

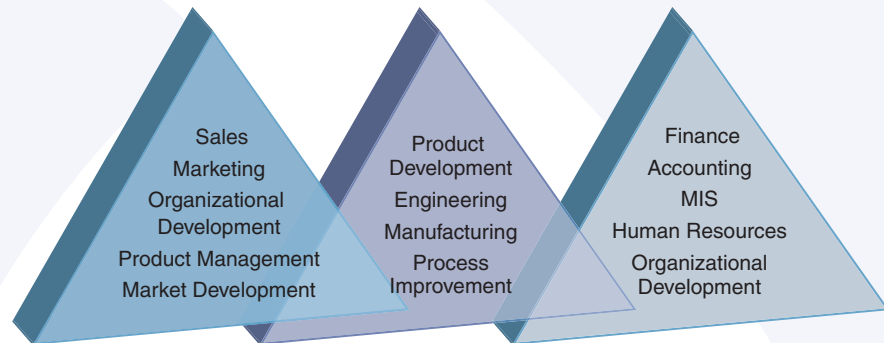


INTEGRATED

Leadership Partners llc

www.ilp3.com

Integrated Leadership Partners (ILP) is a fully functional leadership team capable of immediately assuming the management of a new or struggling manufacturing or distribution company. The Integrated Leadership Partners executive team consists of three senior level professionals with more than 50 years of successful hands-on operational leadership and value-enhancing financial performance. Our leadership team provides the total management talent to take control of the strategic operation of a mid-sized business.



Collectively, our management team has achieved 14 consecutive years of double-digit sales, EBITDA and cash flow increases. During this time, our team was recognized by a national organizational-behavior consulting firm as “Best in Group” for our energized employee base and business culture. This was accomplished we fostered a high level of organizational accountability, employee loyalty, and were viewed throughout the organization as a “great place to work.”

The immediate benefit to prospective companies seeking our service is access to a top-level, cross-functional and mutually supportive group of leaders with an entrepreneurial spirit who can hit the ground running, providing a balanced and immediate impact on an organization.

Integrated Leadership Partners can substantially reduce overall transition costs, potential conflicts of management styles and deliver a fresh, cohesive, hands-on team to lead the organization to higher levels of business performance and employee satisfaction.

Our Leadership Team

Thomas J. Rudasics

Senior Partner

Tom has served as Group Executive of five divisions in the US, Canada, Mexico and Australia, with consolidated sales in excess of \$300 M.

Previously, Tom was President of Fulton Performance Products for seven years, increasing sales from \$18 M to \$50 M through internal growth, while growing EBITDA from \$2 M to over \$9 M.

His most recognized strengths include formulating company visions and strategies, assembling management teams, defining responsibilities and tracking accountabilities.

Tom has been instrumental in defining the overall marketing, sales, new product and new market directions for companies he has managed. He was directly responsible for the relocation of a manufacturing and administration facility 200 miles away, while increasing sales and profits throughout the 18-month process.

He also served as President and Chairman of a Midwestern regional staffing company.

Tom holds a BS degree from Colorado State University, majoring in Economics and Marketing.

We hit the ground running.



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Richard L. Schocker

Partner

Rich is a founding partner of ILP. He served as President of Fulton Performance Products for seven years, increasing sales from \$50 M to \$142 M, including two significant acquisitions, resulting in division EBITDA exceeding 21.5 percent.

Prior to this position, Rich was Vice President of Engineering and Product Development at Fulton for five years. He was responsible for spearheading an aggressive product development program that contributed significantly to Fulton's exceptional growth and profitability.

Over a period of 12 years, Rich also held the position of Vice President of Manufacturing for several organizations, providing significant results in cost reductions, process improvement, inventory reductions and 5-S techniques. His coaching and mentoring skills have been recognized throughout his leadership career.

Rich attended Beloit Technical College and the University of Wisconsin School of Mechanical Engineering. He served in the U.S. Marine Corps.

John A. Forbes

Partner

John is a founding partner of ILP. Over the past 15 years, he has served as CFO of several leading manufacturing companies with sales exceeding \$240 M.

In addition to his financial responsibilities, John has been very active in overall operations, strategic initiatives, human resources, and information technology functions. This includes developing and coaching mid-level management, as well as leading process improvement initiatives throughout the company.

He has also participated in directing sales and marketing functions to complement his overall management experience.

John is a role model as an actively engaged, approachable, value-focused executive who is supportive of company employees, as well as a leader committed to achieving company financial goals. He was instrumental in transitioning an entire manufacturing and administration facility, hiring a new employee base, and increasing financial performance throughout the process.

John has a BSA in Accounting from the University of Michigan and an MBA from Marquette University. He has four years of experience in public accounting with a nationally recognized accounting firm.