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## **Professional credentials**



*Turnkey integrator and subcontractor based on sheet metal work  
€ 30M turnover, 200 people, based in France (Britain) and Morocco.*

### **2009-2011 MANAGING DIRECTOR - SHAREHOLDER**

- Co-investor with Private Equity funds partners
- Main customers: ALSTOM, SCHNEIDER, AREVA, THALES, LEGRAND, SAGEM, STX.
- 25% Growth of portfolio and turnover in 2010
- Creation of a subsidiary in Morocco



*Objective to acquire an enterprise in France, B to B, with high technology content  
LBO study as stand alone or with corporate investments funds*

### **2008-2009 OBJECTIVE ENTERPRISE ACQUISITION – FOUNDER OF ACTYES.**

- Founder and Manager of the company ACTYES.
- Consulting and coaching of managers and funds & LBO firms having ongoing transmission process.
- Examples of companies approached: € 5M to € 50M turnover companies in railway sector, € 5M to € 25M turnover companies in the aeronautical sector, € 35M turnover company in the medical sector, € 5M turnover company in Security systems. A proposed takeover of a € 12M turnover company, in railway sector, very advanced in 2008, finally stopped just before closing.



*Railway equipment supplier, world leader for doors, pantographs, air conditioners, brake systems, electronics and services activity. 20 sites, 3000 employees, € 620M turn-over, Ebit 12% in 2007.*

### **2005-2007 GROUP CONTINUOUS IMPROVEMENT DIRECTOR**

- Revues of the main Group tenders
- Main customers: ALSTOM, SIEMENS, BOMBARDIER, SNCF, RATP, DB, TRENITALIA, RENFE,
- Interface with major customers on technical and financial sensitive projects.
- Organization of customer project reviews

### **2004-2005 MANAGING DIRECTOR – FAIVELEY Amiens**

- Brake Systems French subsidiary, 350 employees, € 77M turnover, based in Amiens & Roissy.
- Technologies: machining, assembly, pneumatics, hydraulics, electronics.
- Redundancy plan 57 employees and close of the Roissy site
- Turn-over increase from € 55M to € 77M, thanks to growth with Alstom and SNCF services activity.
- Increase Ebit from 5% to 18%. The subsidiary was the worst and became best Group performer in Europe.



*Railway equipment supplier, world N2 for brake systems and services activity.  
10 sites, 1500 employees, € 300M turn-over, Ebit 13% in 2007.*

### **2003-2004 GROUP OPERATIONS DIRECTOR**

- Involved in the LBO acquisition of SAB WABCO Group by the FAIVELEY Group in 2004.
- Industrial & technology transfers from site to site, or with suppliers in Czech Republic, China and India.
- Implementation of best practices in: sourcing, logistics, manufacturing, project management, Quality.

### **2001-2003 MANAGING DIRECTOR – SAB WABCO France**

- Brake Systems French subsidiary, 350 employees, € 77M turnover, based in Amiens & Roissy.
- Technologies: machining, assembly, pneumatics, hydraulics, electronics.
- Subsidiary autonomous as regards to Manufacturing, R&D, Sourcing, HR, Finance, Sales.
- Complete reorganization: industrial, sourcing, technical, and sales with Ebit growth from zero to 5%.



*Automotive equipment supplier, world leader,  
Air conditioning, electronics, security systems, lightning, clutches, wipers, alternators, friction materials, services.  
72000 employees in 120 sites worldwide. € 9200M€ turn-over, Ebit 4% in 2001.*

### **1999-2001 PRODUCTION MANAGER**

- Plant in Abbeville - France, manufacturing door lock systems, 600 employees, € 61M turn-over, Ebit 4%.
- Management of 200 employees, 3 shifts assembly process and automatic assembly for pick & place, bending, crimping, screwing, assembly and tests.
- Customers PSA, RENAULT, NISSAN, GENERAL MOTORS, MERCEDES, VOLVO

