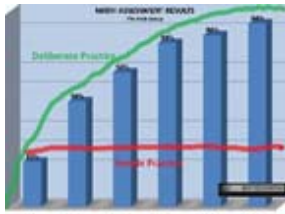




**Paul J. Nawrocki**  
**CAREER SUMMARY**



Profit and loss responsibilities.



Sustainable track record making teams tick.



Multiple industry situations.



Numerous cross-cultural conditions.



**PROFESSIONAL EXPERIENCE**



**THE ROCK GROUP**

**2001 to 2015**

**Managing Partner**

- Engaging in change management and embedded responsibilities for profit & loss.
- Interim C-Suite Positions: CEO, COO and CFO. Industry portfolio is:

**Design Agency – Chief Operating Officer & Board of Directors**



- Market driven design agency acquired by Sysco.
- Created menu space disruption. Menus created in 4 weeks; now are 4 hours.

**Education – C-Suite Consultant**



- Double bottom line:
  - #1. Student Performance: *BECS School* worst to first NYC – District 16.
    - School mastery. Immersed >10,000 urban hours.
  - #2. Financial Viability: Grant Writing Dept. increase \$15 mm to \$40 mm.
- ... And school start-ups. Crawl, Walk, Run Cycle = 3 Years.

**Construction – Chief Restructuring Officer**



- *5<sup>th</sup>/3<sup>rd</sup> Bank*. Dissolution of 10 company *Parkway Group*.
  - Retained by *Huizenga Group*. Operationally restructure company.
- Bankruptcy to profitability in 12 months. Value ~\$15 mm in 3 years.

**Metals – Chief Restructuring Officer**



- Restructure \$70 mm *Bank of Intesa Italy* debt with *Warner Norcross*.

**Automotive – Chief Financial Officer & Board of Directors**



- *U.S. Trustee* appointed by *U.S. Federal Bankruptcy Court*.
- Provide expert testimony *U.S. Federal Bankruptcy 7<sup>th</sup> Circuit Court*.
- \$17 mm of value created via *Bankruptcy Code - 363 Sale of Assets*.



## PRINCE MACHINE CORPORATION

1998 to 2001

International designer/integrator die casting machines.

### Chief Financial Officer

Led finance, accounting, information systems, human resources, and benefits administration.

- Comprehensive business turnaround.
- Leadership team improved earnings (\$2 mm losses) to \$6 mm profit.
- Champion initiatives through Lean, Kaizen and Session C programs.
- Develop new banking relationship to revamp the cash management system, institute currency risk (hedging/letters-of-credit) and open revolving credit facility.
- Created profitable international license agreements (Hishinuma) and (OMC).



## WORTHINGTON INDUSTRIES

1989 – 1998

A \$2 billion (NYSE listed) international premier value-added metal processing company.

<b>Group Operations Executive</b>	1998
<b>Controller/Project Manager-Systems Integration</b>	1996 – 1997
<b>Director of Finance</b>	1994 – 1995
<b>General Manager</b>	1992 – 1993
<b>Operations Management</b>	1990 – 1991
<b>Corporate Finance &amp; Business Development</b>	1989 – 1990






## ERNST & YOUNG

1982 – 1987

<b>Manager Consulting</b>	1985 – 1987
<b>Senior Audit</b>	1982 – 1984

## EDUCATION

 <b>New North Center</b>	Certificate Design Thinking	Innovation Methods	<b>2013</b>
 <b>Indiana University</b>	MBA (Magna Cum Laude)	General Management	<b>1988</b>
 <b>Western Michigan Univ.</b>	BS (Magna Cum Laude)	Business	<b>1982</b>

## DIRECTORS & BOARDS

<b>Indiana University Kelley School of Business</b>	Board Member	<b>1996-2015</b>
<b>Ottawa Area Intermediate School District</b>	Advisory Board	<b>2014</b>
<b>Focus Marketing</b>	Board Member	<b>2005-2013</b>
<b>Parkway Group</b>	Chairman of Board	<b>2002-2003</b>
<b>Advance Mixer DIP</b>	Board Member	<b>2002</b>
<b>Western Michigan Univ. Haworth School of Business</b>	Advisory Board	<b>1996-2002</b>
<b>Prince Machine Employee Retirement Trust</b>	Board Member	<b>1999-2001</b>

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