

CRAIG MARTON

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CHIEF EXECUTIVE OFFICER – BOARD MEMBER

TRANSFORMATIONAL LEADERSHIP | OPERATIONAL EXCELLENCE | ENTERPRISE VALUE MAXIMIZATION

Transformational CEO distinguished for driving cultural and operational changes, maximizing profitability, and increasing enterprise value. Expertise in lean enterprise and process improvement, delivering sustainable growth, organizational development, and successful turnarounds.

CAREER SNAPSHOT – Results-driven CEO with a track record for turnarounds and profitable growth. Grew revenue by over 50% and improved EBITDA \$15M. Achieved 10%+ ROS through lean/6-sigma, market share expansion, cost savings, and cultural transformation. Skilled at positioning companies for scalable growth and successful exits.

SIGNATURE ACHIEVEMENTS:

- ✓ **Operational & Cultural Transformation:** Reduced operating costs by \$6M+ in 6 months, implemented lean practices, rebuilt sales teams and processes, and established high-performing, accountable teams.
- ✓ **Financial Turnarounds:** Grew revenues by 50% and improved EBITDA by \$15M, turning losses into 10%+ ROS across multiple industries – automotive, industrial, consumer products, construction, business services, etc.
- ✓ **Successful Exits:** Led PE and family-owned companies through profitable and complex turnarounds and strategic exits, while reducing debt by 70%.

STRENGTHS & COMPETENCIES

Transformational Leadership
Operational Turnaround
P&L Management
Lean Manufacturing

Strategic Planning & Execution
Mergers & Acquisitions (M&A)
Enterprise Value Creation
Cost Reduction/Profit Improvement

Cultural Change & Team Building
Revenue Growth
Process Improvement
Supply Chain Optimization

EXECUTIVE EXPERIENCE

BCD VIDEO, LLC – VERNON HILLS, ILLINOIS | 2025 – PRESENT

Chief Executive Officer (CEO) & Board Member – Interim to Permanent

Appointed by private equity stakeholders and the Board to stabilize operations, retain key team members, and prepare the company for sale/exit. Full P&L accountability for a middle-market technology and video security provider.

- Restored financial momentum at a PE-backed security hardware manufacturer — increased revenue run-rate from < \$50M to a forecasted \$90M in less than one-year.
- Negotiated a lender credit agreement preserving liquidity headroom critical to exit preparation.
- Rebuilt leadership team and culture — stabilizing a 52-person organization through an active PE sale/exit process.
- Launched AI-driven growth initiatives and deployed three AI automation workstreams — positioning the company as a technology-forward platform and increasing enterprise value story ahead of exit.

COLONY DISPLAY, LLC – BARTLETT, ILLINOIS | 2024 – 2025

Interim Chief Executive Officer (CEO) & Board Member

Handpicked by PE ownership and the board to lead a company consolidation, including, the cultural, operational, and financial transformation of a PE-backed manufacturer of custom fixtures, displays, and environments. With full P&L responsibility, drove strategic growth initiatives, optimizing operations, and positioning the company for future success. Built and led a high-performing leadership team and instilled a culture of accountability and results.

- Led the consolidation of the company to establish a platform for growth, and transition the CEO role to commercial leadership, completing the interim assignment in support of the strategy.
- Positioned the company for strategic growth and increased enterprise value under PE ownership.
- Reduced operating costs by \$6M+ in 6 months while improving operational execution and support services, using lean principles, reducing waste, and optimizing production efficiency.
- Built a results-driven culture focused on profitability, customer satisfaction, and operational excellence.

”EXCELLENCE WITH INTEGRITY”

PROFESSIONAL EXPERIENCE, CONTINUED

TEPCO, LLC – DALLAS, TEXAS | 2022 – 2023

Interim Chief Executive Officer (CEO)

Brought in by private equity stakeholders to lead the operational and financial turnaround of a PE-backed glass, glazing, and metals manufacturer. Managed full organizational oversight, driving profitability, redefining business development, and stabilizing operations in preparation for long-term growth.

- Reduced operating costs by \$5M while driving significant productivity improvements.
- Redesigned business development process, building 12-month project backlog and expanding target markets.
- Improved operational execution, enhancing customer delivery performance and service quality.
- Strengthened leadership alignment and streamlined core processes for greater efficiency.

ABLE MANUFACTURING & ASSEMBLY, LLC – JOPLIN, MISSOURI | 2020 – 2022

President & Chief Executive Officer (CEO)

Recruited to lead the business transformation and exit of a fiberglass, metal, and tooling manufacturer. Provided full P&L leadership and executed strategies to enhance profitability, operational efficiency, and enterprise value.

- Increased EBITDA by \$4.5M through leadership upgrades, overhead reduction, and operational efficiency.
- Improved customer profitability with successful pricing negotiations and process redesigns.
- Executed strategic growth initiatives, while positioning and leading the company for a successful sale/exit.

BANCOURCE, INC. – SPRINGFIELD, MISSOURI | 2017 – 2019

Chief Executive Officer (CEO) & Board Member

Appointed by private equity ownership to execute a full financial and operational transformation of a \$40M financial services company specializing in ATM and cash management solutions. Directed all functions, including strategy, operations, and customer delivery, leading the company through a successful exit.

- Increased EBITDA by \$7.2M and grew revenues by 30% within two years through operational improvements.
- Re-engineered installation and maintenance processes, improving customer performance by 80%.
- Reduced repeat service calls 70% while improving productivity 32%, significantly enhancing customer satisfaction.
- Successfully led the company to a profitable exit, maximizing enterprise value for ownership.

FAMILY-OWNED 3PL – ST. LOUIS, MISSOURI | 2015 – 2017

Acting President & COO (Independent Consultant)

Contracted to design and implement strategic plan, and upgrade management team for next generation leadership.

LMC INDUSTRIES, INC. – ST. LOUIS, MISSOURI | 2006 – 2014

President & Chief Executive Officer (CEO)

Brought in by family ownership to lead a comprehensive operational and financial transformation of a plastics and metals manufacturer serving automotive, industrial, medical, and consumer products markets. Held full P&L responsibility, overseeing manufacturing operations, sales growth, and financial restructuring.

- Stabilized cash flow and secured bank support through aggressive cost reductions and financial restructuring.
- Grew sales 25%, diversifying customer base beyond automotive to medical, government, and consumer markets.
- Reduced company debt by 70%, significantly improving financial stability and avoiding bankruptcy.
- Upgraded program management improvements enhancing product launch execution and supply chain efficiency.

[Earlier Career Positions: AlliedSignal, Inc., Tenneco, Inc, Purolator Products Co., Hedstrom Corp, U.S. Marine Corps]

EDUCATION

College: B.S. Business & Finance, Franklin University, Columbus, Ohio

Personal Development: 6-Sigma, Lean Enterprise Systems, Center for Creative Leadership, EOS – Entrepreneurial Operating System

Military: United States Marine Corps Veteran

”EXCELLENCE WITH INTEGRITY”