



## OPPORTUNITY MARKETING PIECE

# Vice President of Manufacturing

Location: New Hudson, MI



8100 Opportunity Drive  
Milton, Florida 32583  
850.983.4777  
ropella.com



**For more information, contact:**

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# ABOUT **EXOTIC** **AUTOMATION & SUPPLY**

Founded in 1963 as Exotic Rubber and Plastics Corporation, their history demonstrates years of pioneering & revolutionizing new technologies.



In 1972, the company became a distributor of Parker Hannifin products. This commitment generated a dramatic increase in their involvement within the expanding field of automation and motion control. Today, Exotic

Automation & Supply carries the full-line of Parker Hannifin hydraulic, pneumatic, and fluid connector products and is one of the largest Parker Hannifin Distributors in the world!

In 2001, the company changed their name to Exotic Automation & Supply in order to fully reflect the scope of their product and service offerings.

Today, Exotic's QMS is ISO certified: they serve virtually every industrial sector where automation, motion control, material handling, gasket and sealing solutions are required.

**EXOTICAUTOMATION.COM**

## QUICK FACTS



**1963**  
FOUNDED



**TOM MARINO**  
PRESIDENT



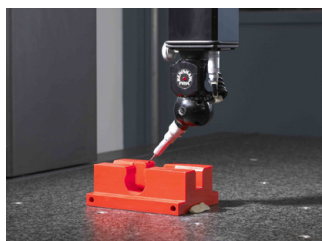
**NEW HUDSON, MI**  
HEADQUARTERS



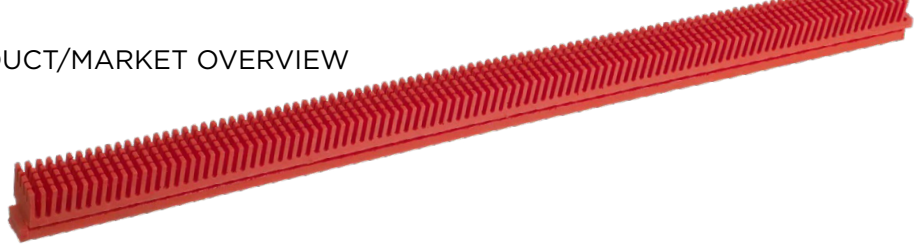
**190**  
EMPLOYEES



**TWELVE**  
LOCATIONS



# POLYURETHANE PRODUCTS



Since 1963, Exotic Automation & Supply has been manufacturing custom polyurethane products for best-in-class durability and performance. Their Solid Cast Polyurethane (PU) manufacturing process is widely preferred as the material of choice in applications where a high degree of load bearing, abrasion resistance and tear strength are important. Exotic's Engineered Rubber & Plastics Division (ERP) specializes in polyurethane products to meet or exceed the specifications of a wide variety of applications. ERP designs and manufactures superior components using compression, open and closed casting molding technologies to meet all prototype and production requirements.

## PRODUCTS INCLUDE

- Bushings
- Bumpers
- Stoppers & Plugs
- Washers
- Pads
- Grommets
- Blocks & Locators
- Gaskets & Seals
- Paint Masks
- Wear Pads
- Rollers

- Wheels
- Concrete Molds
- Molds & Tooling

## INDUSTRIES SERVED

- Aerospace
- Agriculture
- Automotive
- Chemical
- Construction
- Electronics
- Food Processing
- Material Handling

- Medical
- Military
- Mining

## QUALIFICATIONS

- CAGE Code #59111
- ISO 9001:2015
- SBA Small Business
- ITAR/EAR Compliant
- Affirmative Action Compliant

## DUROMETERS

- 45A-95A
- 60D-75D

## IN-HOUSE EQUIPMENT

### AUTOMATED DISPENSING MACHINE

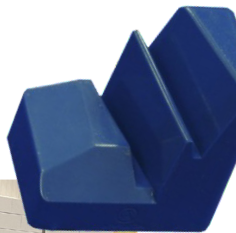
- Dispenses 1 - 10 pounds per minute
- Multiple color streams

### HAND BATCHING STATION

- Custom formulations and blends for small quantities

### STATE MIX VORTEX MACHINE

- Mix up to 5 pounds of materials in less than 30 seconds





# EXOTIC AUTOMATION AND SUPPLY CULTURE

Exotic Automation & Supply places a strong emphasis on its people. The individuals they employ differentiate them from the competition, provide corporate intelligence and determine their effectiveness as a corporation. Exotic hires individuals based on talent, passion and ability to fit with their company culture.

