

BIOGRAPHY OF:

CRAIG MARTON

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CHIEF EXECUTIVE OFFICER

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 EBITDA \$15+M. Achieved 10+% ROS through lean/6-sigma, cost savings, market share expansion, 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, re-built 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
EOS

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 BIOGRAPHY

Craig Marton is an accomplished Chief Executive Officer and transformational leader with a distinguished track record of driving cultural, operational, and financial change across diverse industries. With over 25 years of experience in leadership roles, Craig specializes in delivering sustainable growth, executing successful turnarounds, and maximizing enterprise value for private equity-backed and family-owned businesses.

Throughout his career, Craig has demonstrated a unique ability to lead organizations through complex transformations and maturity phases. He has consistently produced measurable outcomes, including revenue growth exceeding 50%, EBITDA improvements totaling \$7.2 million, and successful exits that reduced corporate debt by up to 70%. His expertise lies in lean enterprise, process improvement, and fostering high-performing teams anchored by a culture of accountability and results.

As Interim CEO and Board Member of BCD Video, Craig was brought in by private-equity owners to steady operations, retain key talent, and ready the business for sale. He holds full P&L responsibility for this mid-market technology and video-security provider, strengthening core systems, building a scalable growth platform, and fostering a high-performance culture that boosted morale, retention, and accountability.

As Chief Executive Officer (CEO) and Board Member at Colony Display, LLC, Craig was handpicked by private equity ownership and board of directors to consolidate operations, implement cultural, business development and operational transformation, and position the company for strategic growth. Under his leadership, operating costs were reduced by over \$6 million in 6-months, while lean manufacturing principles and customer-centric innovations drove significant improvements in efficiency and market share. He also successfully transitioned the CEO role to a permanent commercial leader, completing his interim assignment in alignment with strategic objectives.

Prior to his role at Colony Display, Craig served as Interim CEO at TEPCO, LLC, where he orchestrated an operational and financial turnaround for a PE-backed manufacturer of glass, glazing, and metals. He reduced operating costs by \$5 million, redesigned the business development process to build a robust 12-month project backlog, and restored customer confidence through improved operational execution.

At Able Manufacturing & Assembly, LLC, Craig was recruited to lead the company through a successful transformation and exit. As President and CEO, he drove an EBITDA increase of \$4.5 million by streamlining operations, negotiating more profitable customer agreements, and executing a strategic growth plan that culminated in a profitable sale.

As CEO of Bancsource, Inc., Craig spearheaded a full-scale financial and operational transformation, growing revenues by 30% and improving EBITDA by \$7.2 million within two years. His customer-focused improvements enhanced service delivery by 80%, reduced repeat service calls by 70%, and significantly increased productivity.

Earlier in his career, Craig held leadership positions with LMC Industries, AlliedSignal, Tenneco, Purolator Products, and Hedstrom Corporation. His ability to stabilize cash flow, lead debt restructuring, and diversify customer bases has consistently positioned organizations for long-term success. His foundational leadership experience as a United States Marine further shaped his disciplined, mission-focused approach.

Craig holds a B.S. in Business and Finance from Franklin University and has completed advanced training in Six-Sigma, Lean Enterprise, leadership development through the Center for Creative Leadership, and EOS – Entrepreneurial Operating System.

Today, Craig continues to focus on driving operational excellence, building accountable leadership teams, and optimizing enterprise value. Guided by his principle of “Excellence with Integrity,” Craig is dedicated to transforming organizations and empowering people to deliver and sustain extraordinary results.

“Excellence with Integrity”

*Achieving superior performance in planning, execution & results;
while adhering to a strict, ethical code of conduct & principles.*