

CHARLES P. SANFORD

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EXECUTIVE MANAGEMENT POSITION

Expert at achieving results in Start-Up, Turnaround, and Challenging International Markets.

Talented consultative & visionary leader recognized for expertise in:

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| ✓ Building, revitalizing, & optimizing operations. | ✓ Driving profitable growth in volatile markets. |
| ✓ Delivering innovation to capture opportunity. | ✓ Fulfilling corporate / company vision. |
| ✓ Creating synergy among diverse groups. | ✓ Maintaining a customer-centric focus. |
| ✓ Maximizing cross-cultural business skills. | ✓ Containing costs & maximizing assets. |

Additional Areas of Expertise:

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|---------------------------------------|---------------------------------|
| • Strategic Business Planning | • Corporate Finance & Budgeting |
| • Process Re-engineering | • Multi-Division Management |
| • Foreign / U.S. Government Relations | • New Business Development |
| • Manufacturing Operations | • Contract Negotiations |
| • Facility Construction | • Shareholder / Board Relations |
| • Purchasing & Procurement | • Project Management |

PROFESSIONAL EXPERIENCE

VICE PRESIDENT, PakTel, Geneva, Switzerland

8/99 to Present

Spearheaded the development of PakTel's fastest growing and highest quality manufacturing, distribution, and marketing division. Maintained total responsibility for P&L, financing activities, manufacturing, financial reporting, contract negotiations, facility management, and governmental compliance. **Received The PakTel Manufacturer of the Year Award in 1995, 1996 and 1997.**

- **Profit Improvement:** Increased annual revenue to \$157 million from \$8 million and gross margins to 47% from 28%.
- **Business Expansion:** Orchestrated the construction and financing of two new manufacturing plants totaling 30,000 sq. meters.
 - Directed all facets of this \$15 million project including budgeting and funding, construction, equipment design, and layout.
 - Increased manufacturing capacity to 100 million unit cases from 12 million unit cases.
- **Process Improvement:** Integrated state-of-the-art packaging and manufacturing processes.
 - Increased productivity by 53% over previous 22%.
- **System Development:** Directed the conversion of a System 36 to an AS/400, providing computerized sales, distribution and inventory control.
 - Consistently upgraded and improved system to reflect technological improvement and to segue into increased system productivity.
- **Purchasing:** Purchased all manufacturing equipment and production inputs with an annual budget of over \$100 million annually.
- **Finance & Accounting:** Facilitated all aspects of company finance and accounting, as well as requisite personnel.
 - Managed all financial forecasting and annual budgeting.
 - Reviewed audit reports from big five audit firm and made appropriate recommendations.

continued

PROFESSIONAL EXPERIENCE *continued***VICE PRESIDENT**, CIMEX Inc., Geneva, Switzerland

5/96 to 8/99

Recruited to direct the management and reengineering of operations for this distribution company. Maintained complete responsibility for all operations, human resources, sales and marketing, regulatory approvals, and P&L.

- **Sales & Marketing:** Developed and cultivated company wholesale vendor accounts, expanding from Switzerland distribution to serve vendors globally.
 - Built operation from a struggling \$1.3 million to \$12 million monthly in gross revenues.
- **Warehouse Planning & Management:** Established all warehouse, distribution, inventory control plans, and operations management for two warehouses in Switzerland and British Columbia.
 - Performed warehouse planning from selection of location and lease negotiation through warehouse design and set up, implementation of computer system, and development of all procedures for warehousing and inventory control.
- **Human Resources:** Directed a human resource staff in realigning personnel functions for recruitment, training, and management promotions.
 - Realized a significant reduction in turnover from 42% to 8% in FY94.
- **Order Fulfillment:** Oversaw warehouse manager in the supervision of pick, pack and ship with an average of 500 to 700 orders daily.

CHIEF FINANCIAL OFFICER, CIMEX Inc., Detroit, MI

4/90 to 4/96

Conceptualized the strategic planning, financial, accounting and administrative functions for the corporation and its twelve subsidiaries. Held responsibility for financial analysis / reporting, tax planning, cash management, corporate banking, budgeting and audit management.

- **Financial Statements:** Prepared financial statements and supported data to ensure compliance with SEC guidelines by completing quarterly 10-Q and annual 10-K reports.
- **Taxation:** Compiled and summarized reconciliation records to provide FASB 109 disclosure and the basis for tax reporting.
 - Supervised and managed staff for preparation and timely filing of all federal and state tax returns including partnership, corporate, multi-state, and health and welfare plans.
- **Consolidation:** Consolidated monthly financial information into financial statements from fourteen separate reporting units.
- **General Accounting:** Administered payroll for 150 personnel, verified accounts payable, 941 and state unemployment.

EDUCATION

Masters of Business Administration, Harvard Business School, Boston, MA
Specialized Curriculum: International Business, Investment Banking, and Marketing

Bachelor of Business Administration, Major in Accounting, Yale University, New Haven, CT