## COMPETITIVE PAY & BENEFITS

### HEALTH

Exotic Automation & Supply provides a comprehensive benefits program. This includes health, dental, vision, disability, life insurance, and flexible spending accounts.

### TIME OFF

Their culture values work/life balance. They offer an accrual Paid Time Off (PTO) program and paid holidays annually.

### RETIREMENT

Planning for the future is important. Exotic Automation & Supply offers a 401(k) plan with matching contributions and profit sharing.

### COMPENSATION

Exotic Automation & Supply offers compensation programs that provide fair and competitive pay.

### EMPLOYEE ASSISTANCE PROGRAM

They offer an employer-sponsored Employee Assistance Program (EAP). A variety of resources are made available at no additional cost.

### DISCOUNTS / TUITION REIMBURSEMENT

Exotic offers many discounts to its associates. They are also proud to offer tuition reimbursement to assist with the cost of school and materials.

## EMPLOYEE REVIEW



*"I took part in the Fast Track program, which allowed me to work with a mentor in all departments throughout the course of a year. I learned a lot about the company as a whole through this program and feel it has allowed me to be successful in my current role."*

**JASON - ACCOUNT MANAGER**



## TOM MARINO

President



Son of Charles and Audrey Marino, founders of Exotic Rubber & Plastics Corp., Tom has devoted his life and career to not only nurturing the growth and success of Exotic but ensuring Exotic continues to thrive with a core value of encompassing premier customer service within a strong, family oriented environment.

Tom spent his early days in Exotic's facilities as a maintenance tech responsible for the equipment and buildings. From there he was able to work his way through the operations departments learning and understanding every activity that took place within the company for both manufacturing and distribution. All of this experience presented Tom the opportunity and challenge of designing and constructing a new headquarters for Exotic that would service not only the need of the manufacturing group, but also the rapidly expanding distribution group. Five years after the successful completion of the new 95,000 square foot Farmington Hills facility in 1986, the Exotic family was dealt a huge loss with the passing of President, CEO, and father Chuck Marino. With Audrey assuming the role of President, Tom's involvement throughout the organization became deeper than ever, becoming a crucial part of Exotic establishing the first three branches, implementing the first computer and business system, installing modern CNC equipment to expand manufacturing capabilities, and securing the first round of Military Contracts, as well as the acquisition of two motion control companies in Michigan, all while being a key leader at the family's Northville based horse farm.

Four years after navigating the retirement of his mother Audrey, Tom decided it was time for the next step. In 2001, Tom assumed full ownership of Exotic from four of his siblings as well as the role of President, which he still holds today. Tom's dedication and commitment didn't stop there, while transforming the image of Exotic from being perceived as only a rubber and plastics manufacturer to now a full service Parker Distributor while still maintaining and expanding our manufacturing capabilities, came Exotic Automation & Supply. For the next several years Tom spent his time focusing on rounding out his world class executive team, pulling the trigger on acquisition targets, and investing time and resources into becoming Parker's Distributor of Choice. Most recently Tom has been focused on the construction of Exotic's new, state of the art, 141,000 square foot corporate headquarters; investing in the best, latest, and most efficient tools and software; mentoring the next generation; and most importantly making sure that the family centric culture of Exotic remains as tight and close knit as when his parents had started the company back in 1963.

Tom's management style would best be described as an engaged, mentorship style. One of Tom's passions is to share his knowledge and experiences with anyone around him while not being afraid to roll up his sleeves and get dirty. His decisions are data driven, with just the right amount of gut feeling mixed in. Tom fosters and instills in everyone around him an open and collaborative environment. While his passion for Exotic and its success drives him non-stop, he is also the first one to remind you of the importance of taking a step back and enjoying life.

Tom and his wife Lynne have been married for over 30 years during which they proudly raised four children. Tom is an avid outdoorsman and can often be found on the golf course, a snowmobile, or by the water with his family.



