

Richard Fincher

Executive Engineering Consultant, Expert Witness

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A **Global Business and Engineering Executive** in manufacturing, software, electronics, telecom, automotive, medical, energy, and high technology industries. Successful history of solid P&L results, strategic planning, budget development, marketing, and operations. Multi-cultural with extensive offshore experience.

- Engineering Management
- Industrial automation, IoT
- M&A development
- R&D, Product development
- Robotics, Instrumentation
- PE turnaround/realignment
- P&L management
- IP & Patent Litigation
- Strategic development

KEY ACCOMPLISHMENTS

- Successful design and launch of 240 new product designs within a 90-day period, a \$43M revenue stream.
- Took annual revenue from \$9M to \$42M in three years through global expansion and strategic roadmaps.
- Created Enterprise Project Management for 60+ major projects, a \$270M commitment.
- Realignment and turnaround of an international division with a \$33M increase in annual sales.

EXPERIENCE

Richard Fincher Consulting LLC **Engineering & Management Consultant, Expert Witness** 2015-present
Providing business development, engineering process management, research, and new product development.

- Luminator Technology Group, aerospace lighting and transit signage. **Global VP Engineering, CTO.**
- Rampart Systems, a magnetic sensor firm. Restructured the company, \$2M product launch. **Interim CEO.**
- Gerson Lehrman Group (GLG) Consultant, international electronics manufacturing expert witness.
- IMS Consulting & Expert Services, expert witness.
- Thomson Reuters Expert Witness, international business and manufacturing expert witness in Federal Court.

Ion Instruments **Founder, CEO** 2018-2019
Process Control with Mass Spectroscopy Instrumentation.

- Early-stage start-up, created the business plan, financial market analysis, and cash flow plan.
- Spearheaded technology and manufacturability design, IP protection, and funding.

Pulse Electronics **Director of Global Engineering** 2013-2015
A \$400M electronics firm in magnetics, antennas and connectors serving LAN, telecom, and automotive markets.

Leading 8 direct 300 indirect engineering reports at a U.S. design center, a China design center, and China and USA manufacturing centers. Research and development of new product, intellectual property and patent management, leading electrical, mechanical, process, test, NPI, automation and manufacturing engineering.

P&L Management:

- \$4.6M annual savings by optimizing manufacturing process at two China plants.
- \$240M P&L responsibility, annual budget of \$10M driving \$400M annual revenue.
- Reduced expense for R&D efforts by \$2.7M, (3.4% of projected revenue, well below the 5% target).

Marketing and New Product Development:

- Successful design and launch of 240 new product designs within 90 days, an annual \$43M revenue stream.
- Successful development of three disruptive technology product lines from market feasibility to production.
- Crafted a global New Product Development process, reducing time to market from 18 to 6 months.

Leadership:

- Restructured the engineering and manufacturing organization in Asia and North America.
- Following Private Equity acquisition successful transformation of global divisions into local business units.

Scaled Power Generation Technologies **Founder, CTO, VP Engineering** 2012-2013

A vertical wind turbine startup firm creating small to mid-size wind generators for commercial applications.

- Early-stage start-up, created the business plan, financial market analysis, and cash flow plan.
- Spearheaded technology and manufacturability design, IP protection, and funding.

Knorr-Bremse, NYAB-TDS **Director of Engineering, General Manager** 2009-2012

Knorr-Bremse at \$5.4B is the leading worldwide supplier of braking and rail simulators.

Division leader for Sales, Operations, and PMO efforts. Leadership of the Software, Systems, Mechanical, and Senior Staff. Reported to the President of global operations. Leading 10 direct 177 indirect FTE reports, annual budget of \$28.4M developing locomotive control systems and training simulators for global application.

P&L Management:

- Took annual revenue from \$9M to \$42M within three years, 58% EBITDA, expanded global operations.
- Created an offshore development program in India of 45 staff, annual savings of \$3.7M in salaries.
- Saved \$1.6M through strategic relocation of the organization, realigned culture with 99% retention.

