

CRAIG B. TOEDTMAN, SPHR, GMS, CMF, CPRW
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SENIOR BUSINESS EXECUTIVE

Senior Business Executive offering extensive experience and expertise as Career Advisor/Job Search Advisor and executive search consultant with over 30 years of business experience in a variety of executive management positions in human resources, manufacturing and general management.

CORE COMPETENCIES

- P&L Responsibility
- Business Development
- Solutions Selling
- Needs Assessment
- Manufacturing Operations
- Behavioral Interviewing
- Talent Acquisition
- Talent Evaluation
- Supply Management
- Risk Management
- Expense Control
- Client Relations

PROFESSIONAL EXPERIENCE

Resource Development Company, Inc., Blue Bell, PA - January 1981 to present
Human Resource Management Consulting and RDC Hiring Edge Career Services firm

Co-Founder and Chairman

- Direct and manage company operations with full P&L responsibility.
- Implement systems and processes to deliver strong and sustainable results.
- Drive business process improvements and performance, utilizing formal procedures and controls. Work with systems administrator to ensure that systems are efficient and making use of current technology.
- Create and sustain positive company culture to encourage participation and dedication with inherent devotion to maximize customer value while controlling costs.
- Manage and participate in market research to ensure that customer needs are met through competitive, flexible services.
- Control all finances, including bank accounts, payables, and receivables; produce monthly financial statements for shareholder review and acceptance; work with auditor to prepare and submit annual financial statements and tax forms.
- Provide recruiting assistance for direct reports; final approval is required for new hires and/or contractors.
- Direct marketing efforts to maximize reach with continued growth while maintaining established margins. Manage website and social media campaigns.

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WNGates.com, Inc., Blue Bell, PA - 1982 to present

Legal Compliance Services for Insurance Industry

President

- Direct and manage company operations with full P&L responsibility.
- Implement systems and processes to deliver strong and sustainable results.
- Direct marketing efforts to maximize reach with continued growth while maintaining established margins.

ABAR IPSEN INDUSTRIES, Feasterville, PA - March 1984 to October 1995

\$70 million heat processing equipment manufacturer, 2 plants, 350 people, subsidiary of \$4 billion conglomerate.

Vice President, General Manager

- P&L Responsibility for \$20 million Specialized Heat Processing Systems.
- Direct and manage full complement of staff totaling 45 employees, including heads of Engineering, Manufacturing, Sales/Marketing, and Service.

PENNFIELD PRECISION, INC. ., Sellersville, PA - March 1984 to October 1985

\$15 million manufacturing systems builder.

Vice President, General Manager

March 1984 to October 1985

- Gross Margin Responsibility for \$5 million manufacturing facility.
- Direct and manage full complement of staff totaling 35 employees, including heads of Engineering and Manufacturing

SELAS CORPORATION OF AMERICA, Dresher, PA - September 1982 to February 1984

Manufacturer of heat treat processing equipment and accessories.

Vice President, Operations

- Gross Margin Responsibility for \$20 million manufacturing facility.
- Direct and manage manufacturing staff totaling 45 employees, including heads of machining, assembly, and quality.

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THE WARNER & SWASEY COMPANY - *Cleveland, OH* - June 1966 to August 1982

Manufacturer of CNC machining systems.

Manufacturing Manager, Tuning Machine Division, Cleveland, OH

Manager of Human Resources, Wiedemann Division, Philadelphia, PA

- Manage 1,000-person multi-plant machining and assembly operations.
- Lead and participate in labor negotiations with employee Associations and Unions
- Established participative management philosophy with plant-within-plant environment in the development of the first US in-line machine tool assembly

ASSOCIATIONS & CERTIFICATIONS

Society for Human Resource Management (SPHR - Certified Sr. Professional)

European Relocation Association (EuRA) - European Relocation Fellow-CERP 3 Employee Relocation Council (ERC - Certified Global Mobility Specialist)

TTI Performance Systems (Certified Professional Behavioral Analyst)

Association for Psychological Type (APT) Certified MBTI Assessor

ACP International (CMF - Career Management Fellow)

Professional Association of Résumé Writers (Certified Professional Résumé Writer)

Families in Global Transition (FIGT)

MILITARY

U.S. Army, Specialist Fifth Class Legal Clerk

January 1967 - December 1968;

Vietnam Veteran Bronze Star recipient for Meritorious Service.

EDUCATION

Allegheny College, Meadville, PA - BA, Economics, 1966

Case Western Reserve University, Cleveland, OH - MBA, 1974

Harvard Graduate School of Business, Cambridge, MA - Manufacturing in Corporate Strategy Executive Program, 1981