## POSITION PROFILE

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# VICE PRESIDENT OF MANUFACTURING

EXOTIC AUTOMATION & SUPPLY

*Acts as the top Manufacturing advisor for the organization directing the overall Manufacturing strategy. Responsible to build and lead all aspects of Manufacturing including Vision, Product Development, Product Design, Estimating, Process Engineering, Production, Machining, Quality, Automation Build and Maintenance.*

### ESSENTIAL JOB FUNCTIONS

- Oversees the Manufacturing business unit ensuring goals are met based on the direction established in the strategic plans.
- Creates Manufacturing Sales forecast and monitors/manages for compliance.
- Negotiates and approves Manufacturing contracts.
- Oversees Manufacturing operations ensuring processes run smoothly, efficiently, on time and on budget.
- Ensures Manufacturing processes and materials are current.
- Provides leadership and innovation to the business unit's research and development.
- Works with the Officer team to co-develop short and long-term goals, plans and strategies.
- Meets with the Management team to assess the Sales state of the Company and ensures it is in line with the vision and mission.
- Encourages business investment, acts as a visionary, and provides overall leadership to the Company.
- Participates in quarterly State of the Business all hands address.
- Responsible to understand and direct activities that support the Company Quality Manual, Associate Manual, Mission Statement and any other policy or directive of the corporation.
- Responsible for profitability of company and attaining goals and objectives set forth by the Board of Directors.
- Responsible for team building across the organization.
- Identifies, recommends, and pursues professional skills and educational development opportunities for self and staff.
- Performs other duties as assigned or requested.

### KNOWLEDGE, SKILLS AND ABILITIES REQUIRED

- Bachelor's degree in Engineering, prefer MBA (will consider equivalent work experience).
- Fifteen (15) years of progressive Manufacturing work experience (prefer job shop environment).
- Five (5) years previous leadership experience.
- Previous OEM Automotive experience desired.
- Advanced understanding of Lean Manufacturing and regulatory compliance with ISO, OSHA and Automotive Quality Systems.
- Proven visionary abilities and executable strategic planning skills.
- Ability to analyze P&L and balance sheet to achieve financial objectives.
- Advanced emotional intelligence skills.
- Advanced leadership skills with proven track record of inspiring people to action through influence.
- Solid PC skills and previous experience on an MRP system to manage and analyze areas of responsibility.

### SUPPLEMENTAL JOB FUNCTIONS

- Maintains relationships with all department executives to ensure teams are aligned and working towards corporate goals.
- Enforces policies, rules and/or procedures of corporation to facilitate continuous improvement.
- Provides and supports a positive work environment.

- Excellent research and resourcing skills.
- Advanced detail orientation.
- Advanced writing skills.
- Advanced negotiation Experience.
- Advanced VUCA skills.
- Motivation and advanced ability to handle multiple disciplines in a fast-paced, ever-changing environment.
- Organizational skills required to prioritize, plan and coordinate work activities and resources in area of responsibility.
- Advanced analytical skills needed to identify root causes of problems, generate alternatives, draw logical conclusions and decide on appropriate course of action after careful examination of relevant information and consideration of critical business issues.
- Advanced communication and interpersonal skills necessary to effectively communicate with associates, customers, business partners and management team. Demonstrated teamwork approach with superiors, peers and subordinates utilizing skills in oral communication, active listening, written and oral directions and cooperating with and assisting others when needed.

### WORKING CONDITIONS

- Normal business office environment with regular (up to 100% of work time) exposure to noise, dust, office equipment and supplies.
- Physical dexterity needed to bend, stretch, lift and reach.
- Ability to sit or stand for extensive periods throughout the day.
- Ability to perform basic office tasks using standard office equipment.
- Ability to use a keyboard and computer.

*This document is intended to describe the essential job functions and the knowledge, skills and abilities required. It is not intended to be an exhaustive statement of supplemental duties, responsibilities or non-essential functions. (Nor is it intended to reflect accommodations made under the Americans with Disabilities Act or other return-to-work programs).*





## ABOUT NEW HUDSON AND SURROUNDING AREAS

**NEW HUDSON** is located in the Lyon Township which is in the southwest corner of Oakland County, which is in southeast Michigan. Approximately 32 square miles in size, the Township is bordered by Dixboro Road on the west, Napier Road to the east, Pontiac Trail to the north, and Eight Mile Road to the south. Neighboring communities are the cities of South Lyon, Novi, and Wixom and the townships of Milford, Green Oak, and Salem.