Leadership:

- Realignment and turnaround of the Train Dynamic Systems Division. \$33M increase in annual sales.
- Turnaround of a \$4.5M multinational simulator-training project during the first 100 days.
- Implemented a CMMi and Lean Six Sigma program to improve organization process and quality.
- Patent and IP management.

Operations and Project Management:

- Created strategy of PMI core process and Enterprise Project Management across two product lines.
- Implemented Project Portfolio Management for 60+ major projects, a \$270M commitment.

Sales and Marketing:

- Closed \$24M in 2011 sales thru customer facing interactions at president/vice-president levels.
- Directed international marketing team, created a long-term marketing and product development strategy.

STMicroelectronics, Inc. **Senior Engineering Manager, Americas** 1994-2009

STM is the world's 5th largest semiconductor manufacturer with over \$12 billion in revenues.

- Engineering and production management for multi-site operations in the Americas, Europe, and Asia. Leading 30 direct and 120 indirect multinational technical staff and 24/7/365 operations, a \$20.1M budget, \$409M capital equipment investment in the Americas region. Global customer facing roles. Patent and IP management.
- Created and globally implemented automation and statistical process control systems that reduced operator error rate to zero, lowered cycle times by 300%, reduced rework from 15% to >2%.
- Led multi-site consolidation of US/Europe/Asia test operations. Cut annual labor \$17.3M.
- Achieved "zero defect" quality requirements and \$2.6M in cost savings protecting \$1.6 billion in annual revenues. Change agent for product and process quality improvements that leveraged Six Sigma, ISO, and TQM resulting in the Malcolm Baldrige Award. Enabled critical certifications (ISO9001, TS16949).

Schlumberger Geco-Prakla, Inc. **Project Leader / Software Engineer** 1991-1994

The world's leading oilfield services provider.

Software and systems development, design, coding, deployment, and support for embedded processor wireless seismic instruments used in shallow water oil exploration. Migrated engineering department from CMM level 0 to level 2, reducing defects 500%.

Brandt Engineering, Inc. **Division Manager / Designer** 1982 – 1991
A major commercial design/build mechanical contractor.

- Directed the Controls and Automation Division. Led on-schedule, under budget development of electronic and microprocessor-based control systems for energy-efficient “smart building” automation solutions used in high-rise office buildings and commercial architecture. Designed pump/valve systems for large-scale commercial chilled water systems.
- Managed project lifecycles including scope control, cost estimation, and subcontractor selection. Directed purchasing, staff training, sales support, and technician supervision.

Core Laboratories, Inc. **Engineering Technician, Millwright** 1978 – 1981
The world's largest advanced independent provider of laboratory instrumentation and petrophysical services to the oil and gas industry.

- Directed the field installation of large scale core sample processing systems at Midland, Texas and at Casper, Wyoming.
- Construction of laboratory equipment used to analyze rock core samples and oil exploration fluids and gases.

EDUCATION

Southern Methodist University **Master of Business Administration** 2002
 Management, Finance, International Entrepreneurship
 Southern Methodist University **Master of Science: Computer Science** 1994
 Doctorate level work: computer science / software engineering
 University of Texas **Bachelor of Science: Computer Science** 1991

CERTIFICATIONS & ASSOCIATIONS, INTERNATIONAL & LANGUAGES

Certifications: **PMP - Project Management Professional Certification**
LSSMBB - Lean/Six Sigma Black Belt & Master Black Belt Certifications

Professional Affiliations: IEEE *Institute of Electrical and Electronics Engineers*,
 PMI *Project Management Institute*,
 ISA *International Society of Automation*

International Experience: Brazil, China, Japan, Hong Kong, Singapore, France, Italy, (Australia, Egypt, Canada, Mexico, Great Britain, Germany).

Languages: Native English, limited facility in French, Mandarin

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