



Curriculum Vitae 1.1.2015

Chip Albright

Over 30 years of Senior Management experience in the Laboratory Furniture and Fume Hood Industry. A history of marketing innovation that has resulted in outstanding market share growth and increased sales in a rapidly changing marketplace. Industry reputation for thinking out of the box and using technology for a competitive advantage. Strong planning, sales, marketing and management skills. Hands-on involvement with 5S and Lean concepts throughout the operation. Actively involved in product development and value engineering. Actively participated in numerous Lab Projects with involvement in all stages from design to installation. High achievement level in producing results by initiating innovative business unit strategies, developing and implementing competitive marketing programs, along with restructuring to become more market/customer focused. Creatively applying brand, positioning, segmentation and niche market strategies for enhanced market performance.

Creative Solutions in 2013 has about a dozen ongoing projects. About 70% of revenue is generated from International clients. Projects are quite diverse with an emphasis on Change Management, Lean Manufacturing, Powder Coating Systems, Product Development, and Business Model Generation. A large percentage of the projects are related to Laboratory Furniture, Fume Hoods, and Containment with the others being in distribution, ecommerce, and acquisitions.

Creative Solutions

President/Owner - January 2007 – Present

- Asset Relocation – Factory Relocations
- Product Design and Engineering
- Layout to Support Lean Production Concepts
- Factory Equipment Including Powder Coating

- Business Model Generation
- Change Management
- Lab Consulting and Project Management
- Strategic Consulting
- Creative Branding
- Custom Software Development
- Technology Utilization

Esco Micro Pte Ltd, Singapore

Vice President – August 2011 – March 2012

- Relocated from several adjacent small factories in to a new Technology Center
- Set up layout and systems to support Lean production concepts
- Assisted with design changes to simplify manufacturing
- Implemented a number of processes and methods to increase productivity
- Managed a workforce of 500 plus

ALC-Collegedale Round Rock, TX

President - January 2007 – August 2011

- Relocated from two smaller buildings in North Austin to a large consolidated building in Round Rock
- Built a complete metal operation for hoods, metal casework and stainless steel
- Developed a comprehensive web-based project management and production scheduling system and installed an integrated local network using SQL databases as the common element
- Terminated operations in Tennessee and relocated equipment and backlog to Texas
- Implemented a 5S program along with Lean manufacturing concepts
- Built on the European model of multiple materials in a single building contributing to project based manufacturing philosophy
- Developed a complete metal product line

Collegedale, LLC Collegedale, TN

President - January 2007 until discontinuance of operations in Tennessee

- Assisted in the merger of ALC and Collegedale under the Advanced LabConcepts banner and created new brands for ALC and Collegedale
- Negotiated licensing agreement and developed a version of the G3 hood that utilizes the Green Fume Hood technology
- Developed the next generation of G3 fume hoods utilizing a pan & rail construction and modular components, making this the first truly modular hood

Collegedale Casework, LLC Collegedale, TN

President & CEO - August 2005 to January 2007

- Initiated and developed the relationship with Advanced Lab Concepts that resulted in the acquisition and merge resulting in the largest wood laboratory furniture manufacturer in the world
- Developed a strategic alliance with Asian company to produce select Collegedale products
- Developed supply chain relationships with several Chinese companies to obtain raw materials from China

Page | 3

Vice President, Laboratory Group - April 2004 to August 2005

- Developed G3 Fume Hood
- Developed e3 Adaptable Lab System
- Worked with National Lab Planners to get Collegedale included as an approved supplier on their projects
- Worked with Dealers on lab projects that they were bidding
- Developed the concept of "Complete Lab Solutions"

Vice President, Sales and Marketing - May 2000 to April 2004

- Put together comprehensive group of sales and marketing materials
- Created a strong web presence
- Developed the Collegedale Online Dealer Support System
- Directed the development of a full featured integrated drafting system
- Revamped the dealer network to include a strong group of dealers

Jamestown Metal Products Jamestown, NY

Vice President, Sales and Marketing July 1990 to May 2000

Responsible for initiating, planning, and implementing innovative programs to increase sales volume, marketshare and overall profitability. These activities propelled Jamestown from a small niche manufacturer to the number three complete line producer of Laboratory Furniture