The population of Lyon Township in the 2010 census was 14,545, an increase of 31.6% from the 2000 census. Population growth has continued to increase due to numerous residential developments being created in the Township. New Hudson is located about 35 miles west of Detroit, Michigan's largest city and 25 miles north of Ann Arbor.

### **ANN ARBOR, MI**

Ann Arbor, Michigan has more than just a rich history, diverse character and kinetic feeling. Decorated with numerous awards for safety, efficiency and family compatibility, this college town is vibrant and alive with culture. Home to over 113,000 residents, Ann Arbor is the sixth largest city in Michigan and with its bustling downtown and charming tree-lined neighborhoods is a safe and ideal place to live, learn, work and raise a family.

Endless opportunities for recreation are available in

Ann Arbor. The city operates over 150 parks with trails, golf courses, canoe liveries, tennis courts and athletic fields. Ann Arbor is widely known as "Tree Town" because of the dense forestation of its parks and residential areas. This community has a progressive recycling program and takes great measures toward the preservation of the city's green space. Ann Arbor is dedicated to giving the residents of the community a safe and healthy place to live.

Ann Arbor has a variety of cultural attractions and events to captivate residents throughout the year. Several performing arts groups and facilities are on the university's campus, as are museums dedicated to art, archaeology, natural history and the sciences. There are also several regional and local performing arts groups not associated with the university.

The city provides a unique mix of local and national retail offerings. One of the main places to shop is Briarwood Mall. Featuring some of the most well known names in fashion, Briarwood includes retailers such as Coach, J. Crew, Chico's, Forever 21, Sephora and Williams-Sonoma as well as anchor stores like Macy's, JCPenneys and Sears. Additionally, Ann Arbor offers the opportunity to purchase locally crafted furnishings, homegrown produce, and contemporary fashions.

Being home to the amenities, culture and vibe of the big city, with the comfort of a small town, sports fans



easily make their home in Ann Arbor. The University of Michigan is the center for sports and led to Ann Arbor being voted by Forbes Magazine as the “Top College Sports Town” on its 2010 list.

Ann Arbor is a hub for excellence in education and boasts five colleges and universities. The city’s acclaimed public school system has adapted a comprehensive academic achievement plan that makes it outstanding in academics, exceeding state standards in math and reading. Boasting of such excellence, it is no wonder that Parenting Magazine named Ann Arbor the 4th best place to raise a family.

**DETROIT, MI**

Detroit is the most populous city in the U.S. state of Michigan, the fourth-largest city in the Midwest and the largest city on the United States-Canada border. It is the seat of Wayne County, the most populous county in the state.

Detroit is blessed with amazing diversity in its neighborhoods, ranging from a hip downtown to vibrant immigrant districts to stately historic neighborhoods. In addition, Detroit’s suburbs offer a high quality of life in a variety of settings.

Throughout Detroit, housing is affordable and a good value. Detroit neighborhoods are known for their friendliness, with neighbors working together on community gardens and other projects. Living in Detroit offers residents a high quality of life—all with a favorable cost of living, great neighbors, and close proximity to cultural and recreational amenities.

Detroit offers a number of fun ways to entertain friends and family all year. With the number of festivals, parks, leisure activities, and sports and entertainment options in Detroit, you will never run out of things to do in Detroit.

Detroit is an entertainment mecca - with the Motor City Casino, MGM Grand Detroit Casino and Greek-

town Casino, great downtown sports venues showcasing national teams, amazing arts, culture, and music, and great food.

Year-round, amazing outdoor events draw over 19 million visitors. The summer starts with the Detroit Electronic Music Festival, and ends with the Detroit

Jazz Festival, the world’s largest free jazz festival. The 4th of July is celebrated with a spectacular international fireworks extravaganza along the Detroit River. Summer in Detroit includes a weekly festival at Hart Plaza, like the Detroit Hoedown or the Caribbean Festival. Neighborhoods host their own events like Detroit Festival of the Arts, Dally in the Alley, and Jazzin’ on Jefferson.

