

PERSONAL OVERVIEW

Hiring Manager,

I know your very busy, but if you will just take a few minutes to review my qualifications you'll see that my 30 years in the HVAC industry along with my extensive background in *Business Development, Revenue Generation, Operations, Management, Service & Marketing* makes me a excellent candidate for one of your leadership positions. If you do not have an opportunity at your company please feel free to pass my resume to someone else looking for a senior manager.

Overview of business accomplishments for the following areas

1. Marketing & Sales
 - Developed the current marketing program that increased Change out sales by \$750,000 in under 18 months.
2. Revenue Generation
 - Increased per tech average revenue by over \$100,000 per year \$275,000 per Tech.
3. Technical
 - Partnered with the Oregon Department of Labor to help create the current Apprenticeship Program.
 - Developed curriculum and worked as Instructor at LBC College teaching HVAC/R
4. P&L (Bottom Line)
 - Held total P & L responsibilities for companies varying in size from \$9,000,000 to \$20,000,000.
 - Increased net margin at last company from 3% to 11% in less than 1 year.
 - Increased ARS Virginia Service Branch EBIT (Net Profit) to 15.4% in under 24 months with no loss in overall revenue.
5. Forecasting & Budgeting
 - Created Budgeting/Forecasting Program that is used in various individual HVAC businesses up to 20 million in revenue.
 - Created *Bid Estimate Program* used to bid jobs by department to real time net profit by tracking overhead, cost of sales, labor, & current run rates which is now corporate template for over 14 branches.
6. Employee Related & Team Building
 - Developed a field spot check program that promotes (***Just one individual's performance establishes a customer's perception of the whole team***).
 - Create regional training program for 600+ employees (65 Million Revenue)
 - Manage 100,000 call per year call center (65 Million Revenue)
7. Contract Negotiation
 - Successfully renegotiated multiple large dollar (over \$50,000) Service Agreements for increase of up to 100%
8. Project management
 - Oversee and manage projects management team on HVAC projects up to \$2,100,000.
9. Process procedures
 - Devolved comprehensive policies and procedure manuals for 135 employees.
 - Recreated complete company operations documentations for 9 Million dollar company after their departure from LINC.
10. Business Development
 - Opened satellite office and grew revenue to over \$800,000 with better than a 50% GPM in less than 1 year.
 - Restructured company from primarily a plan & spec focus to design build & negotiated focus and increased net profit 13.3% from (-7.5)% to 5.8% in just over 12 months.

Note 1: My contact number has a Oregon area code because that way my grandkids in Oregon can call me for free. That being said I live in Bothell Washington.

Note 2: My complete resume and references can be viewed at <http://larry.mcgaugh.net/>

Thanks

Larry McGaugh

Larry McGaugh

(Previous Evergreen Refrigeration Service Manager-Seattle Washington)

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