Accomplished by:

- Converting the entire infrastructure from a manual to computer-based system including the implementation of SBT (a computer based business management system) and later started the implementation of Symix
- Development of three new product lines and a major product re-engineering/simplification.
- Restructuring the distribution from an open line (450 customers) to exclusive dealers (30 customers). Reinventing the organization to support the NEW customer

- Developed a significant Web presence that promotes the company to the world. One of the first industry websites. Promoted electronic cataloging as an industry standard (pdf) on both the web and CDs
- Researching the World market and identifying a foreign company, resulting in the acquisition of the number one lab furniture producer in Mexico
- Actively involved in the integration of Industrias Alder (Mexican Acquisition) into the Jamestown organization, including the support of a Mexican Dealer Network

Lab Planners, Inc. Jamestown, NY (concurrent to JMP)

President - July 1992 to May 2000

Wholly owned subsidiary of Jamestown Metal Products responsible for the development of computer software and marketing systems including web and CD-ROM based applications and a AutoCAD Based 3-D Visualization System to support direct sales. Designed to be very user friendly to allow sales people with minimal computer experience to operate.

Developed “Lab Designer” a 3D AutoCAD system for designing lab space.

Included visualization tools to support end user sales

- Developed a network of dealers to use the product
- First in the industry to use a BBS for electronic order placement
- Developed a point of purchase design and quoting system for the dealers
- Organized a group of manufacturers that collectively offered a full range of products that appeared single source to the user
- Developed a training program that took sales people with limited computer skills and no CAD experience and had them designing labs in 5 days

Kewaunee Scientific Corporation (1981 – 1990)

- Setup an entry into Office Furniture with a start-up company “Productive Workspace Inc.” Set up a test market in Chicago
- Sourced product from Europe and set up a joint venture with Lista International (Switzerland) and developed two product lines with them
- Headed the integration team for an acquisition of “JMC”, an electronic workstation company in San Jose, CA.
- Headed the relocation of fume hood production from Michigan to Texas
- Successfully installed the company’s first CAD system to support the transition from a labor intensive manual system

- Active member of the acquisition and merge team. Work on the possible merge/acquisition of Hamilton Industries (Fisher Hamilton)
- Provided turnaround management for a wholly owned instrumentation distribution company “Seamark”.
- Developed a Long Term Action Plan for Kewaunee’s entry into the Pacific Rim
- Developed a plan for Kewaunee to enter the lab safety products market and identified an acquisition candidate, “Lab Safety Inc – Janesville, WI”. Due to Kewaunee’s financial performance at the time, Kewaunee did not proceed, but Lab Safety was acquired by W.W. Grainger. The Chairman and CEO of Grainger, Wiley Caldwell, was a Kewaunee Board member.
- Named Employee of The Year in 1984

Kewaunee Scientific Wilmette, IL

Director of Corporate Marketing June 1987 to July 1990

Responsible for initiating, planning, and implementing innovative marketing programs to increase sales volume, marketshare and overall profitability. Worked on a number of special projects for the Board of Directors. The only employee in the company to receive a bonus every year (even during the two years of record losses) for outstanding performance. Accomplished by:

- Conducting extensive market research and competitive intelligence to better understand the market opportunities and our position in the market.
- Providing market segmentation that was used to identify unserved and under-served segments and to develop strategies for gaining marketshare by segment.
- Conducting trend analyses to predict future market needs along with growth and profit opportunities.
- Developing Marketing Information Systems and Computerized Sales Support Systems that supported our distribution goals and made our Sales force more effective, reduced cost of sales.
- Researching, investigating, and negotiating with competitors in the World market to determine the competitive climate and identify opportunities for product acquisition and strategic alliances.

Kewaunee Scientific Lockhart, TX

Marketing Manager July 1985 to June 1987

- Repositioned Kewaunee from a work bench manufacturer to the leading marketer of complete workstation systems, which resulted in a three year sales increase of 78% in a 12% market.
- Identified market needs and opportunities for expanded growth. Conducted market research including focus groups to identify and test products and services

required. Directed product enhancements to existing products, developed new products internally and in cooperation with a European design team, and acquired additional products worldwide to enhance our overall product offering and competitive position.

