



BLACKBRIAR
A D V I S O R S L L C



Tim Holland – *Managing Director*

Professional career comprised of over thirty years of executive leadership serving firms across diverse industries including aerospace, defense, telecommunications and manufacturing covering Fortune 100 companies to small family owned enterprises. His career includes extensive mergers and acquisitions, corporate spin-outs and technology transfers for domestic and international companies.

Prior to joining BlackBriar, Tim served as interim Chief Operating Officer for Visionary Industrial Insulation, Inc., a foreign family owned developer and manufacturer of proprietary High Temperature Insulation serving the energy industry for over a year. Prior to Visionary Industrial, he worked on various projects including potential acquisitions with private equity groups and completed one investment in a full-service life safety firm with partners during his non-compete term following the sale of Graco Supply Company.

In 2001, Tim identified Graco Supply Company as an acquisition opportunity. He raised the equity from investors, arranged the financing and directed the acquisition process. Tim served as CEO and President of Graco Supply Company for ten years during which he grew revenues from \$15 million to \$50 million, positioning the company for sale in 2011. He directed a growth strategy by opening additional domestic branches and establishing a foreign branch, acquiring and merging in an accretive target to support expansion of Graco's offerings and geographic coverage. Tim implemented lean processes including Six Sigma to manage growth and develop a culture of accountability which resulted in revenue per employee doubling during his tenure.

Prior to Graco, he served as Business Unit Mgr/Plant Mgr for 3 years at Andrew Corporation where he led the merger of three business units into one, reducing operating costs by over \$1 million annually. The consolidation was accomplished utilizing Kaizen processes and incorporated implementation of SAP as the technology platform. The results allowed the reduction of inventory from \$20 million to \$9 million while improving on-time delivery from 60% to 96% within the first year after the consolidation.

Prior to Andrew Corporation, Tim served as VP- Operations for Allgon Corporation for three years where he led the construction of a 32,000 sf. plant and grew the new operation to 100 employees. He led the development of a US strategy and implemented manufacturing technology transfer of base station and cell antennas for the wireless telecommunications Swedish concern to the new facility in Fort Worth, Texas. His responsibilities included:

- Design and layout of new facility to accommodate research and development, marketing and sales, administration, logistics, and manufacturing. Initiated move with no lost time in operation of company.
- Coordination of strategic/tactical planning for Logistics, Customer Service, Technical Support, Procurement, and Facilities including leading facility through ISO 9002 registration in nine months. Through Lean techniques reduced lead-time by 80%.



Tim Holland – Managing Director, BlackBriar Advisors LLC (Cont'd)

Prior to Allgon he served as Manager, Special Projects for The Business Associates Group for two years focused on improving manufacturing productivity and process improvement. His engagements included:

- Directing a transition for one client of its manufacturing, inventory and transportation departments to the Toyota Production System, including cellular manufacturing, JIT and Kaizen activities to drive improvement.
- Creating and directing an inventory reduction effort which reduced client's inventories by 40% over 9 months.
- Redesigning a warehousing system, reducing square footage by 60%, and coordinated the resulting move/closure of an 118,000 sq. ft. warehouse, saving the client over \$750,000 annually.
- Researched and wrote 5-year business plans for a telecommunications start-up and a software development company, and assisted clients in the capital funding process.

Prior to The Business Associates Group, Tim served as Sr. Operations Mgr, Defense and Aerospace Electronics Division of Boeing Corporation for seven years where he was a team member of a new plant start-up team and participated in building and opening the plant, a state-of-the-art aviation electronics operation producing wiring panels and electronic assemblies for defense aircraft and commercial aviation. He managed 350 people in a union organized facility which included:

- Managing annual operating budgets of \$10 million, generating over \$170 million in annual revenues.
- Supervised a staff of 20, including management level, technical and administrative personnel, and a production force of over 300.
- Initiated cellular manufacturing team concepts which reduced Boeing's average 36-day flow time at other plants to 13 days, resulting in a 67% reduction in inventory in process.
- Successfully implemented laser wire marking techniques, a first for the Company.
- Consistently achieved over 98% of all shipping and quality goals over 3 years, and completed delivery of first product 30 days ahead of schedule.
- Led a cross-functional team, which developed a new payroll and promotion system for high performance teams.

Education and Certifications:

- Bachelor of Science in Business Management, University of Texas
- Executive Masters of Business Administration, Southern Methodist University

Affiliations and Memberships:

- Financial Executives Institute
- Board of Directors Kids Ark International

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