

Business Services

- Perform rigorous due-diligence/assessments of Core Business Processes and Culture behaviors - developing a “Future State Road Map” for Company
 - Address Company challenges
 - Pre- and Post-Acquisitions
 - Elimination of Operational and Financial inefficiencies
 - Risk mitigation process
- Integration of M&A and add-ons
- Hold board positions, providing interim executives
- Developing and implementing strategic and tactical plans to accelerate growth
- Experts in special situations, restructuring, and turnarounds
- Establishing “Positive Change Culture”
- Providing crisis and risk management
- Assessing and coaching executives and mngt. teams
- Scale optimization
- Develop “Targeted Solutions” for ineffective processes

Business Sectors – Public & Private Companies – Union and Non-Union | Private Equity | Investment Banking | M&A
Size and Market Caps – Start-up | Lower to Middle Market | Large Cap
Industry Segments – AerpSPACE Commercial/Defense, Industrial, Business Services, Manufacturing

Sample Client Successes with partnership of INTERIM – Mini-Case Studies

COMAV – a Private Equity Portfolio Company – an Airframe, Engine, and Asset Management MRO

- **Interim CEO** and INTERIM management positions
- Key metrics instituted driving a standard of excellence
- Right-sized organization retention, recruiting strategies hiring skilled associates
- Executed cultural and behavioral changes with cultural change strategies creating a high-performance
- Workflow challenges significantly improved
- Significant customer delivery improvement
- Quality improvements were institutionalized
- Developed people market shortage
- Executed a safety culture that considerably reduced metrics
- Cost reduction programs aligned with business strategies including reducing facility footprints
- ERP system data analytics established for cost and schedule adherence
- Secured several new customer contracts

Zodiac Aerospace Seat Shell Group- Aircraft Seats

- **Interim CEO** and management positions
- Achieved monthly record revenue of \$26.5MM & earn back 95% = \$25MM Savings; increased productivity by 35% Metrics: inventory reduction 30%; cycle counts from 30% to 87%; quality turnbacks from 50 PU to 12 PU; aftermarket overdues reduced 80% in 3 months
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- Modified and executed updated ERP System
- Completely eliminated customer past due in 4 months
- Optimized engineering initial design development process reducing first time Customer Pick-ups 73%
- Restructured shop floor for proper workflow efficiencies
- Optimized Planning and scheduling processes

The Boeing Company – 787 Aircraft

- Shipped twelve 787-800 aircraft over plan in first year = \$3B+ revenue
- Implemented extensive cost reductions
Reduced traveled work by 80% = \$2MM savings per aircraft
- Reduced TAT from 14 days to 10 days = \$500K per aircraft
- Reduced quality pick-ups by 70% = \$1MM
- 4-month project extended to 3 years
- Real time quality inspections set-up reducing first pass yields 78%

Commercial Jet – Aircraft and P2F MRO

- Established an organizational structure with clearly defined roles, accountabilities and behaviors
- Enhanced planning and scheduling process to ensure accurate bid estimates, manageable task cards, sequential work scheduling, quality inspection process, and effective shop floor management
- Daily/Weekly cadences developed for front line and departmental management
- Improved labor performance by 34.5%
- Reduced overtime by 97.5%
- Annualized savings of \$4.75 MM