

# Randall Wilson

23 East 23<sup>rd</sup> Street ▪ Boise, Idaho 83710 ▪ 801-321-0789 ▪ [Rwilson@aol.com](mailto:Rwilson@aol.com)

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## U.S. & GLOBAL FINANCE & OPERATIONS MANAGEMENT EXECUTIVE

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**IPOs • M&A • Capital Acquisition • Divestitures • SEC Reporting • Cost Control • LBOs  
Strategic Analysis & Planning • Sales & Marketing • Project Management • Market Penetration  
Strategic Alliances • Negotiations • Public & Investor Relations • Regulatory Compliance  
Investment Planning & Design • Financial Team Leadership**

- ❑ An insightful business leader and counselor – grew operating margins hundreds of thousands of dollars annually.
- ❑ Able to enhance profitability and productivity through the application of cutting-edge technology, systems integration planning and implementation, personnel training, precision risk management and performance metrics – synchronized accounting and reporting policies across all Business Units, and generated \$10MM in added revenues.

**e-Commerce • Telecommunications • Manufacturing • Construction • Petrochemicals**

### CAREER HISTORY

**HARDROC, INC.**, Boise, ID

2002 – Present

Producers of pre-cast concrete components, ready-mix concrete, and sand and gravel, serving the Western U.S.

#### **CFO, Vice President - Finance, Treasurer and Secretary**

Developed planning systems to implement new strategies and re-deploy assets through targeted capital expenditures, acquisitions and divestitures. Conducted SEC reporting and NASDAQ reporting requirements. Managed public and investor relations programs, preparing news releases, annual reports, earnings statements and handled broker inquiries. Worked with attorneys and other parties to write agreements, negotiate terms, negotiate funds, close transactions and manage the integration or elimination of units. Directed accounting, data processing, year-end audit, banking and cash management, capital acquisition, employee benefits, human resources, pension management, insurance programs and risk management.

- Doubled sales to \$75 million and increased EBITDA seven-fold to \$7 million over three years; reassigned assets to high margin products.
- Took company public through an Initial Public Offering.
- Redeployed assets; acquired a competitor and divested two divisions.
- Raised equity capital through a common stock placement with a venture capital firm.
- Worked with investment bankers to sell the company four years after going public at a 115% premium over the IPO price.
- Established a strategic planning system to focus managers on high growth opportunities.
- Raised over \$85 million in capital over a five-year period to support growth plans.
- Performed a \$15.5 million LBO using an Employment Stock Ownership Plan as the financing medium.
- Reduced insurance, workmen's compensation and employee benefit costs 20% - 30%.

**HiTEK CERAMICS**, Buffalo, New York 1996 – 2001  
 \$40 million multi-layer capacitor equipment manufacturers.

**Manager of Financial Planning**

Designed and implemented a strategic planning and budgeting system. Identified acquisition candidates for growth strategy. Raised capital to fund operations.

- Established standard operating procedures for financial statement preparation and reporting; cut monthly completion time 25% and also reduced the external year end audit work by 33%.
- Coordinated business requirements so that all requests were properly documented, and cost benefits were justified and prioritized; increased projected client uptake 20%.

**EMERY PRODUCTS, INC.**, Buffalo, New York 1995 – 1996  
 \$6.5 billion manufacturer of abrasive and insulation products.

**Corporate Manager of Financial Planning and Analysis**

Reviewed financial results and capital requests. Directed the strategic and business planning process for over twenty divisions.

**ALLIED CHEMICAL COMPANY, CHLOR-ALKALI DIVISION**, Buffalo, NY 1994 – 1995  
 Five-plant, \$250 million division of the chemical subsidiary of Balearic Petroleum.

**Division Controller**

Managed all financial affairs and reporting. Developed controls and evaluated projects for an annual capital budget of \$30 million.

**BALEARIC PETROLEUM**, Houston, Texas 1989 – 1994  
 \$7.61 billion oil and gas exploration and production company.

**Manager of Planning and Analysis**

**ARTHUR ANDERSEN CONSULTING**, Los Angeles, California 1985 – 1988  
 Management consultants to top organizational leadership on issues of strategy, organization and operations.

**Business Analyst**

Served as a member of consulting teams for Fortune 500 companies. Developed market penetration strategies for a client to enter the sporting goods industry.

**EDUCATION**

**M.B.A.**, Finance and Investments, Boise State College, 1985

**B.A.**, Political Science and Economics, Boise State College, 1983

**ANCILLARY PROFESSIONAL AFFILIATIONS**

**Instructor** (Part-time), **MBA/Undergraduate Programs**, Finance, Economics, Management and Statistics, University of Phoenix, Phoenix, AZ 2003 – Present

**Instructor** (Part-time), **Undergraduate Programs**, Managerial Economics, Money and Banking, Principles of Management, Canisius College, Buffalo, NY 1999 – 2000