Sports fans will feel at home in Detroit as Sporting News magazine named Detroit as the No. 1 sports city in America in 2007. At any given time, there are several sporting events taking place in the Detroit area. To get you started, check out the home game schedules of Detroit’s big four professional sports home teams -- Tigers, Lions, Red Wings and Pistons. Sports enthusiasts enjoy Formula One racing during the Detroit Grand Prix. Bicycling enthusiasts are taking over Detroit streets and parks, and the annual Tour de Troit draws hundreds of participants.

Detroiters have great access to parks and other personal recreational activities, like biking, boating, and team sports. Detroit neighborhoods host welcoming parks like Palmer Park, Clark Park, and the Chandler Park Family Aquatic Center. The only urban island park in the country can be found at Belle Isle in the Detroit River, which is also home

to a golf course, the Detroit Yacht Club, and the Belle Isle Conservatory. The Detroit RiverWalk is a 2-1/2 mile pedestrian and bicycle pathway extending from downtown along the Detroit River. It connects the Dequindre Train and Greenway - pathways through a state park



ending near the historic Eastern Market. Park facilities in the city are complemented by an extensive network of metroparks and state parks throughout the region.

With many excellent schools, colleges, and universities, Detroit is positioned to be a premier place for education. Residents have access to the Detroit Public School system, which educates more than 110,000 students annually. The district has recently consolidated school buildings to more effectively educate students and has completed a \$1 billion school renovation and construction initiative. Premier schools within the system include the new Cass Tech High School, the Renaissance High School campus and the Detroit School of Arts. Also, Detroit provides many options for private education including University of Detroit Jesuit High School, Friends School, and the Detroit Waldorf School. Detroit's subur-

ban communities also offer a host of excellent schools to meet a variety of educational needs.

In addition, Detroit is home to established universities including the University of Detroit Mercy, Michigan's largest and most comprehensive Catholic university, Marygrove College and, located in the heart of the Cultural Center, Wayne State University, Michigan's only urban research university, fulfilling a unique niche in providing access to a world-class education at a great value.

With friendly neighborhoods, exciting nightlife, unlimited entertainment options, and arts and culture that rival any other metropolitan area, Detroit is truly a great place to live.

## NEW HUDSON AND SURROUNDING AREA LINKS

### AREA LINKS

**Lyon Township**

[lyontwp.org](http://lyontwp.org)

**Visit Detroit**

[visitdetroit.com](http://visitdetroit.com)

**Destination Ann Arbor**

[annarbor.org](http://annarbor.org)

### SHOPPING

**Somerset Collection**

[thesomersetcollection.com](http://thesomersetcollection.com)

**Briarwood Mall**

[simon.com/mall/briarwood-mall](http://simon.com/mall/briarwood-mall)

**ExperienceDetroit - Shopping Malls**

[experiencedetroit.com/shoppingmalls.htm](http://experiencedetroit.com/shoppingmalls.htm)

### ARTS & ENTERTAINMENT

**Pure Michigan**

[michigan.org](http://michigan.org)

**Visit Detroit**

[visitdetroit.com/things-to-do/entertainment](http://visitdetroit.com/things-to-do/entertainment)

**Ann Arbor Civic Theatre**

[a2ct.org](http://a2ct.org)

### SPORTS

**Detroit Lions**

[detroitlions.com](http://detroitlions.com)

**Detroit Tigers**

[detroit.tigers.mlb.com](http://detroit.tigers.mlb.com)

**Detroit Red Wings**

[nhl.com/redwings](http://nhl.com/redwings)

**Detroit Pistons**

[nba.com/pistons](http://nba.com/pistons)

### EDUCATION

**Detroit Public Schools**

[detroitk12.org](http://detroitk12.org)

**University of Detroit Mercy**

[udmercy.edu](http://udmercy.edu)

**Marygrove College**

[marygrove.edu](http://marygrove.edu)

**Wayne State University**

[wayne.edu](http://wayne.edu)

**Ann Arbor Public Schools**

[a2schools.org](http://a2schools.org)

**University of Michigan**

[umich.edu](http://umich.edu)