2014). Providing services in Arc Flash Analysis, Electrical Safe Work practices manuals and training classes and LOTO.

Managing Partner/Owner, GRN of Sylvania (2006 – 2013). Led and coordinated all activity to recruit engineers and senior management personal to fill openings for key clients

Project Timing Recovery Specialist, Alis Corporation (2005-2006). Provided technical direction for sequencing Instrument Panel molds for the GMX 211 project.

Vice President/Chief Engineer, ASC Incorporated (2000 – 20004). Provided the strategic direction for technical development of this two-month old division into a leading low volume, high quality molding, painting and assembly supplier of Class “A” body panels. Directed all Composite System’s manufacturing processes and cost estimates. Tracked capacity utilization and planned for expansion. Developed capital budgets with plant managers to support new projects and support division’s financial plan for sales, RONA, and EBITA.

Co-Owner/President, Modern Tooling Systems (1995-1999). Led and coordinated all financial, manufacturing, and sales activity for this newly acquired company. Orchestrated the purchase of and successfully led the management team buyout to establish the Tooling Division of Libby-Owens-Ford Company as a stand-alone organization. Reduced direct labor costs by 50% and lowered the average build time by 10 weeks. First tool shop to receive Eagle Picher Industries “Supplier of the Year” award. Provided training and start-up assistance for two companies entering compression molding. Led the liquidation of the company upon the decline of its top five customers.

General Manager, Modern Tooling System/Tooling Division of Libby-Owens-Ford Company (1994-1995). Recruited by management to manage and control losses

of this self-contained division. In charge of operations, P&L, existing contracts, WIP, and liquidation of assets during sale of company. Led the turnaround of this division to profitability within a six-month period after four years of operating losses and tripled quoting activity by introducing industry contacts. Developed an aggressive nine-month restructuring plan for the sale of the company, overcoming a first quarter loss of \$250,000 to profitability of \$500,000. Successful turnaround led to the sale of the division for 5.5 times best prior offer.

Experience:

- 43 years of experience in the electrical engineering field.
- Extensive experience performing electrical safe work practice training including Lockout Tagout and Arc Flash
- Development and implementing electrical safety programs

Training

- Various training seminars and programs
- Tom Peters and Covey Management seminars
- Empowered Leadership training by Bob Anderson and Ford Supplier Quality Improvement Programs, which focused on the dimensional control strategy process, control evaluation techniques and the APQP process.

Publications/Presentations

- Presenter – 2013 Toledo Safety Day, Toledo, OH – Revisions to NFPA 70E 2012
- Presenter – 2000 Composite Fabricators Association – Low Press on Compression Molding
- Presenter – 1990 Furniture Manufacturer Association – Automotive Assembly and Bonding

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Advanced Programs Manager, Autodie Corporation (1993-1994). Recruited by management based on industry reputation of product knowledge and engineering achievements; received numerous promotions of increasing responsibility Directed the project engineering, scheduling, project management, and estimating functions. Managed the development of a "full-service manufacturing" marketing strategy and expanding the pre-sourced tooling contracts for the combined capacities of Autodie and Progressive Tool. Developed the "full-service manufacturing" marketing strategy using a combination of domestic and offshore tooling sources. Authored and presented the "full-service manufacturing" concept, winning a major contract with Ford and establishing sales opportunities with Chrysler, Kenworth, MascoTech, Mack Truck and Freightliner.

General Manager of Plastics, Autodie Corporation (1993). Responsible for estimating, design, and project management of all plastic tooling projects for molds and secondary tooling. Grew the backlog in plastics from \$300,000 to \$3 million, moving the company into an industry leadership role in compression molds. Facilitated the successful implementation of the company's strategic plan, re-establishing the plastics group during the new ownership transition.

Director of Project Management & Estimating, Autodie Corporation (1991-1993). Directed project managers and customer relationships to ensure all projects adhered to established specifications, budgets, and schedules. Reduced manufacturing costs by 18% through prototyping hard tool designs, builds, and tryouts. Solidified customer relations resulting in customers paying Chapter 11 costs until the sale of company was finalized.

Proposal Manager, Autodie Corporation (1990-1991). Oversaw all proposals for four tooling groups, including proposal review, feasibility assessment, and coordinating the team approach for non-standard requests. Directed the development, implementation, and utilization of personal computer workstation for proposal development and reporting systems applications. Grew department from a staff of five to eight increasing the ability to respond in a timely manner to the increased number of proposals. Worked cross-functionally with accounting to develop cost accumulation reports for project tracking and feedback. Played a key role and assisted the sales team in re-establishing solid relationships with three mold customers and reacquiring business. Led the operational performance restructuring by incorporating TQM concepts.

Advanced Programs Engineer, Autodie Corporation (1988-1990). Provided technical and project expertise on plastic automotive programs, sales contacts, and tract plastics programs at Ford, GM Truck and Bus Group and Chrysler as well as technical direction on the Ford Bronco Roof bonding system and the "F" Car door and hatch bonding systems. Served as the Project Manager for the Ford Ranger Composite Box Program, the first composite automated assembly process to produce a complete bonded assembly at a 1/minute rate for an OEM plant; led the project from a 30% projected loss to a 10% profit. Tasked with authoring a section of the Autodie Business Plan.

Project Sales Manager, Delos M. Palmer & Associates (1987-1988). Led business development, proposal development, and sales of control engineering services. Provided supervision to project designers, drafters, and on/off-site engineering services. Increased sales goals 600% for controls group by identifying and implementing CAD CAM technology as a marketing platform to acquire new business, including Owens-Corning.

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New Products Manager, Sterling Plumbing Products Division, Kohler (1987).

Directed product design activities for the bathtub molding division located in Huntsville, AL.

New Products Manager, FRPC Division, Owens-Corning Fiberglass (1984-1986).

Provided technical/economic project evaluation assistance, coordinated product design, and managed product manufacturing equipment, including 75 metal dies for SMC molding of plumbing fixtures. Coordinated plant activities, including process support, manufacturing, packaging, purchasing, and quality control as well as technical literature/marketing acceptance. Grew the new products division from \$30 million to \$60 million and added 11 new products in a three-year period by implementing a project schedule for new products, including resource allocations and durations and developed a master timing plan overlaying projects; defined and solved bottlenecks. Project was completed two years ahead of schedule. Led the SMC molding business from technology demonstrator to best ROI division of company within three years. The division's success led to 13 different companies bidding on the division. Served as a key member of the continuous improvement team. Nominated for an OCF Innovation Award for the oval SMC bathtub program for new textured surface and the first bathtub designed and built in math data.

Control Systems Engineer, Owens-Corning Fiberglass (1974-1984).

Progressively promoted throughout tenure to positions of increasing responsibility. Developed, designed, tested, and implemented machine controls and processes to create greater efficiency, improve quality, and streamline the manufacture of products. Expanding manufacturing capabilities for new products and service to support sales growth from \$450 million to \$2+ billion; worked closely with the senior engineer and corporate engineering teams at locations throughout the U.S. to revamp and design new, more efficient machinery in the manufacture of fiberglass. Developed a controls design for high-speed packaging equipment completing the automated manufacturing of building insulation; received Owens' "Outstanding Contribution Award" for contributions made to this project