

John F. Duffy, Jr.

A dynamic, high-energy leader who achieves success in complex, competitive business environments through sound strategic planning executed by highly talented teams. Proficient in developing and executing strategic and operational plans across multiple business units, with experience in new business start-ups, restructuring and expansion. Effective communicator and collaborator with all business disciplines to include Manufacturing, Sales, Marketing, Operations, Finance, Administration and Distribution.

Area of Expertise:

Leadership, Executive Management, Communication, Business Unit Strategy, Commercial Excellence Programming, Strategic Planning, New Business Development, Business Turn Arounds, Finance and Business Recapitalization, Sales Management, Team Building, Marketing Strategy, P.&L Management and Budgeting, Forecasting, KPI execution, Recruiting, Contract Negotiation, and, Distribution Management.

Key Career Accomplishments:

- Successful turn-around of several new business start-ups.
- Reorganization and Recapitalization of a Financial Services business - \$100 mm
- Introduced a Branding Strategy as a key market differentiator with the creations of two Private Label branded product offerings resulting in \$15.0 mm in incremental new business.
- Formulation of the Sales Competency and Performance Base modeling platforms specific for hiring and development of the Sales Organization and Frontline Leadership designed to increase performance and reduce turnover by 35%.
- Implemented a regional and major account sales management team responsible for \$300 Million in annual sales of heavy duty and industrial capital equipment to support a sales force exceeding 200 representatives and managers.
- Developed and launched multiple new multi-million dollar business models.

RJE Business Interiors

Sept. 2018 - Present

President/Owner

Joined the newest addition of the dealership enterprise as the President of the Kentucky operation with the two primary objectives of increasing sales and to the bring the business to a profitable position.

- Reduced Fixed Asset and Personnel Overhead costs resulting in \$300K in annualized savings.
- Grew business by 32% and improved profitability by 37% in 14 months.
- Eliminated high cost/low margin product lines.
- Introduced new strategic product offerings to expand coverage in several key vertical markets.
- Implemented sales and operational disciplines.
- Received awards on five highly recognized businesses in the Louisville markets resulting in \$8.0 mm in new incremental business.
- Implemented several marketing strategies necessary to enhance brand exposure.
- Recognized in the first three years as a Fast 50 growth business in Louisville.

MNGH, LLC.

2015 – 2018

Vice President Sales – Board Member

Recruited to this financial services resource company for retailers with the objective to design, implement and direct the Sales, and Marketing for the company. Primary responsibility is to establish the sales objectives, staffing and programs necessary to achieve target funding, lease revenue, gross margin and EBITDA targets. The V.P. of Sales is a member of the Executive Management Team and holds a Board seat.

- Reorganized and recapitalized the business raising the line of credit by \$20.0 mm.
- Improved Company year over year Gross Margins by 68%.
- Reorganized the Sales Department to include Key Account coverage, Dealer Development and Major Account Sales resulting in a 30% year over year growth.
- Signed two new accounts valued at \$15.0 mm incremental new business which grew the company by 40%.
- Developed the Sales and Marketing strategy which included the launch of a new corporate brand.
- Implemented a Major Account Sales Strategy and Key Account Sales Team targeting accounts representing \$21.0m in annual financing.

KRUEGER INTERNATIONAL, GREEN BAY, WI.

2003 - 2015

VICE PRESIDENT SALES – NORTH AMERICA (2013 – 2015)

Krueger International is the 6th largest Contract Furniture Manufacturer in the U.S. The Vice President of Sales is responsible for achieving the company's top line sales, market share and profit objectives in the United States and Canada serving the Education, Healthcare, Corporate and Government markets with annual sales of \$325 million. Direct reports include three Regional Vice Presidents, General Manager (Canadian Operations), VP of Pallas Textiles, Contracts and Pricing Administration, Dealer Operations, Corporate Accounts, Sales Training and Development Departments. Led the CRM and Strategic Business Unit initiatives. Developed sales strategies and processes supporting the Architectural and Textile products division.

- Sales in all Divisions for 2014 met and exceeded top line sales goals and profit expectations with a 7% year over year open order backlog starting in 2015. - \$380 mm.
- Collaborated with International counterparts on joint projects with international installations.
- Introduced, developed and directed the company's first Major Account Sales program which in the first year produced Master Buying Agreements with several Fortune 500 companies resulting in incremental new business of \$15.0 mm.
- Formulation of the Sales Competency Base modeling platforms specific for hiring and development of the Sales Organization and Frontline Leadership designed to improve individual and team performance and to reduce turnover by 35%.
- Developed and implemented the Independent Distribution agreements and pricing policies to expand independent distribution throughout the U.S. resulting in a 4 point (24%) improvement in profits.
- Developed and implemented a Dealer Sales strategy to meet customer fulfillment expectations.
- Upgraded the Sales Training curriculum to include emphasis on strategic and application based selling, Frontline Leadership training, transition to an e-learning platform, and to establish the sales training effectiveness metrics.

VICE PRESIDENT – EASTERN REGION SALES (2003 – 2013)

Direct responsibility for the Sales and Profitability of nine (9) Direct and Independent Contract Furniture Sales offices that represent 45% of the Company’s U.S. market averaging \$125.0 mm. in annual sales. Staffing includes 9 District Managers, 100 Sales Representatives and the Architectural Wall Sales and Project Management team.

- 2013 Region sales achieved 110% of goal resulting in year over year growth of 9% with also achieving Profit Targets.
- Under my leadership, the region increased Top Line sales by \$41 million or 44% in 5 years.
- Reorganized the district territories to reduce Cost of Sales and increase Market Share penetration. As a result Market share for the territory grew 25% since 2008 through 2013.
- Directed the development and introduction of the enterprise wide CRM and Pipeline Management system, along with sales related metrics and forecasting disciplines to provide a forward-looking approach to managing the business.
- Developed and implemented a “variable cost” distribution channel strategy to expand the sales coverage model resulting in increased sales through this channel of 27%.

STEWART & STEVENSON SERVICES, INC. Houston, TX

2001 – 2003

VICE PRESIDENT OF SALES AND PRODUCT MANAGEMENT

Led the sales, marketing and product management of the \$650 million distributor of Power Products and services related to Gas and Diesel engines, Standby Power/UPS systems and material handling equipment serving the transportation, construction, marine, oil & gas, and related industries in both the commercial and government markets.

- Created a regional sales management team responsible for \$300 Million in annual sales of heavy duty and industrial capital equipment to support a sales force exceeding 200 representatives and managers.
- Implemented a Major Account program for key customers accounting for \$22 million in annual sales.
- Re-organized and directed the Dealer Operations and Customer Service department with oversight over 260 dealers generating \$60M in annual parts sales and customer service support.
- New Business Development - created and implemented a new service support business, equating to \$15 Million in additional annual revenues at a 40% Gross Profit.
- Led the acquisition teams of targeted strategic engine and material handling products to achieve the company’s targeted growth objectives of 15%.

EDUCATION: Villanova University, Business Management

ASSOCIATIONS:

CoreNet Global, CCIM, Leadership Louisville

Greater Louisville Chamber of Commerce – 4 Subcommittees

1SouthernIndiana Chamber of Commerce – Commercial Property Services Committee

Rotary of Louisville

Louisville Chapter – International Facility Management Association

Awards:

Krueger International Corporate Mentorship Award

Krueger International Leadership Recognition