### **1996-1999 PRODUCTION SYSTEM MANAGER**

- Security Systems Branch, 12 sites worldwide. Industrial processes: Machining, assembly, crimping, painting, stamping, automatic assembly and tests.
- Expert and coach in Lean Manufacturing in all sites of the branch. Animation of workshops HOSHIN, 5S, TPM, SMED, KANBAN.
- Benchmark participation in the Group and with leading companies involved in lean manufacturing.
- Set up of project management organization, quality methodologies, ISO 9001 & ISO 14001, Improvement of sourcing and industrial processes.
- New layout and workflow organization in the Abbeville –France plant when Valeo took it over.
- Transfer of activities from site to site and with subcontractors, definition of main industrial investments.

### **1993-1996 PRODUCTION MANAGER**

- Plant in Dijon - France, manufacturing locksets and steering column locks.
- 130 employees, € 23M turn-over, Ebit 20%.
- Assembly process and automatic assembly line for pick & place, crimping, screwing, assembly and tests.
- Customer PSA CITROEN all sites worldwide



*Small sales structure of 10 employees, Subsidiary of an Electronic European leader,  
with focus on French and Benelux market. € 10M turn-over and Ebit 10%.*

### **1990-1993 SALES MANAGER – France & Benelux**

- In charge for sales in France & Benelux for microwave products designed & manufactured in Lincoln - UK: Semiconductors, integrated circuits, printed boards, Amplifiers, mixers switches and hybrids, Electronic systems: satellite converters and dishes, automotive Doppler alarms, speed control and cruise control radars, military radars.
- Start of the activity from 0 up to 1,5M€ turnover per year.
- Consumer, industrial, telecommunication, military and space markets.
- Main customers ALCATEL, THALES, DASSAULT, MATRA, PSA, RENAULT, SFIM, SAGEM
- In charge of professional trade shows: Hyper and Componic 1991, Cable & Satellite 1992 (UK)



Thomson Semi-conductors, Division Hybrides et Micro-ondes Subsidiary of the Thomson Group, Paris - France  
250 employees, € 21M turn-over. Ebit 11%.

### **1988-1990 MANUFACTURING MANAGER**

- Telecom & military microwave components & systems.
- Management of 40 employees, assembly of electro mechanics components, test and painting
- Transfer of high volume telecom assembly activity in France and in Portugal (18 employees)
- Technical support during trade shows : Hyper et Componic 1988, 1989 et 1990

### **1987-1988 R&D ENGINEER – SCIENTIST IN THE FRENCH ARMY**

- In charge for a space electronic microwave research contract,
- In charge of space & military qualification of microwave components

## **Education :**



### **GRADUATE ENGINEER**

- Ecole Supérieure d'Ingénieurs en Génie Electrique (ESIGELEC - 1987)
- Jobs during holidays :
  - o 1985, company STILL SAXBY: numeric control machining
  - o 1986, company THOMSON: design & manufacture of automatic test bench.
- Training CRA (specific training for LMBI acquisition) in June 2007
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## **Activities:**



Association des Industries Nouvelles de la Région d'Amiens

### **2003- 2007 PRESIDENT OF L'AINRA**

- Association of the managing directors of the 16 major industrial companies in Amiens representing 10,000 employees in Amiens industrial area.
- Meetings, benchmarks, lobbying in security, environmental, economical and social areas.
- Interlocutor of the Prefet, the Environmental Government Authorities (DRIRE), the Amiens major, the Amiens Chamber of Commerce, the Association of Picardy Employers (MEDEF).



### **2008- 2009 Business Acquisition associations**

- Coach of CRA d'Amiens club (Cédants et Repreneurs d'Affaires)
- Member of business acquisition club Medef Rouen.

## **MB-Entreprendre**

### **2009- 2011 ASSOCIATED MEMBER of MB ENTREPRENDRE**

- organization of CEOs with skills to accelerate the profitability of Private Equity portfolios
- advisory or consulting assignments, co-investors as executive managers

## **Other:**

- Jogging, swimming, drawing, painting,
- Excellent practical knowledge of computers & IT systems
- Fluent English