- Initiated and directed a direct marketing program supported by a custom developed computerized lead tracking and sales management system. Planned and directed a comprehensive program of target marketing utilizing select media placements, direct mail and telemarketing to identify and sell end-users in embedded market segment.

Kewaunee Scientific Plainwell, MI

Marketing Manager July 1981 to July 1985

- Refocused the sales and marketing efforts to obtain sales growth above the market growth rate.
- Managed and reorganized the existing sales network to obtain desired growth.
- Planned and utilized a multi-channel distribution that included dealers and distributors in addition to our agents, reps, and company direct sales personnel.
- Established and managed the use of a PC based database marketing system.
- Developed customer/prospect profile and mapped market potential by zipcode.
- First in the industry to do database marketing
- Planned and directed the start-up of a new business venture in cooperation with a Swiss firm.

Tiffany Industries St. Louis, MO

Marketing Manager responsible for developing and implementing media programs, direct mail, and literature and catalog design and development. Directed and managed the participation in 15 annual tradeshow. Planned, developed and implemented sales promotions and dealer incentive programs. With Engineering, developed and introduced 18 new products in less than 12 months including a new class of furniture called "Computer Support Furniture" in response to the quickly changing office layout caused by the mass introduction of CRTs and VDTs.

Education:

University of North Alabama Florence, AL

Bachelor of Science 1976

Subiaco Academy Subiaco, AR

High School Diploma 1971

Industry Activities:

SEFA (Scientific Equipment & Furniture Association)

- Chairman of the Adaptable Systems Committee 2006 – 2012
- Active with SEFA Certified “SEFA 12 Product Certification”
- Board of Directors 1995 -2002
- Past Chair 2000 - 2002
- Chairman (President)
 - Changed Bylaws to allow Associate Class Members
 - Changed Bylaws to promote International

Membership

- Significant increase in overall Membership

1998 - 2000

- Vice-Chairman
 - Created a Significant Web Presence

1997-1998

- Secretary-Treasurer 1996-1997
- Various Committees
 - Installation
 - Fume Hoods 1991-Present

- Program Chair (Brought in Lab Planners) 1996

R&D Magazine - Lab of the Year Judge in 1999

Laboratory Design Newsletter - Published Several Articles

ASHRAE Member – Participated in the latest ASHRAE 110 development

SCUP Member – Society for College and University Planners

USGBC Member – US Green Building Council

- LEED AP
- Corresponding Member - LEED for Labs Committee
- Corresponding Member - LEED for Schools Committee

IFMA – International Facilities Management Association

- Member R&D Council

BIFMA – Business Institutional Furniture Manufacturers Association

- Past Member
- Ergonomics Standard Committee

Other Activities

- Webmaster for 4 web domains
- Currently revising book “Fume Hoods 101”
- Currently revising book “Laboratory Standards and Codes”

Product Development:

Directed the product development efforts for these products with hands-on involvement in the design process and pre-production.

- Communication Station (1980)
Full Line Of Computer Support Furniture
- Sturdilite II (1983)
- *Workstations for Electronic Labs*
- Workstations for Professionals (1984 – Developed in Switzerland)
Complete Line of Freestanding Computer Support Office Furniture targeted for mid-management in legal, banking, insurance

- FlexTech (1985 – Developed in Switzerland and Germany)
Workstations/Assembly Bench System For Electronic Research & Production
- XK-2000 (1991)
Instrumentation Workstations For Laboratories
- Core System (1993)
Modular Wall and Mobile Table System For Laboratories
- Isolator Fume Hood (1995)
Complete Line Of Chemical Fume Hoods

First hood to have a chain drive sash system

First hood to ship KD (knocked down)

First hood to have full pan construction

First hood to a glass view panel that provided bypass
- Dimension Casework (1998-1999 Developed in Mexico)
Line Of Modular Steel Casework With Fronts of Various Materials
- G3 Fume Hood
Line of High Performance Chemical Fume Hoods
- E3 Adaptable Table System
Next Generation of Laboratory Furniture system with 4 patents
- Green G3 Fume Hood
Next Generation of Laboratory Fume Hood
- Redesigned the entire G3 line to be modular and for three unique versions of the product to share common components

More Information:

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www.chipalbright.com